Greetings! I hope everyone had a great holiday break and everything is back in the groove ready to finish this year off as a great success story. In today’s educational world we are surrounded by professional development opportunities. I would like to encourage you to register to attend ASCD’s 71st Annual Conference and Exhibit Show scheduled for April 2-4, 2016 in Atlanta, Georgia. You can read more about the conference as well as register by visiting www.ASCD.org. Due to the fact that this is a relatively close location, I think it will be a good choice for those of us who have limited budgets. You will definitely get your money’s worth.

This year’s conference will host six general session speakers to include: Manny Scott, Pedro Noguera and Alan Blankstein, Carol Dweck, Shanna Peeples, and closing with Mike Schmoker. Topics will include: How to Reach the Unreachable, Excellence Through Equity, The Growth Mindset, Using Adversity to Our Advantage and Leading with Focus. So you see, there is something for everyone at this year’s conference.

In addition to the six general sessions there will be more
than 200 educational sessions. One of the things I enjoy the most is being able to meet new people to network with from all over the states. Sharing and listening to what is going on in our educational world with others is intriguing. At the conference, you will also be able to visit the exhibit hall which will have over 300 different vendors represented.

I hope you will seriously consider attending the ASCD Conference and also bringing a team from your school or office. Registration is now open so don’t wait any longer. I look forward to seeing you in Atlanta in April.

Remember, if you have not already renewed your membership in AASCD, now is the time. Join through CLAS and reap the benefits!
Executive Director’s Report

Change, Chaos, Opportunities, Growth

Change continues to impact our lives as educators — the reauthorization of ESEA; an acting secretary of the U. S. Department of Education, Dr. John B. King, Jr.; proposed state legislation; various teacher evaluation systems; superintendent and principal openings across Alabama; standards-based instruction; virtual schools and charter schools; and immediate access to information through technology.

Change can either be a verb (to make or become different) or a noun (the act or instance of making or becoming different) as defined by Oxford Dictionaries. No weight was given to being positive or negative, so why is it that we often jump to the conclusion that change is negative or bad? Is it because we just want to keep things the same? Is it that this difference makes us uncomfortable? Or do we believe in our moral fiber that change can be good?

If we do admit that change is inevitable, then do we have a plan or way to deal with it? The best ways to not over-stress are to have facts and data, then plot a course of action. This could take place over a period of months or years or it could be an almost instant response due to the nature of the situation. Leaders who know their own strengths and challenges and who are creative, active thinkers are sometimes labeled as transformational/situational leaders. These are the people who are able to remain flexible, fluid, and glean the best from the situation. These are people in our buildings who are administrators, instructional coaches, teachers, parent leaders…….. those who simply are doing what they believe is in the best interest of their students. Change many times leads to chaos, but also to unforeseen opportunities and growth. We just need to hone our skills with regard to the constant changes.

Maybe we need to listen to Sheryl Crow’s lyrics from her 1997 song and take heed:

“A change, a change would do you good, would do you good,
A change would do you good, I think a change, would do you good”

And, keep an open mind as we continue to deal with change in our world…………………..

