President’s Message

As you settle in for another exciting school year, we encourage you to learn, teach, and lead! Be sure to join or renew your membership in the professional organizations designed to support you - AASCD. You are encouraged to join AASCD members in our quest to ensure success for all students. Encourage fellow administrators and teacher-leaders to join AASCD as well. AASCD is one of the largest CLAS affiliate organizations and provides valuable support for instructional leaders. Our website, www.alabamaascd.org, is a one-stop shop for all things AASCD. Check it out! Improving the quality of curriculum and instruction in Alabama is at the heart of our work. Our annual Fall Instructional Leadership Conference is coming up in October. This joint venture with AAESA is set for November 6-8, 2017 at the Perdido Beach Resort. You can find more information on our website or the CLAS website at www.clasleaders.org. We would love to see you there. Best wishes to all as we start the school year! We look forward to working with you through AASCD!
A Reminder About Being an Ethical Leader

Ethical leaders know how to do the “right” thing. It is sometimes difficult to define exactly what is right but many times it is using common sense and sticking to your moral purpose. A leader who is ethical is willing to take risks and not be afraid to do what he truly believes to be right. Often this may be unpopular and inconvenient, but an ethical leader does not let this derail him from his work (in a school, system, business, organization).

Linda Fisher Thornton in her 2013 book --- 7 Lenses: Learning the Principles and Practices of Ethical Leadership, wrote to these concepts (profit, law, character, people, communities, planet, greater good). She simply stated that we need to be the leader who adheres to high ethical standards in our own professional and personal lives. It is interesting to follow her 14 Guiding Principles and do a personal assessment of how we are ethical leaders!

After several years of study on this topic, here is my Top 10 List:

1. An ethical leader has no favorites and treats everyone equally
2. An ethical leader shows respect by listening and valuing others’ contributions
3. An ethical leader states facts in a transparent manner and is just honest
4. An ethical leader places importance in being kind and humane
5. An ethical leader fosters a sense of community --- this leader cares more about the entire organization than himself
6. An ethical leader makes decisions in line with the organization’s overall values
7. An ethical leader encourages initiative for others to thrive and flourish
8. An ethical leader models and leads by example
9. An ethical leader communicates and discusses values and expectations
10. An ethical leader expects everyone to do the “right” thing at all times

There are so many stories that appear in print and on social media that it is hard to decide what is “right”. This is one more reason that it is difficult to be an educational leader, but it is also the reason that we need really, really strong and ethical leaders in Alabama’s schools!

Join us at FILC in Orange Beach on November 6-8 as we learn ways to enhance our teaching and learning. Registration information is on page 3. Hope to see you there.

Dr. F. Jane Cobia
Executive Director
AASCD
Name: ______________________________________________
Position: _____________________________________________
Preferred Name on Badge: ______________________________
School System: _______________________________________
School: ______________________________________________
Phone Number: _______________________________________
Fax Number:  _________________________________________
Email Address: ________________________________________
Bill To:  ______________________________________________
Billing Address: _______________________________________
City, ST Zip: _________________________________________
Spouse/Guest Name: __________________________________
(guest qualification applies only to those individuals who are NOT in the educational industry.)

1. CONFERENCE REGISTRATION
(includes all scheduled meals, breaks, door prizes, etc.)

<table>
<thead>
<tr>
<th></th>
<th>Pre-Registration by Nov. 1</th>
<th>Registration Nov. 2 - Nov. 3</th>
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Total Section 1: ____________________________

2. MEALS (no charge for paid registrants, but you must make reservations)

LUNCHEON, TUESDAY, NOVEMBER 7
☐ I will attend the AAESA Luncheon (no charge, included in registration)
☐ I will attend the AASCD Luncheon (no charge, included in registration)
☐ My spouse/guest will attend (no charge if paid spouse registration)
☐ I need _____ extra ticket(s) at $30 each

BREAKFAST, WEDNESDAY, NOVEMBER 8
☐ I will attend (no charge, included in registration)
☐ My spouse/guest will attend (no charge if paid spouse registration)
☐ I need _____ extra ticket(s) at $25 each

