

2020 ANNUAL CONVENTION

THE TIME IS NOW!



Dec.
3

Delegate
Assembly

Dec.
4-5

Convention



#AASBConvention



ALABAMA
ASSOCIATION OF
SCHOOL BOARDS

Education professionals deserve a specialist.

You take care of your people. We know. Your teachers and staff work hard—pulled in all directions. You search for partners who ease your workload and worry, while giving your colleagues guidance and support. For more than 55 years, the education community has turned to us for employee benefits solutions they can trust. Maybe you should, too? Consider American Fidelity for a different opinion.

Help is here.

- Strategic Employee Benefits
- Simplifying Technologies
- Employee Benefits Education

AMERICAN FIDELITY
a different opinion



John Cole

800-365-3714 • americanfidelity.com

Welcome to ...

AASB CONVENTION 2020



Dear AASB Members,

On behalf of the Board of Directors of the Alabama Association of School Boards, it is my great honor to welcome you to our 2020 Convention and Delegate Assembly. Whether you are joining us in person or participating virtually, your investment in developing your knowledge and skills as school board leaders is to be commended — especially amid the unique challenges caused by the current health crisis.

This has been a difficult year for us all, particularly for those of us engaged in the work of education. I could not be prouder of the teachers, staff, administrators, superintendents, district-level personnel and yes, my fellow school board members, who are leading with resilience, compassion and innovation to guide Alabama's schools through these uncharted waters.

The Time is Now is not only our Convention theme, but also the mindset we must embrace to meet the challenges of this moment and chart the course for our students to overcome the myriad social, emotional and learning impacts of the pandemic. *The Time is Now* for bold leadership and investment in mental health supports and equitable access to technology. *The Time is Now* to reinvent and reimagine the future of education in our state.

Convention this year will look a little different, from social distancing and facial coverings to virtual student performances to a schedule featuring most general sessions on Friday and an all-new Saturday awards breakfast. And while we'll all miss the annual Friday evening reception and the Exhibit Showcase, the AASB staff has planned an event that promises to inspire and inform.

Chad Hymas' session, *Get the Worm Faster: Succeed with a Bird's Eye Perspective*, will explore how a tragic accident helped him create new mental images of success. Mathew Portell, principal of the internationally recognized Fall-Hamilton Elementary in Nashville, will share lessons of *Trauma-Informed Approaches: Meeting All Students' Needs*. State Superintendent Dr. Eric Mackey will discuss the latest statewide education developments, and U.S. Rep. Terri Sewell will provide insights from Congress about public education efforts impacting Alabama's students.

Finally, this year's Convention marks the end of my term as your president. This experience has been exciting and rewarding, as I have witnessed your association respond with agility and creativity to meet your needs for training and services in these unprecedented times. I am grateful to have had this opportunity to help lead this outstanding organization, and I look forward to remaining on the board as immediate past president. Thank you, and Godspeed!

A handwritten signature in black ink that reads "Gwen Harris-Brooks". The signature is fluid and cursive.

Gwen Harris-Brooks, President
Alabama Association of School Boards

From the President	1	Schedule at-a-Glance	7
General Convention Info	2	Convention Schedule	8 & 9
Committee Members	3	Professional Sustaining Members	10
Meet Your Officers	4	Sponsors & Longest Serving Members	11
Meet Your Staff	4	Hotel Map	15
Board of Directors	5	Academy Levels	17-19
All-State School Board	5	In Memoriam	20
ATBE Board & Report	6	Team Training Achievement Awards	20
LAF Board of Trustees	7		

GENERAL CONVENTION INFORMATION

CONVENTION CREDIT

School board members who attend Convention in-person will earn 6 credit hours in the AASB School Board Member Academy. Those participating virtually will earn 5 credit hours. Superintendents also may earn professional development credit toward certificate renewal. Academy hours count toward the state-mandated annual training requirement for school board members under the School Board Governance Improvement Act. AASB's procedure for tracking attendance is slightly different this year. We have eliminated scanning name badges as a safety precaution. Sign-in sheets will be provided to in-person attendees at the Convention. Each attendee must complete the sign-in sheet to receive training hours.

VIRTUAL ATTENDEES

Virtual attendees should be sure to register on the Go To Webinar platform in order to receive your confirmation email that contains a link to join the Convention virtually.

www.gotowebinar.com

Webinar ID: 129-038-459

*Please note: There will not be a dial-in number.

24/7 Technical Support: 855-352-9002

(press 3 & then press 1)

Virtual attendees must email their sign-in sheets to membership@alabamaschoolboards.org by Friday, December 11. Sign-in sheets will be emailed to all attendees prior to the start of Convention.