EVENTS

ASCD Annual Conference  April 2-4, 2016
Atlanta, GA

Standards Summit III  April 29, 2016
Wynfrey Hotel
Birmingham

SAVE. THE. DATE


METAMORPHOSIS

MTN. BROOK SCHOOLS LEARNING CONFERENCE & EDCAMP
On Thursday, January 21, 2016, as part of the Alabama Innovative Schools Celebration Tour, Dr. Tommy Bice, State Superintendent, Karen Porter, State Innovations coordinator, and various others from ALSDE and state board of education visited Irondale Community School in Jefferson County to experience the school’s Community Clubs. On the third Thursday of every month, business and community sponsors visit the school to participate. Students choose the clubs based on their interests. Among the many organizations that work with students are Home Depot, Publix, Winn-Dixie, Girls Inc!, Southern Museum of Flight, Jefferson County Public Library, North Star Karate, Mad Skillz Dance, First Baptist Church of Trussville, Alabama 4-H, Birmingham Museum of Art, Ruffner Mountain, and Fair Haven Assisted Living.
Healthy, SAFE, engaged, supported, and challenged. How do you meet the needs of the whole child? At Morris Avenue Intermediate School in the Opelika City School System, they are teaching students to practice safety while engaging in an every-day healthy activity. Fifth grade students are participating in a six-week long Bikeology Unit to ensure student safety while biking. The purpose of the program is to introduce, instruct and apply knowledge of bicycle maintenance, skills, behaviors, and road safety in order for youth to gain a greater confidence and enjoyment in bicycling, while simultaneously equipping them with skills to continue cycling as a form of activity throughout their life. The unit is based off of the Bikeology: A middle and high school bicycle safety curriculum for physical education teachers and recreation specialists. Morris Avenue’s pilot program is set to be taught for the first time in the spring of 2016. Thank you to Dr. Brenda Rickett for sharing the unique approach to whole-child education at Fall Instructional Leadership Conference (FILC) last November. For additional information about the Bikeology Unit, contact Dr. Brenda Rickett at Brenda.rickett@opelikaschools.org or Chris Rhodes, PE Teacher - Morris Avenue Intermediate School, at Chris.rhodes@opelikaschools.org.

The six-week Bikeology Unit includes:

Week 1: Introduction to the Bicycle Objectives: Bicycle Safety, Introduction of Equipment

Week 2: Bicycle Equipment / Maintenance Objectives: Parts of Bicycle, Helmet Fitting, Ownership of Bicycles

Week 3: Introduction to Bicycle Handling / Balance Objectives: Mastering Motor Skills (balancing, hand/eye, upper body/lower body movements), Modified Riding (partner assisted), Review of Maintenance Equipment Safety

Week 4: Bicycle Riding Basics Objectives: Starting / Stopping, Pedaling, Handling, Body Positioning (eyes)

Week 5: Road Safety / Riding Objectives: Signaling, Lane Positioning, Rules of the Road, Riding Etiquette

Week 6: Team Riding Objectives: Group Cycling for Fitness, Group Ride / Celebration
The world is constantly changing – and Alabama schools must constantly recreate themselves in order for Alabama children to meet the demands of the 21st century workplace. The Alabama College and Career Ready standards provide a scenic destination spot for our students to make the necessary shifts on the road in order to arrive at the necessary destination. Alabama ASCD values these standards as well and partners with schools to provide professional learning experiences for teachers and principals so that THEY are prepared meet these shifts.

Three such shifts on this roadmap that Alabama ASCD are helping to lead in schools today are:

1. **A shift from covering content to discovering content.** Knowledge and skills are simply rote information to be memorized within a single context. Alabama students need learning opportunities in which they make connections between new knowledge and information they already had. This is real learning!

2. **A shift from reading as passive to reading as active.** All too often we have focused only on the mechanics of reading and on reading stories or information in schools. In an era where information is easily accessible at the stroke of a key, students need to discern fact from fiction, understand an author’s purpose or point of view, and in general read with a more critical eye.

3. **A shift from taking multiple-choice tests to solving real-world problems:** Just because students possess information within the context of a single test question does NOT mean that they are able to apply that learning into new and unique situations. The point of learning is ultimately to solve problems and apply learning to new situations—not just to pass tests. We need to ensure that school equips our students to do just that.

There is neither nothing magic nor incendiary about standards – they are simply the destination point on a map from point A to point B. One teacher, school system, or classroom might take the interstate to that destination while another may take a long, country road. Ideally, Alabama’s students will have more ownership in determining their OWN roadmap to the desired destination as Alabama’s teachers provide increasing flexibility in how students demonstrate their learning. Alabama ASCD is committed to helping Alabama’s school and political leaders to understand and advocate for the positive shifts found within Alabama’s College and Career Ready Standards. We ask for your support and listening ear as we travel this journey together!
For many educators and administrators, the role of Instructional Technology Coach is relatively new. So new that they go by a wide variety of names-- Technology Coach, Technology Facilitator, Instructional Technology Specialist, and many more. When implemented properly, however, they share one important function-- they spend all, or a significant part, of their day working directly with teachers to improve the level of technology integration in the classroom.