Total Section 2: ____________________________

Grand Total (Section 1 & 2): ____________________________

3. SPECIAL ACCOMMODATIONS
☐ I will need special accommodations for a disability
☐ I have special dietary requirements ________________

4. EMERGENCY CONTACT
In case of an emergency, contact:
Name: _____________________________________________
Daytime Phone:___________ Evening Phone:______________

5. PAYMENT (Circle One)
Check  or  Purchase Order #______________
(payment or valid PO Number is required before registration can be processed)
Credit Card (circle one):  Visa        MasterCard        Discover Card
Card Number: ____________________________ Exp: ___________
Cardholder’s Name:________________________ CVV: __________
Cardholder’s Address:  ____________________________________
_______________________________________________________
Cardholder’s Phone: _____________________________________
_______________________________________________________

Signature

Refunds granted only upon written request. No refunds granted after October 27, 2017. Send registration by 24-hour fax to (334) 265-3611 or mail your payment and registration form to:

AAESA
P.O. BOX 428
MONTGOMERY, AL  36101-0428

QUESTIONS? PLEASE CALL (800) 239-3616

CONFERENCE AGENDA
SUNDAY, NOVEMBER 5
Registration - 2:00 p.m. - 5:00 p.m.
Executive Board Meeting - 3:30 p.m. - 5:30 p.m.

MONDAY, NOVEMBER 6
Registration - 7:30 a.m. - 4:00 p.m.
Opening General Session - 9:00 a.m. - 10:30 a.m.
Breakout Sessions - 11:00 a.m. - 12:00 p.m. & 1:15 p.m. - 2:15 p.m.
Business Meetings - 2:45 p.m. - 4:00 p.m.

TUESDAY, NOVEMBER 7
Continental Breakfast - 8:00 a.m. - 9:00 a.m.
Second General Session - 9:00 a.m. - 10:30 a.m.
Second General Session (continued) - 11:00 a.m. - 12:00 p.m.
Affiliate Awards Luncheons - 12:15 p.m. - 1:45 p.m.
Mini Clinics - 2:00 p.m. - 3:30 p.m.

WEDNESDAY, NOVEMBER 8
Closing General Session & Breakfast - 7:30 a.m. - 10:00 a.m.

ROOM RESERVATIONS: Call the Perdido Beach Resort at (800) 634-8001 and ask for the AAESA/AASCD Fall Instructional Leadership Conference or go to https://www.perdidobeachresort.com/alabama-association-of-elementary-school-administrators. The group rate varies from $111 - $151 for standard rooms/night. All room rates are subject to taxes and fees. Reservations are subject to availability. Reservations received after October 2, 2017, may not be eligible for the discounted rates. Check-in time is 4:00 p.m.
Wynne (1972) proposed if accountability to the public became widespread, then conflict between schools and the public would arise resulting in public expectations about how schools should be run which would generate new demands on schools. Demands on school leaders and teachers are at an all-time high! One demand is to use data generated on performance tests to improve student achievement. Furthermore, improvement on test scores by students is not the only type of gains possible. Teacher performance can be enhanced too. While the type of performance test may change periodically, the age of data-driven decisions centered upon student achievement will continue for the foreseeable future. However, many educators have yet to be adequately trained on how to use such data.

Using data to guide decisions and to develop primary question sets are essential. Kowalski, Lasley, and Mahoney (2008) pinpointed why data-based decision making is important:

- What gets measured and monitored gets improved.
- Without data-based decision making, one is left with mere hunches and opinions.

According to Schmoker (2006), there are two critical factors when analyzing data. The first factor is what is taught, and the second factor is how effective is it being taught (Schmoker, 2006). Using data to improve the performance of teachers is critical to increase student achievement as it is the role of the teacher who has the most impact on student achievement.

There are several barriers to remove in order for utilizing data to come to fruition. Barriers include using data is often seen as the enemy, using data is burdensome and demands much time, and using data requires a certain level of preparedness for individuals to utilize data (Kowalski, Lasley, & Mahoney, 2008). To overcome the barriers, school leaders need to continue to model the use of data, provide meaningful professional development, and afford time for collaborative meetings to disaggregate school data.

