



An affiliate of the National Association of Elementary School Principals

**Thank  
You!**

For 21 years I walked in your “shoes” as an assistant principal and principal. I know the challenges you face, the hours you dedicate to your school, and the joy you experience watching students succeed. However, what you have accomplished the past 11 months has put you into HERO status in my mind! Each day you oversee and implement the Comprehensive School Improvement Plan that drives instruction, supervise teachers & staff, lead PLC’s, and interact with students, all while managing every new Covid-19 protocol and on and on and on. To me you are awe inspiring and second to none. As the leader of your building, you balance all these and many more tasks in order for students in your school to succeed. In their book, Leaders of Learning: How District, School, and Classroom Leaders Improve, Richard DuFour and Robert Marzano write: *Creating the conditions to help others succeed is one of the highest duties of a leader.*

I want to take a moment to thank you for creating those conditions in your school that help your staff and students succeed. I would add to the above text and say that creating the conditions to help others succeed and witnessing that success is also one of the most satisfying, motivating, and joyous feelings a leader can have. Your dedication to your profession, your district, and most importantly to the children in your classrooms is commendable!

May God Bless you all as you navigate the second half of this school year.



## 2021 State Conference Update

First off, please allow me to apologize for dragging my feet on the state conference. I was hoping there was going to be a solid chance that we could get together later this spring for a face-to-face conference but that doesn't appear like it is going to happen. On Friday morning I shared out with the board some information I had received from ASCD regarding virtual learning opportunities they have for building level leaders. It was determined that we will move forward with a virtual option for all members in March. We are in the process of bundling 10 hours of webinar time on topics such as Social and Emotional Learning & Trauma-Informed Practices, Self-Care, Culturally Relevant Instruction and Leadership to name a few. Although all of the logistics have not been worked out **the board has determined that this conference replacement be made free of charge to all of our members.** I will be sending out conference updates on the list-serve as well as through our Monday meetings as the details become more finalized. Should you have any questions or ideas surrounding the virtual conference please give me a call or send me an email.

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## Wyoming's National Distinguished Principal 2021 Nominees

We would like to congratulate the 5 candidates who have been nominated and have submitted their applications for WAEMSP/NAESP National Distinguished Principal for the 2020 - 2021 school year. What a great honor it is to be nominated for exemplary leadership practices.

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**Mr. Bertine Bahige**

Bertine is currently the Principal at Rawhide Elementary School in Gillette which is a Pre-K – 6 building. Bertine has been a principal for 5 years and has been at his current position for all of those years. Rawhide Elementary has an enrollment of 310 students with 53% of the students qualifying for SES. Bertine has been a member of WAEMSP/NAESP for five years.

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**Mr. Ryan Clark**

Ryan is currently the Principal at Worland Middle School in Worland which is a 6 - 8 building. Ryan has been a principal for 7 years and has been at his current position for the past 6 years. Worland Middle School has an enrollment of students with 42% of the students qualifying for SES. Ryan has been a member of WAEMSP/NAESP for three years.

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**Mr. Darrin Jennings**

Darrin is currently the Principal at Saratoga Elementary School in Saratoga which is a K – 6 building. Darrin has been a principal for 19.5 years and has been at his current position for 3.5 of those years. Saratoga Elementary has an enrollment of 189 students with 39% of the students qualifying SES. Darrin has been a member of WAEMSP/NAESP for nineteen years.

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**Mr. Jade Morton**

Jade is currently the Principal at Baldwin Creek Elementary School in Lander which is a 4 - 5 building. Jade has been a principal for 11 years and has been at his current position for the past 5 years. Baldwin Creek Elementary School has an enrollment of 255 students with 40% of the students qualifying for SES. Jade has been a member of WAEMSP/NAESP for eleven years.

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**Mr. Ryan Searle**

Ryan is currently the Principal at Rawlins Middle School in Rawlins which is a 6 - 8 building. Ryan has been a principal for 7 years and has been at his current position for 4 years. Rawlins Middle School has an enrollment of 372 students with 39% of the students qualifying for SES. Ryan has been a member of WAEMSP/NAESP for 7 years.