Instructional Technology Coaches (ITCs) may be based at the district level, serving all schools and teachers, or they may serve a cluster of schools or even a single school. For many, they perform the duties of coaching teachers full time but it is more common to find educators who are fulfilling this role in a part time or even an additional duty role. Sometimes their role is informal. Many administrators task exceptional teachers with sharing what they do to integrate technology, giving them an additional “off” period to allow them to work with teachers. However they may be implemented, ITCs are most effective when they work with teachers to improve instructional practices by effectively integrating technology.

In Alabama schools, ITCs are a bit like the Dodo bird-- many have heard of them, but few have seen them. In fact, a survey conducted in late 2014 by the Alabama State Department of Education (ALSDE) revealed that only 35% of Alabama school districts had ITCs at any level. Because this survey was distributed to the district offices, it may be that many of these informal ITCs were not represented.

A total of 208 ITCs were identified in that survey. A closer look at the results revealed that 89 of the 137 districts reported no ITCs and 20 reported having only one district-based coach (oftentimes this person also had a variety of other duties as well). The 152 ITCs reported to serve at the cluster- or school-level were concentrated in just 25 districts. Compare these numbers to Virginia, which, as far back as 2004, has funded “Instructional Technology Resource Teachers” at a ratio of 1:1000 students. At that ratio, Alabama should have approximately 744 ITCs statewide.

Possibly as important as the numbers is how ITCs are utilized. ITCs should be working directly with teachers to improve instruction. They should not be staffing the computer lab, troubleshooting and fixing computers, or serving as an extra administrator to evaluate teachers. Jim Knight’s well-recognized work on instructional coaches also applies to ITCs-- coaches “are there to help, not to evaluate” (Instructional Coaching, Jim Knight, 2007). Coaching an individual teacher requires multiple meetings, observations, modeling, and co-teaching. This takes time in order to result in real change.

One important step towards ensuring that ITCs are utilized effectively is for districts to create specific job descriptions for coaches who serve at each of the three levels (district, cluster, and school). These roles should be made clear to the administrators. There is also a need for a specific evaluation track for ITCs under the state’s evaluation system.

The recently formed Alabama Instructional Technology Coaching Planning Team, which is a collaborative effort between the ALSDE, AASCD, and the Alabama Educational Technology Association (AETA), is working to identify ITCs across the state in order to assess their needs, develop effective professional development for the ITCs themselves, and to formulate and collect best practices to share across the state. If you are an ITC please visit http://kdg.link/AlabamaITC to add your name to our database. For questions, contact Keith George at kgeorge@alsde.edu.
In 2011, the Walker County School System had a 73% graduation rate that was slightly above the state average, but a dropout rate of 14% that almost doubled the state number. This data alarmed the school system’s leadership and initiated strategic planning sessions to seek measures to improve high school completion rates and better insure college or career readiness. These innovative sessions really amplified when Alabama state superintendent of education, Dr. Tommy Bice, unshackled school systems from traditional compliance measures and challenged them to think “outside the box.” This newfound freedom allowed for alternatives to the traditional school model that are bound by location, seat time in the classroom, beginning and ending times, etc. “We felt like Dr. Bice opened the door and was urging us to be more innovative and creative,” says Mary Slaughter, Walker County’s Director of guidance and counseling. This inspired Walker County’s forward-thinking system leadership team (Dr. Jason Adkins, superintendent; Mr. Joel Hagood, director of curriculum and instruction; Mrs. Mary Slaughter, director of guidance and counseling; and Mrs. Connie Shubert and Mrs. Brenda Dix, directors of federal programs) to implement two new initiatives to serve at-risk and credit deficient high school students who otherwise would fall through the cracks and never complete high school: HOPE Academy and Twilight Knight School.