ACADEMY

The School Board Member Academy is an ongoing series of programs on boardmanship, governance and leadership skills. School board members are recognized for their Academy accomplishments in completing each of the Academy's four achievement levels. After attaining Level 4, school board members who continue to update their skills by earning at least 15 credit hours annually, including one core conference, may achieve the distinction of Master School Board Member. Board members who earn the Master level five consecutive years in addition to attending one Poverty Simulation and one Advocacy Day are recognized via the Master Honor Roll. Those who achieved new Academy levels in 2019-2020 are listed on pages 17-19. The Team Training Achievement Award, formerly known as the President's Award, is being presented to boards that have had 60 percent or more of their members attend at least two conferences during the 2019-2020 Academy year and whose members met state training requirements. This year's honorees are listed on page 20.

HEALTH & SAFETY PRECAUTIONS

The health and safety of AASB's members and staff are our highest priority. We have meticulously planned this year's Convention to incorporate recommended health guidance such as maximum social distancing among attendees, eliminating self-service food and beverage lines and requiring facial coverings. We're also streamlining the on-site registration process by eliminating check-in at the registration desk and placing name badges and programs at assigned seating.

MEALS

Registration fees include breakfast, lunch and refreshment breaks Friday and breakfast on Saturday. Name badges for in-person attendees will include a breakfast ticket. AASB

staff will show you where to drop off your ticket before breakfast is served.

HOTEL AMENITIES/CHECK-IN & CHECK-OUT

Amenities of the Hyatt Regency Birmingham-The Wynfrey Hotel include the StayFit Fitness Center, valet and self-parking. Merk's Tavern & Kitchen is only available for bar service with a 20-person limit at the bar on Tuesday-Saturday from 5-10 p.m. Breakfast is not being served at the restaurant at this time. Room service is available daily for breakfast and dinner. The hotel is adjacent to Riverchase Galleria (www.riverchasegalleria.com). Check-in is after 4 p.m. Checkout is 11 a.m.

CLINIC SESSIONS

To reduce traffic at this year's Convention, clinic sessions will be brought to you in the main Wynfrey ballroom on Friday.

NAME BADGES

AASB's procedure for tracking attendance is a little different this year. We have eliminated scanning name badges as a safety precaution. Attendee name badges and sign-in sheets will be placed at assigned seating. Convention name badges must be worn at all times. School board members wear blue-topped badges. Superintendents wear red-topped badges, and presenters are topped in green. The AASB district number is near the top right of the name badge. Ribbons indicate other special recognition and are located in your badge. As a COVID-19 safety precaution, we are not asking attendees to turn in name badges this year.

DELEGATES

Delegates will receive a navy ribbon to put on their Convention name badge. Delegates and alternates are invited to attend the new delegate orientation at 5:30 p.m. on Dec. 4. in the Wynfrey ballroom. Prompt arrival is important. Delegates may sit at any table. Due to COVID-19 precautions, there will be limited in-person capacity for Delegate Assembly. Non-delegates and guests will not be permitted.

RIBBONS AT-A-GLANCE

(Located in your badge)

Red: AASB Officer
Green: AASB Board of Directors
Navy: Delegate
White: Parliamentarian
Yellow: All-State School Board Member
Black: Master School Board Member
Aqua: Past All-State School Board Member
Gold: Master Honor Roll
Teal: Team Training Achievement Award
Maroon: 1st Time Attendee

SPECIAL ATTENDANCE PRIZES

During this year's Convention, we will have two attendance prizes for in-person attendees and two attendance prizes for those watching virtually.

You must be present/logged in to win and may win only one prize, the first for which your name is drawn.