## WAEMSP ELECTION SPRING 2021

I would like to make you all aware of three elected positions which will be coming open this spring. Since we won't be hosting the regional meetings at the state conference we will be seeking interest from folks who are interested in running for our **State Vice-President** position 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 and **Middle Level Representative** which is a 2 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.

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### **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. Serves as a member of the Association's Executive Board.

### **NAESP Duties of the State Representative**

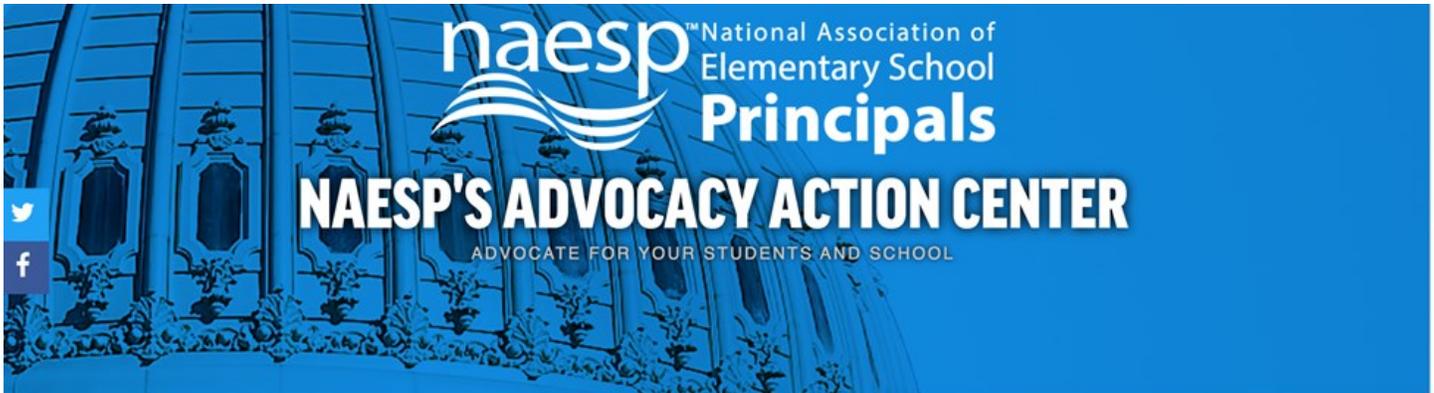
1. Serve as liaison between the Association and his/her respective recognized state association;
2. Coordinate the Association membership campaigns within his/her respective state;
3. Advise the Board of Directors on policies and programs;
4. Meet as a leadership group once a year;
5. Select the Nominating 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, as specified below:
  - 0 to 99 regular members: one vote
  - 100 to 199 regular members: two votes;
  - 200 to 299 regular members: three votes;
  - 300 to 399 regular members: four votes;
  - 400 to 699 regular members: six votes;
  - 700 to 999 regular members: eight votes; and

- 1000 regular members and up: ten votes;
7. Comply with Article IV, Section 2 c) and f) of the NAESP By-laws for the purpose of filling zone director vacancies; and
  8. Perform other duties according to policy.

### **WAEMSP Duties of the Middle Level Rep.**

1. The Middle Level Representative must be the principal of a school which includes upper elementary or middle grades only and does not include any grades lower than 4<sup>th</sup> grade, or higher than 9<sup>th</sup> grade.
2. Promotes the concept and position of the middle level principal.
3. Acts as a liaison between NAESP's middle level representative and the WAEMSP Executive Board.
4. Recommends to the WAEMSP Executive Board activities or programs that would further promote more inclusion of middle level principals in the activities of the WAEMSP.
5. Actively recruits middle level principals in the state as active members in WAEMSP/NAESP.
6. Serves as a member of the Association's Executive Board.