The HOPE Academy is a daytime program that is operational during normal school hours for select students in grades 9th – 12th who are at least two credits behind and at-risk of dropping out of school. This academy is also an alternative for those students who simply do not fit the traditional school model. The Twilight Knight School is an evening version of HOPE with hours of operation from 4:30 p.m. – 7:30 p.m. This program is designed for students who are 16-21 years of age and are in need of a flexible schedule in order to have an opportunity to earn their high school diploma. Twilight is for students who dropped out because of extreme hardships such as working to help their families pay the bills, or they have children and need to be home during the daytime. Since the inception of these two programs, Walker County has seen its graduation rate increase to 90% which is the state of Alabama’s goal for PLAN 2020. This means the system is four years ahead of the state's intended goal. The system has also seen its dropout rate decrease to 6%. “For some of our students, this has been a life-changing experience,” says Connie Shubert, director of federal programs. “We are amazed and excited,” says Slaughter. “I can’t wait to see which kid is going to succeed first. I just can’t wait to say congratulations. You did it! You made it!”

Walker County is located 25 miles northwest of Birmingham, AL, and the Walker County School System serves approximately 7,500 students in a rural county comprised of 65,000 residents. More than 65% of the student population in this “blue collar” school community is eligible to receive free and reduced lunches which is well above the state average.

Dr. Jason Adkins (superintendent) awarded 18 diplomas at Walker County’s 2014-2015 Twilight & HOPE commencement exercise
You’re Invited to Join Us for the 44th Annual CLAS Convention

Conference Features:

- Networking Opportunities
- Distinguished Speakers
- Numerous Session Options
- Motivational Presentations
- PLU Credits

The most important professional development experience for Alabama’s current and future school administrators!

Register Online

2016 CLAS Convention

June 12-15, 2016

Renaissance Montgomery Hotel & Spa and Montgomery Performing Arts Centre

Montgomery, Alabama

www.clasleaders.org
2016 CLAS Annual Summer Convention
June 12-15, 2016 | Montgomery, Alabama
Renaissance Montgomery Hotel & Spa and MPAC

REGISTRATION

(PLEASE PRINT CLEARLY)

Full Name: _________________________________________

First Name for Badge: ________________________________

Position: ____________________________________________

School System: ______________________________________

School: _____________________________________________

Phone: ___________________ Fax:  ____________________

E-mail Address: ______________________________________
(required for confirmation)

Bill To:  _____________________________________________

Billing Address: ______________________________________

City, ST Zip: _________________________________________

1. CONVENTION REGISTRATION
(Includes all meals, breaks, door prizes, sessions, and president’s reception)

<table>
<thead>
<tr>
<th></th>
<th>Pre-Registration By May 6</th>
<th>Registration By June 10</th>
<th>On-Site June 12-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member</td>
<td>$ 240</td>
<td>$ 270</td>
<td>$ 295</td>
</tr>
<tr>
<td>Non-Member</td>
<td>$ 390</td>
<td>$ 420</td>
<td>$ 445</td>
</tr>
<tr>
<td>Retired Member</td>
<td>$ 120</td>
<td>$ 130</td>
<td>$ 140</td>
</tr>
<tr>
<td>Aspiring Admin Member</td>
<td>$ 155</td>
<td>$ 170</td>
<td>$ 190</td>
</tr>
<tr>
<td>Aspiring Admin Non-Member</td>
<td>$ 230</td>
<td>$ 245</td>
<td>$ 265</td>
</tr>
<tr>
<td>Spouse/Guest</td>
<td>$ 110</td>
<td>$ 120</td>
<td>$ 130</td>
</tr>
</tbody>
</table>

Spouse/Guest Name:  
(Complete only if registered, does not receive professional development credit)

TOTAL Section 1 ............................................ $ _____________

2. MEALS  (No charge for paid registrants, but reservations are required!)

Awards Luncheon ..........................................Tuesday, June 14

- I will attend (No charge if paid convention registration)
- My spouse/guest will attend (Included in spouse/guest fee)
- I need _____ extra ticket(s) at $40 each

