



An affiliate of the National Association of Elementary School Principals



President's Message

Anne Marie Covey

WAEMSP President

Principal, Washington Elementary School

Green River, Wyoming

Hello Wyoming Principals,

I hope this newsletter finds you all doing well. It's hard to believe that our school year is about half-way through. Time flies when you're having fun! What a great fall conference. A big thank you to Kenny Jones and Ken Griffith for their work behind the scenes. The speaker lineup was fantastic. Dr. Reeves, Andrew Marotta, Andy Jacks, and LaVonna Roth were outstanding to listen to and sure did provide some amazing professional development. It was great to see so many of you and spend time connecting and learning from each other.

I would also like to share that our new Executive Director beginning July 1, 2024 will be Kris Cundall. She has been an administrator for 23 years and a member of our association for the past 18 years. Kris is very excited about her new position and supporting our amazing Wyoming principals. She is looking forward to continuing to strengthen our association, increase membership, and continue to provide quality conferences and meetings. Congratulations, Kris!

Wishing you and your family a very merry Christmas and a happy new year! Enjoy the time with your family and friends.

Anne Marie Covey

WAEMSP Executive Board President



Advice from a Snowflake

Keep your cool.

Appreciate the small wonders.

Let your plans crystalize.

Take time to chill.

Sparkle.

Celebrate your uniqueness.

It's ok to be a little flakey.

Even the strongest blizzard starts with a single flake.

Together we are a force of nature.



.....FROM THE BELTWAY

Liann Brenneman

Federal Relations Coordinator

Principal, Buffalo Ridge & Hebard Elementary

Cheyenne, WY

Happy Holidays to all of you. I am currently in Alabama attending Senior Service College, also known as Air War College, for my WY ARNG duty. I missed attending the Monday meetings and was sad to miss the conference in November. I look forward to returning to WY next year.

However, I have attended our monthly FRC meetings and am enjoying the connections I have formed with the other state representatives. November was a troubled time for education in DC. December brought about some more positive news.

The U.S. House of Representatives pulled the FY2024 Labor-HHS-Education funding bill from the House floor rather than having it voted down. We are no longer facing the prospect of draconian cuts to K-12 education programs, including an 80 percent cut to Title I and the elimination of Title II.

However, there are still a lot of questions and decisions to be made on final funding levels negotiated by the House and Senate. The real possibility exists that K-12 funding could see modest cuts for FY24 when everything is said and done. In addition, if Congress fails to pass a full-year funding agreement by January 1, the debt ceiling deal calls for a 1 percent across-the-board cut to all government agencies. This cut, however, won't take effect until April, and Congress can rescind it if they choose.

Congress agreed on a continuing resolution that temporarily funds the government at current levels with two different deadlines. The first-tier funds the Departments of Transportation, Housing and Urban Development, Energy, Veterans Affairs, and Agriculture through January 19. The second tier would fund the remaining government agencies, including the Department of Education and Defense (among others), until February 2nd.

In addition to Federal discussions, the FRC has added a section of our meeting where we share state issues or successes. I am sharing two from our last meeting that I believe are concerns in WY. I know that many of you are still struggling with absenteeism. The following information is helpful.

States are seeing concerning trends in increased chronic absenteeism post-pandemic. Several FRCs shared that funding in their state or district is tied to attendance, while others said attendance indicates school accountability. Laura Schneider shared that her school succeeded in using multi-tiered support systems and targeted outreach. [Read more.](#)

The second link is focused on how to assess students' kindergarten readiness. Many states, like WY, are changing the age or dates for students to start attending public education. These changes have created many issues around assessment, like a discussion in our chat a while back. The following information comes from one of our FRCs.

Several states are grappling with new laws on kindergarten entrance age options. There is great interest in sharing examples and best practices across states. Chris Gabriel shared [Missouri's statewide kindergarten entry assessment](#).

Thank you to all of you for everything you do for the children of Wyoming. Because of you, our students are growing and learning; together, we will help them succeed.

Liann



NAESP Report

Heather Moro

NAESP State Representative

Principal, Slade Elementary

Laramie, Wyoming

Hello Fellow Wyoming Leaders!