**Due to our current situation we won't be taking nominations for these offices. So, if you are interested in being placed on the ballot for any of these three open spots just shoot me an email or give me a call and I will make sure your name is on the ballot this March. Thank you for your consideration of serving on the WAEMSP Board!!**



## Congress Passes 2nd Round of Covid Relief Funding

After months of back-and-forth negotiations, Congress passed a COVID-19 relief bill in late December 2020 that includes \$54 billion in direct funding for K-12 schools. The funding will be distributed to states via Title I formula, and state education agencies must distribute at least 90 percent of these funds directly to districts (state allocation funding levels can be found [here](#)). Schools can use the funds for a wide variety of activities including, but not limited to, any activity allowed under ESSA; providing principals with the resources necessary to address the needs of their schools related to coronavirus; purchasing supplies to sanitize, clean, and disinfect, including purchasing PPE; purchasing education technology and devices; and providing mental health services and supports. Since March 2020, NAESP has [advocated for \\$175 billion](#) for K-12. So though this deal provides much needed resources to schools and districts, NAESP views it only as a starting point and will continue to push for additional funding to help schools address the myriad challenges they will face in the coming months, including decreased state and local K-12 aid.

## Former NAESP Member Nominated for Secretary of Education

On Dec. 23, 2020, President-elect Joe Biden nominated Dr. Miguel Cardona, Connecticut's education commissioner and a former teacher and public school principal, to be the next secretary of education. A former NAESP member and 2012 [NAESP National Distinguished Principal](#), Cardona would bring educator experience to the role, an attribute Biden identified as a priority. If confirmed by the Senate, Cardona will face a slew of challenges, including moving forward on President-elect Biden's pledge to reopen schools within the first 100 days of his administration. Cardona would be the second education secretary of Puerto Rican descent, after former education secretary John B. King Jr., who served under President Barack Obama. Cardona's parents came to the U.S. mainland as children from Puerto Rico.



*Cardona at the 2012 NAESP National Distinguished Principals ceremony with former NAESP President Nancy Flatt Meador.*

Read NAESP's Statement on Cardona's nomination [here](#).



Web seminars provide real-time opportunities to interrelate with content experts, educational leaders, and practicing principals around current issues. NAESP provides this setting to bring together principals from locations around the country to participate in these online learning programs. No special equipment other than Internet access is needed to participate in any of our webinars. Most webinars are free.

*Archived webinars are available only to members using your NAESP log in.*

## EARLY CAREER PRINCIPALS WEBINAR: HOW TO CRUSH IT AS AN EARLY CAREER PRINCIPAL



**Date: January 19, 2021**

**Time: 7:00 – 8:00 p.m. ET**

I'll admit it. I've almost left the education field before. Sometimes, it just doesn't seem worth it. Drowning under a sea of paperwork. Trying to cautiously weave through school politics. At times, it all feels like it's too much. But then, a bright-eyed student runs up to me for a high-five, and immediately, I remember what it's all about. Like you I have had some good advice and some advice that was outdated and stale. In this webinar we are going to discuss strategies and tools you can use to succeed as an early career principal and have a well-balanced life outside of your job. Join Adam Welcome in sharing tips for being happy, productive and making a lasting impact on your school community.

Participants will:

- Learn strategies for effective time management.
- Gain keys for building strong relationships.
- Discuss ways for empowering your teachers.
- Learn how to project your voice.

Presenter: [Adam Welcome](#) is an elementary school principal, author of four books, host of two podcasts and loves his family dearly and living every single day to his fullest potential.

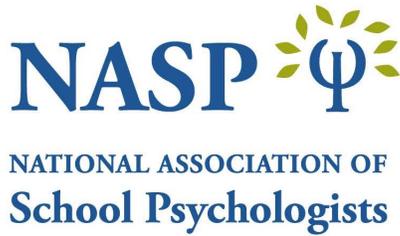
[REGISTER NOW!](#)

**NAESP Log in Information:** Go to [www.naesp.org](http://www.naesp.org) and log in

Your user name is the email address you provided Kenny with your membership information

Your password is your last name, all lower case

I encourage you to reset your password to something more secure. If you have any questions or problems with logging in, please contact [membership@naesp.org](mailto:membership@naesp.org) as they can reset your password quickly and easily.