AASB OFFICERS



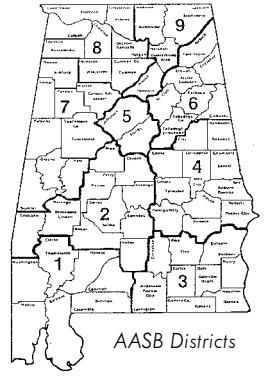
Gwen Harris-Brooks
President
Lanett



Shannon Cauley
President-Elect
Baldwin County



James Woosley
Immediate Past
President
Satsuma



AASB STAFF



Sally Smith, J.D.
Executive Director



Stephanie Bell
Executive
Assistant



Joy Brownell
Administrative
Assistant



Adrienne Edwards
Director of
Finance &
Operations



Suzanne Freeman, Ph.D.
Member Engagement
Representative



Tamia Heard
Public Relations
Assistant



Debora Hendricks
Membership
Coordinator



Michelle Locke
Finance &
Operations
Coordinator



Tracey Meyer
Governmental
Relations
Coordinator



Whitney Miller-Nichols
Asst. Director
of Leadership
Development



Shelecia Robinson
Asst. Director of
Public Relations



Susan Salter
Director of
Leadership
Development



Lissa Tucker, J.D.
Director of
Governmental
Relations



Dana Vandiver
Director of
Public Relations



Jayne H. Williams, Esq.
General Counsel &
Director of Legal
Advocacy



Tammy Wright
Executive Assistant

AASB SEARCH SERVICES TEAM

To help school systems fill crucial superintendent vacancies, AASB has deployed a team of skilled education leaders with a keen understanding of the type of leadership it takes to succeed in K-12 public education. AASB understands the roles and responsibilities of superintendents and school boards and the nuances of public education governance in Alabama. We combine that knowledge with decades of experience to help you in your search for the best candidates for your superintendent vacancy. The search team includes education experts — (l-r) Dr. Karen Delano, Dr. Linda Ingram, Dr. Terry Jenkins, Dr. Timothy Morgan and Dr. James Wright — who know what knowledge, skills and abilities it takes to succeed as a superintendent. For more information about AASB's SUPERINTENDENT | FINDER service, please contact AASB Director of Leadership Development Susan Salter at superintendentsearch@alabamaschoolboards.org or 334-386-9434.



AASB DIRECTORS



District 1



Shelia Dortch
District 2



Dr. Greg Price
District 3



Mary Hooks
District 4



Renna Soles Scott
District 5



Marie Manning
District 6



Brad Ingle
District 7



Ronnie Owens
District 8



Beth Wilder
District 9



Tracie West
State Board
Liaison



Pam Doyle
NSBA Liaison

Changes to Board of Directors

District 5 Director **Renna Soles Scott** of Bessemer, District 7 Director **Brad Ingle** of Walker County and District 9 Director **Beth Wilder** of Huntsville are returning to the AASB Board of Directors for second terms. **Russell Clausell** of the Geneva Board of Education is the incoming District 3 Director. District 8 Director **Ronnie Owens** of Lauderdale County has been nominated as President-Elect. The District 1 Director seat, which is vacant, will be decided during Convention. Current President-Elect **Shannon Cauley** will assume the office of AASB President. All will be installed during Saturday's awards breakfast.

AASB greatly appreciates the service and leadership of the following: District 3 Director **Dr. Greg Price**, who has completed his second term on the board and has served on the Pike County school board since 2002; and **Mike Oakley**, former President-Elect, who served 22 years on the Bibb County school board and achieved Master Honor Roll status.

Congrats!

2020 All-State School Board

The All-State Board Recognition Program has for 29 years commended up to four of our past or present school board members across the state who have exhibited exemplary boardmanship and leadership skills. The 2020 winners will be honored at Saturday's awards breakfast.