There is a lot happening at the national level with advocacy and celebrations. Please find the attached newsletter to learn about professional development opportunities, NAESP publications, and all things NEASP. If you ever have any questions, please contact me and I would be happy to help.

[NAESP State Rep Update](#)

A few thoughts as we head into a break from the action:

I had the opportunity to learn alongside Leadership Wyoming Alumni last month as we heard from Pat Hughes about “strong relationships getting strong results.”

This learning led into a valuable discussion with one of my classmates who asked a question that got me thinking. In our leadership roles, “Are we playing to win or playing not to lose?”

WOW! This question connected directly back to some learning we did during our annual WAEMSP conference in November with presenter Andy Jacks. He began his session with this viral video from Herm Edwards.

<https://www.youtube.com/watch?v=b5-iJUuPWis>



[Herm Edwards You Play To Win](#)

Herm Edwards - You Play to Win the Game

www.youtube.com

As leaders we play to win! We win by doing our personal best to achieve the desired goals.

And... we create winning teams by inspiring others to develop their strengths, put in their best effort, and set the stage for excellence. Excellence is not a skill that we possess or do not possess. Excellence is:

- an attitude,
- a habit,
- and an expectation.

We create excellence in our teams by building self-efficacy, or the belief in one's capabilities, while also building agency, or the needed skill set to organize and execute a course of action for positive solutions.

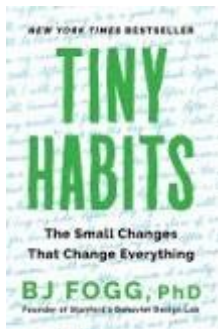
Leaders that play to win respond with intentional, patient urgency and use routines to reinforce shared vision. We continually relate, reteach, repair, and redesign.

We are all in leadership positions because we play to win and because playing to win matters!

How are you leading your teams with a playing to win mindset?

What is the next right step you can take to move your team forward?

I hope you all had an amazing Holiday Break! I am grateful for the opportunity to learn and lead with all of you! Here are a few books that inspire me towards excellence.



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Executive Director Report

Kenny Jones

WAEMSP Executive Director

Sheridan, Wyoming

Membership: We currently have 204 members who have renewed or joined WAEMSP and NAESP for the 2023 - 24 school year as of January 1. *As a member driven organization it is important to maintain our membership so that we can continue to provide benefits to principals within Wyoming. I would strongly encourage you to renew your membership, if you haven't already done so, and if you could recruit a new principal or assistant principal that would be great.*

Summer Reading 2023: . This year we had **1,409** students (down 52 students from last year) in **32** schools (down 4), participate in our summer reading program. Those students read **2,270,513** (69,460 less than last year) minutes which breaks down to be an average of about **26.86** hours per student, each of the participants should be commended on their efforts. I would like to personally thank all of the principals who had their children participate in the WAEMSP summer reading program!!

National Conference will be in Nashville, TN on July 15 - 17, 2024: Registration for NAESP's National Conference - "UNITED" - is currently open on the NAESP website theunitedconference.org. This year, NAESP and NASSP are joining together to provide an outstanding conference for principals at all levels. I hope many of you will be able to attend next summer as I have found the national conferences to be outstanding professional development opportunities and Nashville is a great place to visit and have fun!



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WAEMSP ELECTION SPRING 2024

I would like to make you all aware of two elected positions which will be coming open this spring. During the general business meeting at the state conference, during the regional meetings, we did receive names of folks who are interested in running for office, however if you would like to run for either of these offices please contact me. The 2 positions up for election are - **State Vice-President** which is a 3 year commitment (the first year is vice-president, the second year is president-elect and the third year is president), **State Representative** - which is a 3 year position. I am including the duties/job descriptions of these positions below. I would strongly encourage anyone interested to seek any of these positions in our association. Speaking from my own experience as an officer of WAEMSP I can say the professional growth I gained benefited me greatly as a building level leader. If you have any questions regarding these positions please don't hesitate to give me a call or shoot me an email - waemsp.exec@gmail.com.