## Talking to Children About Violence: Tips for Parents and Teachers

High profile acts of violence, particularly in schools, can confuse and frighten children who may feel in danger or worry that their friends or loved-ones are at risk. They will look to adults for information and guidance on how to react. Parents and school personnel can help children feel safe by establishing a sense of normalcy and security and talking with them about their fears.

1. **Reassure children that they are safe.** Emphasize that schools are very safe. Validate their feelings. Explain that all feelings are okay when a tragedy occurs. Let children talk about their feelings, help put them into perspective, and assist them in expressing these feelings appropriately.
2. **Make time to talk.** Let their questions be your guide as to how much information to provide. Be patient; children and youth do not always talk about their feelings readily. Watch for clues that they may want to talk, such as hovering around while you do the dishes or yard work. Some children prefer writing, playing music, or doing an art project as an outlet. Young children may need concrete activities (such as drawing, looking at picture books, or imaginative play) to help them identify and express their feelings.
3. **Keep your explanations developmentally appropriate.**
  - **Early elementary school** children need brief, simple information that should be balanced with reassurances that their school and homes are safe and that adults are there to protect them. Give simple examples of school safety like reminding children about exterior doors being locked, child monitoring efforts on the playground, and emergency drills practiced during the school day.
  - **Upper elementary and early middle school** children will be more vocal in asking questions about whether they truly are safe and what is being done at their school. They may need assistance separating reality from fantasy. Discuss efforts of school and community leaders to provide safe schools.
  - **Upper middle school and high school** students will have strong and varying opinions about the causes of violence in schools and society. They will share concrete suggestions about how to make school safer and how to prevent tragedies in society. Emphasize the role that students have in maintaining safe schools by following school safety guidelines (e.g. not providing building access to strangers, reporting strangers on campus, reporting threats to the school safety made by students or community members, etc.), communicating any personal safety concerns to school administrators, and accessing support for emotional needs.
4. **Review safety procedures.** This should include procedures and safeguards at school and at home. Help children identify at least one adult at school and in the community to whom they go if they feel threatened or at risk.
5. **Observe children's emotional state.** Some children may not express their concerns verbally. Changes in behavior, appetite, and sleep patterns can also indicate a child's level of anxiety or discomfort. In most children, these symptoms will ease with reassurance and

time. However, some children may be at risk for more intense reactions. Children who have had a past traumatic experience or personal loss, suffer from depression or other mental illness, or with special needs may be at greater risk for severe reactions than others. Seek the help of mental health professional if you are at all concerned.

6. **Limit television viewing of these events.** Limit television viewing and be aware if the television is on in common areas. Developmentally inappropriate information can cause anxiety or confusion, particularly in young children. Adults also need to be mindful of the content of conversations that they have with each other in front of children, even teenagers, and limit their exposure to vengeful, hateful, and angry comments that might be misunderstood.
7. **Maintain a normal routine.** Keeping to a regular schedule can be reassuring and promote physical health. Ensure that children get plenty of sleep, regular meals, and exercise. Encourage them to keep up with their schoolwork and extracurricular activities but don't push them if they seem overwhelmed.