Closing Breakfast Session ...............................Wednesday, June 15

- I will attend (No charge if paid convention registration)
- My spouse/guest will attend (Included in spouse/guest fee)
- I need _____ extra ticket(s) at $30 each

TOTAL Section 2 ............................................. $ _____________

GRAND TOTAL (Sections 1 & 2).......................... $ _____________

3. SPECIAL ACCOMMODATIONS

_________________________________________________________
_________________________________________________________

4. EMERGENCY CONTACT (In case of emergency, we will contact)

Name: _____________________________________________

Relationship: ________________________________________

Daytime Phone: _____________________________________

Other Phone: _______________________________________

5. PAYMENT

(Refunds granted only upon written request. No refunds granted after June 3, 2016.)

- Check (enclosed) # ________________________________
- Purchase Order # ________________________________

- Credit Card (Visa/MC/Discover)

  - Visa
  - Master Card
  - Discover

Card Number: _______________________________________

Expiration Date: ________/_________ CVV:  _______________

Cardholder Name: ____________________________________

Cardholder Address:  __________________________________

___________________________________________________

Cardholder Phone:  ___________________________________

Signature:  __________________________________________

Send registration by 24-hour fax line to (334) 265-3611 if paying with credit card or purchase order, or mail the completed form with your payment to:

CLAS
P.O. Box 428
Montgomery, AL  36101-0428

Room Reservations: Hotel reservations may be made by calling the Renaissance Montgomery at (877) 545-0311 and asking for the 2016 CLAS Summer Convention room rate of $132 per night for single/double rooms. Reservations are subject to availability and must be made by May 12, 2016, to receive this rate. Online room reservations - http://j.mp/CLASConvRes16

