



AESD EXECUTIVE BOARD MEETING – MINUTES

November 16, 2023 // Networking – 2:30 – 3:15pm // Meeting – 3:30 – 5:30pm

Hyatt Regency Bellevue, Cottonwood Room (3rd Floor, Cascade Tower)

Group Dinner – 6:00pm, 13 Coins

Executive Board

President

Marcia Henkle, NCESD 171

President Elect

Terry Brandon, ESD 123

Members

June Sine	NEWESD 101
James Sebree	ESD 105
Darlene Stickel	ESD 112
Dale McDaniel	CRESO 113
Ann Byrnes	OESD 114
Mehret	
Tekle-Awarun	PSESD 121
Terry Brandon	ESD 123
Marcia Henkle	NCESD 171
Merle Kirkley	NWESD 189

Superintendents

Rob Roettger	NEWESD 101
Kevin Chase	ESD 105
Tim Merlino	ESD 112
Flip Herndon	ESD 113
Aaron Leavell	OESD 114
John Welch	PSESD121
Steve McCullough	ESD 123
Michelle Price	NCESD 171
Larry Francois	NWESD 189

AESD/OSPI Network Staff

Jessica Vavrus, Exec. Director
Melissa Gombosky, Legislative
Liaison
Shayna Burmeister,
Administrative Support

I. Welcome

Lead: President, Marcia Henkle

Welcome, Introductions, Pledge of Allegiance, Review of agenda

In attendance: Dale McDaniel, Darlene Stickel, James Sebree, June Sine, Marcia Henkle, Mehret Tekle-Awarun, Merle Kirkley, Terry Brandon, Aaron Leavell, Flip Herndon, John Welch, Kevin Chase, Larry Francois, Michelle Price, Rob Roettger, Steve McCullough, Tim Merlino

II. Consent Agenda

Lead: Marcia Henkle

For Reference: [9/12/23 meeting minutes](#) | [Today's Meeting Materials](#)

James Sebree moved to approve the 11/16/23 agenda and 9/12/2023 AESD Executive Board meeting minutes. Dale McDaniel seconded the motion. The 11/16/23 agenda and 9/12/2023 AESD Executive Board meeting minutes were approved.

III. ESD Hot Topics & Top of Mind Discussion

Lead: Marcia Henkle, All

a. ESD Board Elections – Discussion & Debrief

For reference: [2023 ESD Board Election – Voter Turnout](#)

The group reflected on the process and voter turnout for ESD Board elections, and noted a few key items through their review of the turnout and results summary from WSSDA. They discussed perception and how many voters seemed to view a specific person winning so no need to vote. For example, ESD 123 had half of the turnout of eligible voters and that is typical.

Darlene suggested using the rule of frequent contact, to inform and set expectations for voters. Getting information out a month or two in advance with a pre-written message, including the link to voting and continue this messaging every few weeks ahead of election day. As a sidenote, the low November 7 voter turnout was similar across the board. The group generally agreed that next time it will be important for ESD superintendents to elevate the elections as a topic with their regional superintendents and to encourage participation.

Several superintendents pointed out that the number of eligible voters on the WSSDA summary was incorrect based on the number of school board directors in their region. Jessica agreed to meet with WSSDA to share the group's reflection and learn more about the discrepancies in numbers. An update will be provided at the next meeting.

b. Other Topics?

District Superintendent Vacancies, Recruitment, Support: Dale McDaniel mentioned that the tenure of school district superintendents is getting smaller and it is a challenge to in many places for superintendents and boards to start out on the right foot. Dale would like further Executive Board discussion about how to better support this relationship. Would it be an option to have retired superintendents as mentors or able to onboard when a vacancy occurs? This may help build capacity. Understanding that most often, superintendents come from the Principal or Assistant Principal pool. The group discussed the need to partner for candidate pools.

Michelle shared that their ESD meets often with Assistant Superintendents. Weekly with regional superintendents. The group discussed identifying those people in the district that have never been in the role but have their credentials. It would provide a wider representation for diversity. Dale commented that as a business model, it is more effective to work with and mentor/develop the superintendent while they are there rather than wait to catch up when they fall.

The group determined the need to focus on best practices, have frequent check-ins with their boards, building pipelines and figuring out stop gap measures is essential. And considering everyone taking advantage of the mentorship program. It was mentioned that approximately 25% of districts have new superintendents. Questions posed by the group:

- How do we also support boards in selecting candidates that is a right match for their community?
- How do we develop a thorough process to ensure that the personality that was interviewed is the personality that is in the job?
- We know what is needed to develop a good partner. As a new hire, it is easy to be overwhelmed. Choosing a path and giving a roadmap. How do we equip new board members?