Receiving the data and reviewing the data is not enough. The following points made by Schmoker (2006) are valuable tidbits for all educators to remember:

- We do not get points for analyzing the data. We get points for acting on the data.
- We get points for improving instruction in the areas of weakness.
- We need to use the data to identify low scoring skills and then get right to work improving instruction and assessment in those and other areas.

Using data is not a fad! Thus, educators need to seek help to become more data savvy. The effective use of data by school leaders and classroom teachers can positively impact student achievement no matter what performance test is required. However, one must be willing and prepared to utilize data.

This year’s L2L (Leader to Leader) Conference was held again in Arlington, VA at the Renaissance & Residence Inn Conference Center. It was well attended and the ASCD staff did a great job of planning the conference. Representatives from Alabama ASCD in attendance were, Jane Cobia, Brenda Rickett and myself.

L2L is a conference that ASCD holds each year for the officers of the state affiliates. Attendees are able to network with other affiliate officers from all over the world, literally. Sessions are made available to attend throughout the event. Your representatives were chosen to present a session this year. Our session was entitled, “Overcoming Barriers to Success”. We discussed four modules to focus on: Leadership, Attendance, Focusing on individual student needs and Innovative Scheduling. We also heard two phenomenal key note speakers. Umair Qureshi from Pakistan ASCD who spoke about the establishment of the first Whole Child School in Pakistan and then we heard co-founder of ASCD Growth Center, Lee Ann Jung speak on the “Brass Tacks” of Planning Intervention.

A high light of our trip was enjoying dinner with our friend and former Executive Director of CLAS, Earl Franks. He seems to be transitioning well into his new position as Executive Director of NAESP (National Association of Elementary School Principals). We appreciate Earl’s diligent service to CLAS and wish him well in his new position. It’s great to have another Alabama voice representing education in Washington, DC.
COUNCIL FOR LEADERS IN ALABAMA SCHOOLS

2017-2018 Membership Form

Expires 6/30/2018
July 1, 2017 - June 30, 2018

Individual Information

Prefix          First Name       Middle Name       Last Name

Position/Title

Date of Birth          Mobile Phone          Home Phone

Email Address

Home Address

City                                                      State                                       Zip Code

Method of Payment

☐ Check # ____________________________  ☐ Payroll Deduction (authorization agreement must be signed below)

PO # ____________________________  ☐ Visa/MasterCard/Discover

Invoice To: ______________________________________________

____________________________________________

____________________________________________

____________________________________________

Position/Title

Prefix             First Name                            Middle Name                  Last Name

_____________________________________________________

City                                                      State                                       Zip Code

School/Organization Information

School/Organization Name

Address

City                                                      State                                       Zip Code

Organization Phone          Fax

Direct Phone                                                              Extension

Preferred Address: ☐ Home  ☐ Work  ☐ Preferred Phone: ☐ Mobile  ☐ Home  ☐ Work

Recruiter Information - New Members Only

I was recruited by: ____________________________________________________________

Payroll Deduction Authorization (please verify system participation): I authorize the Board of Education to automatically deduct dues each year for membership in the Council for Leaders in Alabama Schools and such other affiliated professional organizations as indicated on this form unless I revoke this authorization in writing prior to Sept. 15 of any given school year. If for any reason employment is terminated, any amount still owed will be deducted from the last payroll check or be the individual’s responsibility. Death of the member shall revoke this authorization, and no further deduction shall be made. This authorization shall permit and accept any changes in the amount of dues officially adopted by CLAS and affiliated organizations on this form.