Duties of the State Vice-President (Year 1)

1. Works closely with the State President and other officers of the Association in planning the agenda for Annual State Convention and General Membership meetings of the Association.
2. Serves as a member of the Association's Executive Board.
3. Coordinates and presides over recognition of retirees at the Annual State Conference
4. Serves as a member of the selection committee for Wyoming's National Distinguished Principal.
5. Becomes the State President-Elect of the Association after one year of service as Vice President

Duties of the State President-Elect (Year 2)

1. Becomes State President of the Association after one year of service as State President-Elect. Serves as a member of the Association's Executive Board.
2. Presides at all meetings of the Association and of the Executive Board in the absence of the President

3. Represents the Association at the National Association of Elementary School Principals National Leadership Conference.
4. Coordinates the work of all appointed committees and insures their effectiveness.
5. Orders and presents the plaque for the outgoing President at the last General Meeting of the year.

Duties of the State President (Year 3)

1. Calls and presides at all meetings of the Association and of the Executive Board of the Association.
2. Appoints the Secretary, Treasurer, and State Legislative Coordinator of the Association.
3. Serves as a member of the Associations Executive Board.
4. Appoints all committees and/or individuals to serve as directed by the Executive Board except the Nomination Committee and the elected positions of the Executive Board.
5. Keeps other officers of the Association informed of activities of the Association.
6. Acts upon immediate problems of the Association which are not otherwise provided for.
7. Represents the Association at the National Association of Elementary School Principals annual Leadership Conference.
8. Serves as a member of the selection committee for Wyoming's National Distinguished Principal.
9. Sets the agenda for general membership meetings, which may include luncheons and banquets.
10. In collaboration with the Regional President in charge of the State Conference, the President sets the vision and theme for the WAEMSP Annual Conference and presides over this event.

CONTINUED ON NEXT PAGE

WAEMSP Duties of the State Representative

1. Promotes membership of those eligible in the National Association of Elementary School Principals and Wyoming Association of Elementary and Middle School Principals.
2. Keeps the membership of the Association informed of activities of the NAESP and acts as liaison between the WAEMSP and NAESP.
3. Represents the Association at the National Association of Elementary School Principals annual Leadership Conference.
4. Serves as a member of the Association's Executive Board.

NAESP Duties of the State Representatives:

1. Serve as liaison between the Association and his/her respective recognized state association;
2. Coordinate the Association membership campaigns within his/her respective state;
3. Advise the Board of Directors on policies and programs;
4. Meet as a leadership group once a year;
5. Select the Nominating Committee and the chairperson thereof;
6. Serve as a voting member of the General Assembly. Each NAESP State Representative shall be allotted votes based on the number of regular Association members in his/her recognized NAESP-affiliated state association.
7. Comply with Article IV, Section 2 c) and f) of the NAESP by-laws for the purpose of filling zone



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Wyoming's 2023 National Distinguished Principal Mr. Dave Hardesty Lindford Elementary School Laramie, WY



The National Association of Elementary School Principals (NAESP) proudly celebrates the NDP's from each state in Washington, D.C. each year. Dave is shown receiving his plaque from NAESP President, Ms. Liza Caraballo-Suarez, while attending the NAESP celebration on October 6, 2023 in Washington D.C. Dave also received his NDP Bell from NAESP President– Elect, Mr. Kevin Armstrong.





Gannett Peak Elementary Assistant Principal Megan Park Named Wyoming's 2024 Assistant Principal of the Year.

Lander, WY—December 15, 2023 – Megan Park, assistant principal of Gannett Peak Elementary in Lander was selected as Wyoming's 2024 Assistant Principal of the year. The National Association of Elementary School Principals (NAESP) is committed to preparing assistant principals to step into the principal role. Recognition for the exceptional leadership of the men and women who are responsible for the day-to-day operations of PreK-8 schools instills pride in their accomplishments and reinforces their leadership in helping children develop a lifelong love of learning.

Megan has served in various roles throughout her career in education. She has been a special education teacher as well as a 5th grade teacher prior to becoming an assistant principal. Mrs. Park has served as the assistant principal of Gannett Peak Elementary School since 2021. She earned a bachelor's degree in Elementary Education from Montana State University – Bozeman in 2010; a bachelor's degree in Special Education from Montana State University – Billings in 2010; and a master's degree from Western Governor's University in 2020.