Questions?  Call (800) 239-3616 or visit us online at www.clasleaders.org/conv

Online Registration available at www.clasleaders.org/conv
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Region</th>
<th>County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Donald Turner</td>
<td>President/Int. ASCD Representative</td>
<td>Calhoun County</td>
<td></td>
</tr>
<tr>
<td>Dr. Patrick Chappell</td>
<td>Immediate Past President/CLAS Board</td>
<td>Homewood City</td>
<td></td>
</tr>
<tr>
<td>Ashley Catrett</td>
<td>President Elect/CLAS Board</td>
<td>Crenshaw County</td>
<td></td>
</tr>
<tr>
<td>Vicky Ozment</td>
<td>Vice President Membership</td>
<td>Talladega County</td>
<td></td>
</tr>
<tr>
<td>Mitchie Neel</td>
<td>Secretary</td>
<td>Blount County</td>
<td></td>
</tr>
<tr>
<td>Dr. Lisa Beckham</td>
<td>Treasurer</td>
<td>Mountain Brook</td>
<td></td>
</tr>
<tr>
<td>Dr. Jane Cobia</td>
<td>Executive Director/International ASCD</td>
<td>Samford University</td>
<td></td>
</tr>
<tr>
<td>Dr. Carlos Nelson</td>
<td>CLAS Board</td>
<td>Sheffield City</td>
<td></td>
</tr>
<tr>
<td>Mr. Rickey Darby</td>
<td>CLAS Board</td>
<td>Shelby County</td>
<td></td>
</tr>
<tr>
<td>Dr. Jan Tribble</td>
<td>CLAS Board</td>
<td>Limestone County</td>
<td></td>
</tr>
<tr>
<td>Dr. Brenda Rickett</td>
<td>CLAS Board</td>
<td>Opelika City</td>
<td></td>
</tr>
<tr>
<td>Dr. Celia Rudolph</td>
<td>Region 1 Representative</td>
<td>Muscle Shoals</td>
<td></td>
</tr>
<tr>
<td>Jon Hatton</td>
<td>Region 1 Representative</td>
<td>Lauderdale County</td>
<td></td>
</tr>
<tr>
<td>Dr. Carlos Nelson</td>
<td>Region 1 Representative</td>
<td>Sheffield City</td>
<td></td>
</tr>
<tr>
<td>Dr. Jan Tribble</td>
<td>Region 2 Representative</td>
<td>Limestone County</td>
<td></td>
</tr>
<tr>
<td>Jodi Jacobs</td>
<td>Region 2 Representative</td>
<td>Blount County</td>
<td></td>
</tr>
<tr>
<td>Judy Warmath</td>
<td>Region 3 Representative</td>
<td>Madison City</td>
<td></td>
</tr>
<tr>
<td>Kristi B. Pair</td>
<td>Region 3 Representative</td>
<td>Albertville City</td>
<td></td>
</tr>
<tr>
<td>Jetta Branch</td>
<td>Region 4 Representative</td>
<td>Tuscaloosa City</td>
<td></td>
</tr>
<tr>
<td>Dr. Alicia Cannon Nalls</td>
<td>Region 4 Representative</td>
<td>Fayette County</td>
<td></td>
</tr>
<tr>
<td>Dr. Shannon Stanley</td>
<td>Region 5 Representative</td>
<td>Jefferson County</td>
<td></td>
</tr>
<tr>
<td>Amy Banaszek</td>
<td>Region 5 Representative</td>
<td>Tarrant City</td>
<td></td>
</tr>
<tr>
<td>Mike Newell</td>
<td>Region 6 Representative</td>
<td>Jacksonville City</td>
<td></td>
</tr>
<tr>
<td>Khristie Goodwin</td>
<td>Region 6 Representative</td>
<td>Oxford City</td>
<td></td>
</tr>
<tr>
<td>Amanda Esslinger</td>
<td>Region 7 Representative</td>
<td>Homewood City</td>
<td></td>
</tr>
<tr>
<td>Jane Marie Marlin</td>
<td>Region 7 Representative</td>
<td>Vestavia Hills City</td>
<td></td>
</tr>
<tr>
<td>Dr. Emily Freeland</td>
<td>Region 7 Representative</td>
<td>Mountain Brook</td>
<td></td>
</tr>
<tr>
<td>Dr. Joy House</td>
<td>Region 8 Representative</td>
<td>Huntingdon</td>
<td></td>
</tr>
<tr>
<td>Dr. Brenda Rickett</td>
<td>Region 9 Representative</td>
<td>Opelika City</td>
<td></td>
</tr>
<tr>
<td>Dr. Cristen Herring</td>
<td>Region 9 Representative</td>
<td>Auburn City</td>
<td></td>
</tr>
<tr>
<td>Clair Moore</td>
<td>Region 9 Representative</td>
<td>Elmore County</td>
<td></td>
</tr>
<tr>
<td>Dr. Carolyn Lee Taylor</td>
<td>Region 10 Representative</td>
<td>Mobile County</td>
<td></td>
</tr>
<tr>
<td>Dr. Chris Pritchett</td>
<td>Region 11 Representative</td>
<td>Troy University</td>
<td></td>
</tr>
<tr>
<td>Dr. Teri B. Prim</td>
<td>Region 11 Representative</td>
<td>Enterprise City</td>
<td></td>
</tr>
<tr>
<td>Dr. Amy Murphy</td>
<td>Web Presence Representative</td>
<td>UM Regional Inservice Center</td>
<td></td>
</tr>
<tr>
<td>Dr. Tommy Bice</td>
<td>SDE Representative</td>
<td>State Superintendent of Education</td>
<td></td>
</tr>
<tr>
<td>Mrs. Shantia Washington</td>
<td>SDE Representative</td>
<td>Office of Student Learning</td>
<td></td>
</tr>
<tr>
<td>Dr. Jodi Newton</td>
<td>Higher Education Representative</td>
<td>Samford University</td>
<td></td>
</tr>
<tr>
<td>Mrs. Gail Morgan</td>
<td>CLAS Advisor</td>
<td>CLAS/Professional Dev. Coor.</td>
<td>UAB</td>
</tr>
<tr>
<td>Dr. Loucretia Collins</td>
<td>High Education Representative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mrs. Nancy Cotter</td>
<td>Executive Director Emeritus</td>
<td>Talladega County (retired)</td>
<td></td>
</tr>
</tbody>
</table>