Signature ____________________________  Date ____________________________

GRAND TOTAL: $_______

Address questions to (800) 239-3616 or membership@clasleaders.org

Individual Information

Prefix          First Name       Middle Name       Last Name

Position/Title

Date of Birth          Mobile Phone          Home Phone

Email Address

Home Address

City                                                      State                                       Zip Code

Method of Payment

☐ Check # ____________________________  ☐ Payroll Deduction (authorization agreement must be signed below)

PO # ____________________________  ☐ Visa/MasterCard/Discover

Invoice To: ______________________________________________

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Position/Title

Prefix             First Name                            Middle Name                  Last Name

_____________________________________________________

City                                                      State                                       Zip Code

School/Organization Information

School/Organization Name

Address

City                                                      State                                       Zip Code

Organization Phone          Fax

Direct Phone                                                              Extension

Preferred Address: ☐ Home  ☐ Work  ☐ Preferred Phone: ☐ Mobile  ☐ Home  ☐ Work

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Signature ____________________________  Date ____________________________

GRAND TOTAL: $_______

Address questions to (800) 239-3616 or membership@clasleaders.org

CLAS DUES - Full Membership with Legal Services
(school/system employees with administrative or supervisory positions)

CLAS Membership - Required

Individual/Institutional.......................................................... ☐ $284

State Affiliate Dues - At Least One Affiliate is Required

AASPA Active (Secondary Principals).................................. ☐ $95 Renew  ☐ $50 New

AAESA/NAESP Active* (Elementary Principals).................... ☐ $290

AAESA/NAESP Institutional* (Elementary Principals).......... ☐ $335

AAMSP (Middle-Level Principals)....................................... ☐ $60 Renew  ☐ $30 New

SSA (Superintendents)...................................................... ☐ Selected by Superintendent

AASCD (Curriculum & Supervision)...................................... ☐ $50

ALA-CASE (Special Education)........................................... ☐ $40

AAPASS (Prevention, Attendance, Support)........................... ☐ $30

ACND (Child Nutrition).................................................. ☐ $25

ACTA/AACTE (Career/Tech).............................................. ☐ $125

AASPA (Personnel & HR)................................................... ☐ $40

National Affiliate Dues - Optional

NASSP Active** (Secondary Principals)............................. ☐ $250 Renew  ☐ $215 New

NASSP Institutional** (Secondary Principals)..................... ☐ $250 Renew  ☐ $215 New

ACTE (Career/Tech).......................................................... ☐ $80

CEC/CASE (Special Education).......................................... ☐ $125

GRAND TOTAL: $_______

Address to Send This Form

Mail to: CLAS
P.O. Box 428
Montgomery, AL 36101-0428
Fax to: (334) 265-3611
Email to: membership@clasleaders.org

GRAND TOTAL: $_______

Address questions to (800) 239-3616 or membership@clasleaders.org

CLAS is a non-profit organization exempt from income tax under Code Section 501 (c)(6). Contributions or gifts are not deductible as charitable contributions for Federal Income Tax purposes.
Leadership is creating an inspiring vision of the future, engaging others to own the vision, and working together to craft it into reality. School and district leaders are second only to classroom teachers in their impact on student learning.

Each year, Alabama ASCD recognizes leaders in education in our state who have provided remarkable leadership in their schools and districts. First, we honor those who are in the early years of their educational careers and have distinguished themselves as leaders.

At the CLAS conference in June, Mr. Kyle Pinckard of Opelika City Schools received the AASCD Emerging Leader Award. Pinckard has served as the Secondary Curriculum Coordinator and Career Tech Director for Opelika City Schools for the past five years, after 10 years as a high school classroom teacher. He is credited with growing the Career Technical Education program during that time to include innovative programming in health sciences, engineering, information technology and culinary arts by securing several grants for funding these programs.

He was nominated by a former colleague who remarked on how quickly Pinckard gained the respect and admiration of his peers and the community through his ability to build strong relationships and his commitment to making the best decisions for students. Another supporter stated, “He challenges others to be their best,” with his strong blend of personal and professional qualities. Alabama ASCD is proud of the work of Mr. Kyle Pinckard of Opelika City Schools!