In her role as assistant principal, Mrs. Park has helped foster a culture of continuous growth and collaboration, ultimately benefiting students, educators and the school as a whole. She also supports the Gannett Peak staff in data-based decision making where-by teachers are sharing best practices, learning from one another's experiences and creating a unified approach to student assessment.

Mrs. Park was nominated and selected by fellow principals through a statewide search process conducted by the Wyoming Association of Elementary and Middle School Principals, said WAEMSP Executive Director Kenny Jones.

"I am thrilled to congratulate Mrs. Megan Park on being named the 2024 Wyoming NAESP Assistant Principal of the Year. Her dedication to student success, innovative leadership and unwavering commitment to fostering a positive and inclusive school community have made her an exceptional leader at Gannett Peak," said WAEMSP Executive Director Kenny Jones. "This prestigious recognition is a testament to her outstanding contributions to education. Mrs. Park serves as an inspiration to us all."

In her letter of support for Mrs. Park's nomination, Mrs. Leslie Voxland – principal of GPE stated "Throughout my professional work experience working with Megan for over ten years, I have witnessed her unwavering dedication and boundless energy in all aspects of her work. She consistently exhibits a solution-oriented mindset and finds innovative ways to solve challenges."

During the surprise assembly at GPE Mrs. Park was presented with a plaque from WAEMSP and a certificate to attend the NAESP National Principals Conference which will be held this July in Nashville, TN. All Assistant Principals of the Year winners will be recognized during the conference.

Since 1956, the Wyoming Association of Elementary and Middle School Principals has served as Wyoming's professional educational association and now represents 205 elementary and middle school principals and aspiring principals throughout the state. WAEMSP maintains close ties with the metropolitan Washington, D.C. based National Association of Elementary School Principals and its 19,000 members worldwide.

The mission of WAEMSP is to promote and support the improvement of education for all Wyoming children through effective educational leadership

NAESP 2024 Election for Vice President

Every spring, NAESP conducts an election for the next vice president, which is a three-year term. Eligible NAESP voting members receive an email with a customized link to cast their vote. Following the election, the Election Audit Board certifies the election results for the office of vice president. NAESP officers serve the first year as vice president, the second year as president-elect and the third year as president.

Who's eligible to vote? NAESP membership types eligible to vote include: Active, Institutional Active, Assistant Principal, and Emeritus. Membership types **not** eligible to vote include: Aspiring Principal, Associate, International Associate, and Institutional Subscription.

How will eligible NAESP members vote? NAESP has retained the services of Survey and Ballot Systems to administer the election. Eligible voters will receive an email with a customized embedded link to cast their ballot. To assure your election messages arrive safely in your inbox, make sure your email address is current in your NAESP member profile and add this email address to your safe sender list: noreply@directvote.net.

Meet the 2024 Candidates



Ann-Marie Gleason, Ed.D.
Principal, Harpeth Valley Elementary School
Nashville, Tennessee

Candidate Statement

NAESP – Equipping Leaders with a Foundation for Success

Nelson Mandela spoke to the transformative power of education when he stated, “Education is the most powerful weapon which you can use to change the world.” As principals, we are the primary catalyst for creating a positive learning environment where all students can build a firm foundation for success.

One of the best decisions I made when I began my administrative career 19 years ago was to join NAESP and TPA. I was fortunate to serve as the Zone 4 Director of NAESP from 2019-2022, which allowed me the opportunity to have a deeper understanding of how NAESP provides the supports necessary for leaders to grow to their fullest potential.

If selected as the Vice President of NAESP, I commit to supporting, empowering, and connecting with NAESP members through the following actions:

Support: Supporting state level organizations’ success as they

grow their NAESP membership base; Advocating on behalf of our principals on Capitol Hill

Empower: Identifying challenges that principals face and providing guidance and professional development to increase principals’ confidence to courageously lead their school communities (though professional learning opportunities, publications, on-line NAESP resources)

Connect: Recognizing and sharing best practices from each state organization so that we continue to refine our craft as both building level administrators and as leaders in our national/ state organization

School administrators make an infinite number of decisions every day, impacting the lives of the thirty-five million children enrolled in our nation’s elementary and middle schools. The advocacy of NAESP elevates the collective voice of America’s principals, ensuring that all stakeholders have a clear understanding of the challenges and celebrations that take place in our schools every day.