Principal vacancies & recruitment: The group discussed more deeply the cause and effect of the shrinking principal pool. Mentioning that salary and the reality of the job are not commiserate for some to be interested enough to do the work long-term. The work is more complex and more difficult than it has ever been. The group discussed:

- Short contracts tend to add to the issue of making it easy to vacate a position. Perhaps looking at lengthening contracts.
- Career advancement doesn't seem as enticing for many to stay in the position.
- Large numbers of retirements with no one coming up behind due to not being ready or interested in the job.
- Small areas can't draw people from larger high paid jobs.
- Less skilled individuals and more work and so little respect for professionals doing the work. Unfortunately, we seem to be a country that talks poorly about education and the system at every turn.

IV. 2024 AESD Annual Conference & Membership Supports

Lead: Marcia Henkle, Michelle Price, Jessica Vavrus

For reference: [Annual Conference Board Discussion & Action Items](#)

a. Draft conference agenda *Information*

The conference committee is fine tuning the agenda. There will be an opening reception on Wednesday April 3, 2024. A full day of learning and dinner on April 4, 2024. And a half-day session on April 5, 2024 ending with lunch. The board agreed that there should be two in-depth

sessions. Topics discussed were Coming to Life for Kids. and Pathways to Graduation. The keynote presentations will allow for group interactions and deeper dives at the table level.

b. Proposed branding of for conference theme *Action*

The group reviewed three logo options. It was recommended that the logo follow consistency each year in color and branding. It was determined that the color scheme of teal, blue, green would be kept, and the heart visual from the 2023 conference be integrated into the logo. It was suggested that the order of the words change to: Engage. Elevate. Empower. James Sebree moved to approve the logo and branding (with modifications) for the 2024 AESD Annual Conference. Dale McDaniel seconded the motion.

Next steps: Jessica will work with the NCESD and AESD communications teams to update the logo based on Executive Board feedback. The final logo/brand will be approved by the planning committee.

c. Proposed ESD registration/attendance fees *Action*

The group discussed that the purpose of the AESD Annual Conference is a board member conference for supportive board education and networking. The question that the group would like to keep at the forefront is, “How do we create the best training environment for them?” Having staff attend is a bonus, but not essential. The group determined that for additional attendees on Thursday, (staff, guest, parent) the cost would be \$150/person which would cover the cost for meals. If students were to attend, they would be covered under the overall budget. It was also suggested to make the cost a fee rather than a registration. Jessica shared that language will be adjusted and forwarded to the board prior to the January 30, 2024 meeting. Dale moved to pass the general structure presented unto us. Terry seconded the motion.

d. Future annual conference venue discussion/decision *Action*

The group discussed the two options that board members provided input on in August in response to the survey question as to board member preferences as to future annual conference locations. Responses were split between 1) Two fixed locations (1-east and 1-west) that alternate; and 2) Rotating region locations determined by the host ESD. The Board discussed each option and voted to maintain the current rotating regional schedule. For reference, the hosting schedule for the AESD Annual Conference is published as follows:

Year	Host ESD	Year	Host ESD
2025	NEWESD 101	2028	NWESD 189
2026	OESD 114	2029	ESD 123
2027	ESD 105	2030	ESD 112

V. Legislative Updates & AESD Priorities

Lead: Michelle Price, Jessica Vavrus

Updates on AESD 2024 Legislative Priorities and advocacy efforts.

For Reference: [2024 AESD Legislative Priorities](#) | [AESD Mental/Behavioral Health 1-Pager](#)

The group discussed the upcoming legislative priorities. Meetings have already begun with legislative groups, education and healthcare committees and HCA.

- School based mental and behavioral health.
- Expanding services to students.
- Inclusionary practices.

School districts are also already advocating, and we want to make sure that we support those issues. Staffing up to prototypical model, fully resourcing school districts and student transportation are stories that we will tell when meeting with legislators.

Removing barriers to accessing Medicaid is also an AESD priority. Essentially the goal is to support update/revision of the state’s Medicaid Plan based on new CMS guidance. The AESD has representatives who will serve on the HCA “Charter” group that will engage in this process in spring 2024.

VI. Good of the Order & Upcoming

Lead: Marcia Henkle / All

Upcoming – Mark your Calendars!

⇒ **Next Exec Board Meeting:** 1/30 (Tues), 11:00am – 1:00pm, PSESD w/ lunch

⇒ **Accreditation Panel Dates**

- Westside: May 13-15, 2024 (@ CRESD 113)
- Eastside: May 20-21, 2024 (@ NEWESD 101)

For reference upcoming: [2023/24 AESD Leadership Meeting Schedule](#)

⇒ **The November Annual Membership Meeting** will commence at 6 PM.

VII. Adjourn

Marcia Henkle adjourned the meeting at 5:10 PM