#### **Suggested Points to Emphasize When Talking to Children**

- Schools are safe places. School staff works with parents and public safety providers (local police and fire departments, emergency responders, hospitals, etc.) to keep you safe.
- The school building is safe because ... (cite specific school procedures).
- We all play a role in the school safety. Be observant and let an adult know if you see or hear something that makes you feel uncomfortable, nervous or frightened.
- There is a difference between reporting, tattling or gossiping. You can provide important information that may prevent harm either directly or anonymously by telling a trusted adult what you know or hear.
- Although there is no absolute guarantee that something bad will never happen, it is important to understand the difference between the **possibility** of something happening and **probability** that it will affect you (our school community).
- Senseless violence is hard for everyone to understand. Doing things that you enjoy, sticking to your normal routine, and being with friends and family help make us feel better and keep us from worrying about the event.
- Sometimes people do bad things that hurt others. They may be unable to handle their anger, under the influence of drugs or alcohol, or suffering from mental illness. Adults (parents, teachers, police officers, doctors, faith leaders) work very hard to get those people help and keep them from hurting others. It is important for all of us to know how to get help if we feel really upset or angry and to stay away from drugs and alcohol.
- Stay away from guns and other weapons. Tell an adult if you know someone has a gun. Access to guns is one of the leading risk factors for deadly violence.
- Violence is never a solution to personal problems. Students can be part of the positive solution by participating in anti-violence programs at school, learning conflict mediation skills, and seeking help from an adult if they or a peer is struggling with anger, depression, or other emotions they cannot control.

**NASP has additional information for parents and educators on school safety, violence prevention, children's trauma reactions, and crisis response at [www.nasponline.org](http://www.nasponline.org).**

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After the year it's been, who's ready to hit the refresh button? We know you need a break ... and probably a little pick-me-up, WAEMSP corporate partner, Horace Mann, has put together an all-star cast of speakers who are ready to share their messages for educators and help you start 2021 off right.

Horace Mann invites you to step out of the presenter role, relax into the audience and recharge your batteries by joining their [free virtual speaker series!](#)

**Your Money & Your Life:  
Where do you go from here?**  
Presented by Jean Chatzky  
Tuesday, Jan. 12 | 7:30 p.m. CT



*Today Show* financial editor Jean Chatzky believes it's completely possible to "create the lives we want, support the people we love and stress a little less." Jean has made it her mission to simplify money matters by increasing financial literacy and will tell you the moves to make now to help ensure a life of financial comfort for you and your family.

**Educators Deserve It!**  
Presented by Adam Welcome  
Tuesday, Feb. 2 | 7:30 p.m. CT

The first 100 registrants will each receive a complimentary copy of Adam's latest book, *Teachers Deserve It: What You Deserve. Why You Don't Have It. And How You Can Go Get It.*



Who's been feeling overwhelmed and stressed lately? Adam Welcome has been a teacher, principal, Director of Innovation for a 35,000-student district and is now a best-selling author who believes kids deserve educators at their best. Adam's energy, passion and new ideas will empower and motivate you to become the best version of yourself in the new year.

## Harnessing the Headwinds of Change

Presented by Nicole Malachowski

Tuesday, Feb. 16 | 7:30 p.m. CT



Col. Nicole Malachowski, USAF (Ret.), defies stereotypes as a combat veteran with a distinguished 21-year Air Force career. After prevailing against a tick-borne illness that left her struggling to speak or walk for almost nine months, Nicole will inspire you to rethink your challenges and urge you to go beyond resilience and become resurgent.



**Hurry! Space is limited.**

### [Save your spot](#)

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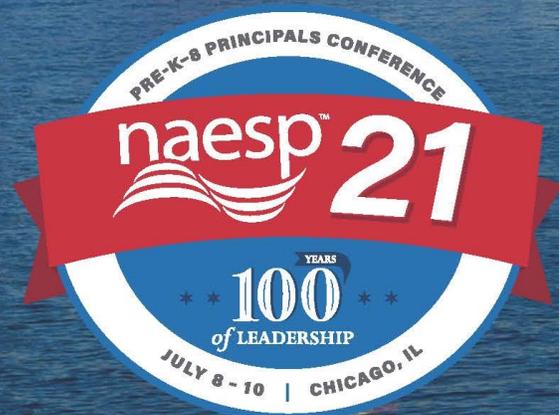
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- WAEMSP/NAESP Assistant Principal      \$370
- WAEMSP/NAESP Institutional/Active      \$475
- WAEMSPNAEMSP Emeritus                    \$85
- WAEMSP/NAESP Aspiring                    \$95
- WAEMSP/NAESP Associate                    165

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