If selected to serve as Vice President of NAESP, I would work collaboratively with the NAESP Board of Directors, NAESP staff, and state leaders to continue to propel our organization forward by focusing on the following key issues:

- Strengthening proactive mental health supports for students and staff
- Empowering school communities to mitigate barriers that negatively impact student success – including poverty, access to resources, and school safety
- Connecting aspiring principals to mentorship opportunities that continue throughout their first three years in educational leadership
- Advocating for all schools to have equitable and adequate

funding, including the continuity of academic and emotional supports previously funded by ESSER.

I am grateful for the firm foundation of effective leadership practices that NAESP provides to school leaders. NAESP's intentional support, empowerment, and connection has contributed to my growth and success as a school leader. It would be an honor to serve as the Vice President of NAESP.



Jon Wennstrom
Principal, Riley Upper Elementary School
Livonia, Michigan

Candidate Statement

Celebrate, Connect & Cultivate!

If given the opportunity to serve as vice president of NAESP, I will use my role to focus on key issues facing our profession. Some of those issues include principal burnout causing leaders to exit our profession, principals working in isolation without a professional learning network, and the lack of new principals ready to step into the role of building leadership. I will be a person of action and work with my NAESP colleagues to tackle these issues by celebrating our profession, connecting our existing members, and cultivating new leaders.

CELEBRATE: As a building and organizational leader, I have always focused my energy on celebrating the positives of our team members and the collective work we do. As a principal, I celebrate our students and our staff through the use of social media, schoolwide assemblies, positive phone calls, and even through songs. Education is a noble profession and I believe those that dedicate their lives to this calling should be celebrated. For nearly 30 years, I have used my roles in education to promote the positive impact educators have on our students, community and the world. I also believe that the most meaningful celebrations are small moments and conversations that happen in a personal setting.

As the president of MEMSPA and of Rotary, I have used "member spotlights" to share out the remarkable things that are happening within the organizations as well as the accomplishments of our members that are often overlooked. I would do the same for the celebration of members as vice president of NAESP.

CONNECT: Several years ago, I was able to develop a Profes-

sional Learning Network that connected me to inspirational educators from around the world on social media. It was an avenue to share ideas, celebrate successes and learn from failures. It also led to connections that have developed into friendships over the years. From the PLN, I was invited to lead an educational blogging group that helped me grow through writing, reading and reflecting. As Vice President, I would use social media platforms to help connect educators, share ideas, and celebrate our profession.

Another way of connecting educators is through conferences. Long before serving on the board of directors for NAESP, I was attending both state and national conferences to learn and grow from my colleagues near and far. Attending and presenting at conferences is a great source of inspiration and energy for me. Even more than connecting with other educators, I love to help educators connect with one another. As vice president, I would strive to connect our members both online and in-person.

CULTIVATE: Having worked on legislative advocacy for our profession for the past several years, I know that challenges facing educators today include the lack of a new principal pipeline and the struggles impacting early career administrators. As vice president, I would work closely with the NAESP leadership team to continue advocating for economic and structural support that would encourage aspiring administrators to step into leadership roles in schools across our nation. The role of principal is something that educators should look forward to and not something they avoid.

In addition to advocacy, I will continue to support and expand our mentoring program for new and aspiring principals. NAESP is taking the lead on new principal mentoring and I will use my role to support these efforts.

Working with the NAESP leadership team has been the highlight of my career and I am hoping for the opportunity to give back to this organization as vice president. I will use my experience as a building principal, organizational leader, and NAESP state representative and board member to inspire our members by celebrating our profession. I will develop our existing members by helping them connect virtually and in-person. Finally, I will assure the growth of our organization by cultivating new and aspiring leaders through advocacy and mentoring. My goal is to bring together the members of our organization in a meaningful and inspiring manner to help support all principals and educational leaders reach their full potential.

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