AASCD also recognizes veteran educators for their consistently outstanding leadership in the ever-changing field of curriculum and instruction. Also recognized at the recent CLAS conference as the Outstanding Curriculum Leader for Spring, 2017, was Dr. Amy Fowler Murphy, Chemistry Education Specialist for AMSTI and Alabama Science in Motion at the University of Montevallo Inservice Center. Dr. Murphy has been an educator for 17 years, as a science teacher, adjunct instructor for a community college and two universities, and a technology software consultant before working with teachers in the Montevallo Inservice Center region to bring chemistry labs and lessons to students. Murphy is a National Board Certified teacher, a published author and presenter, and serves on the Executive Board of AASCD.

Her passion for inquiry-based math and science education led her to organize her colleagues for a movement that essentially saved AMSTI and Science in Motion to ensure that students across the state would continue to have access to high-quality science and math instruction. Nominated by teachers with whom she has worked, Dr. Murphy is described by peers as an educational scholar who shares a wealth of wisdom and best practices for teaching both students and adults. Her scholarship, commitment, passion, and extensive work with and for students in Alabama earned her colleagues’ respect and nomination for Alabama ASCD’s Outstanding Curriculum Leader Award for Spring, 2017. We are grateful to Dr. Murphy for her vast positive influence on education in Alabama!
A new school year is upon us, and there continues to be much uncertainty and change at both the state and federal levels. Amongst the change ASCD continues to support the Whole Child initiative. As a state affiliate to ASCD, our organization (AASCD) has promoted the Whole Child Approach by endorsing and encouraging the Whole Child Tenets:

- Each student enters school healthy and learns about and practices a healthy lifestyle.
- Each student learns in an environment that is physically and emotionally safe for students and adults.
- Each student is actively engaged in learning and is connected to the school and broader community.
- Each student has access to personalized learning and is supported by qualified, caring adults.
- Each student is challenged academically and prepared for success in college or further study and for employment and participation in a global environment.

Teachers today often voice their opinion that mental health issues are becoming more prevalent and more intense thereby requiring more time from the teacher. In an article published in Educational Leadership in 2015, Jeffrey Benson outlines four trust builders that educators can take “to foster students’ trust”. While these may sound familiar, sometimes we need a reminder as we begin a new year.

1. **Recognize every student.** This theme is included in many books, voiced in many PD activities, and lauded by many researchers. And, it is true. Students need to be recognized. They need to know that someone cares about them. Notice your students. Call them by name. Be intentional about providing an emotionally safe place for students.

2. **Provide think time.** Books on questioning are abundant and include many references to wait time. Students need time to process. They first must decide if they have a question or a response to the question and then must formulate their answers or questions. During this time, they are also determining if the environment is “safe”. Use this wait time as a time to provide the verbal and nonverbal cues that let students know it is okay to voice opinions and ask and answer questions.

3. **Minimize your absolutes.** Following through on the established rules is paramount for effective classroom management. When there are a large number of rules, it becomes difficult for students to comply and for teachers to enforce. In addition students with mental health issues are grasping for parts of their life for which they can be in control. Providing them with a structure but without a lot of absolutes allows them more freedom to make choices and allows maneuver room for both the teacher and the student.

4. **Never shame a student.** Adults remember when they are treated disrespectfully or when they are shamed or humiliated. Often adults can still remember that happening as a child. Students need to be corrected and coached – but never shamed. Period.

For more information on these topics, please see the entire article: “Emotionally Healthy Kids”, *Educational Leadership*, October 2015, Volume 73, Number 2, pages 42-45.
## AASCD Board of Directors

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<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>County</th>
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<tbody>
<tr>
<td>Ashley Catrett</td>
<td>President</td>
<td>Crenshaw County</td>
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<tr>
<td>Donald Turner, Jr.</td>
<td>Immediate Past President</td>
<td>Calhoun County</td>
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<tr>
<td>Dr. Brenda Rickett</td>
<td>President-Elect</td>
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<td>Vicky Ozment</td>
<td>Vice President Membership</td>
<td>Talladega County</td>
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<td>Dr. Lisa Beckham</td>
<td>Treasurer</td>
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<td>Samford University</td>
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<td>Troy University/Phenix City</td>
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