Ranae Bartlett
Madison



Otis Hill
Eufaula



Robert Houston
Anniston



Dexter Thornton
Hale County



ALABAMA
ASSOCIATION OF
SCHOOL BOARDS

ALABAMA TRUST FOR BOARDS OF EDUCATION, BOARD OF TRUSTEES



Mike Almaroad
Calhoun County



Jim Cunningham
Fort Payne



Avery Embry
Talladega County



James Garner
Winfield



Kermit Kendrick
Hoover



Derek Henderson
Alabaster



Dr. Dwight Hester, J.D.
*Risk Management
Consultant*



Lucy Hester Sellers, J.D.
*Risk Management
Consultant*



Sally Smith, J.D.
Treasurer



Marie Manning
St. Clair County

ATBE REPORT HIGHLIGHTS

For 44 years (1976-2020) AASB has been a source of liability coverage for Alabama boards of education. This liability coverage for 35 years has been provided through AASB's self-insured risk management trust, the Alabama Trust for Boards of Education (ATBE). ATBE has extensive experience relative to claims against Alabama boards of education, members of such boards, and employees of such boards, having managed over 9,145 claims against ATBE covered parties. The ATBE General Liability/Errors and Omissions (GL/EO) Liability Fund allows participating member boards to self-insure selected risk exposures of the board, members of the board, and adult, non-student employees of the board when such persons are sued only in their official capacity or only for equitable, non-monetary relief. All public county and city boards of education and the boards of three state schools are members of the ATBE GL/EO Liability Fund. ATBE GL/EO Liability Fund coverage provides board employees unique coverage not provided by the legislatively mandated, state-provided Educators' Liability Trust Fund (ELTF), board-paid-for SSA membership and coverage, or employee association membership coverage through AEA, AFT, CLAS, etc. Coverage provided by the ATBE GL/EO Liability Fund for board employees does not duplicate coverage provided by the above-listed entities. Despite increased costs of liability claims, due to sound fiscal management, the ATBE trustees approved for the 2020/2021 fund year continuation of per-student rate reductions and a per-student AASB membership benefit credit to the ATBE fund contribution for the \$300,000 GL/EO coverage limit of liability. The AASB membership benefit credit means that 73 percent of the ATBE GL/EO Liability Fund participating member boards incurred no charge for the \$300,000 limit of their GL/EO Liability Fund coverage, and the AASB membership benefit credit reduced the cost for all other boards for the \$300,000 GL/EO coverage limit of liability. The AASB membership credit has an annual value of almost \$1 million.

The ATBE Automobile Fund allows member boards to self-insure selected automobile liability (AL) and automobile physical damage (APD) exposures. ATBE is currently providing automobile liability (AL) coverage with a schedule of rates that have not increased in 24 years. Additionally, ATBE does not charge for automobile liability (AL) coverage relative to spare buses. This rate consistency compares very favorably to the continued cost increases by commercial insurance companies for coverage on school buses and other board of education vehicles. Boards with no adverse loss experience will find ATBE automobile liability and automobile physical damage rates very attractive. ATBE has administered over 5,415 Automobile Fund claims and losses. ATBE AL claims and APD losses are administered by an attorney, which helps assure claims are only paid when supported by the facts and the law. This informed claims management strategy helps control the cost of coverage for ATBE members.

AASB Members Trust Their Trust:

For 35 years AASB, through ATBE, has offered its members risk management alternatives based upon principles of savings, security, and simplicity, and ATBE continues to provide cost efficient, specifically tailored liability coverages to AASB boards of education, members of these boards, and employees of these boards.

AASB LEGAL ASSISTANCE FUND, BOARD OF TRUSTEES

AASB's Legal Assistance Fund supports school boards' common interests by assisting members involved in legal cases of statewide significance. Through "friend of the court" briefs and legal research financed by the Legal Assistance Fund, AASB seeks to influence the outcome of court challenges. Membership in the LAF is optional. The LAF is governed by a board of trustees appointed by the AASB Board of Directors.



Gwen Harris-Brooks
Lanett



Shannon Cauley
Baldwin County



Beth Wilder
Huntsville



James Woosley
Satsuma

SCHEDULE AT-A-GLANCE

2020 ANNUAL CONVENTION

The Time is Now!
Dec. 3 - 5

The Hyatt Regency Birmingham
The Wynfrey Hotel

Earn up to 6 training hours
*Virtual attendees will earn 5 training hours

Thursday, Dec. 3

- | | |
|------------------|-------------------------------|
| 1 p.m. | Information Desk Open |
| 3:30 p.m. | Bylaws Committee Hearing |
| 4 p.m. | Resolutions Committee Hearing |
| 5:30 p.m. | New Delegate Orientation |
| 6 p.m. | Delegate Assembly |

Friday, Dec. 4

- | | |
|-------------------|----------------------------------|
| 7:30 a.m. | Breakfast, Information Desk Open |
| 8:30 a.m. | General Session: Chad Hymas |
| 10:15 a.m. | Break |
| 10:45 a.m. | Mini Clinic Session |
| 11:30 a.m. | Lunch Session |
| 1:15 p.m. | Break |
| 2 p.m. | Mini Clinic Session |
| 2:45 p.m. | General Session: Mathew Portell |
| 4:30 p.m. | Closing Remarks |

Saturday, Dec. 5

- | | |
|-------------------|--|
| 7:30 a.m. | Information Desk Open |
| 8 a.m. | Awards Breakfast
Video Greeting: The Honorable Terri Sewell |
| 10:30 a.m. | Closing Remarks/Officer and Director Installation |
| 11 a.m. | Conference Adjourns |



Chad Hymas
@chadhymas

Chad Hymas' session, *Get the Worm Faster: Succeed with a Bird's Eye Perspective*, will explore how a tragic accident helped him gain a bird's eye perspective of current circumstances and make long-lasting, effective changes.



Dr. Eric Mackey
@egmackey

State Superintendent Dr. Eric Mackey will provide a statewide update on the latest education-related COVID-19 developments and key budget and education priorities ahead of the 2021 legislative session.

THURSDAY, DEC. 3

- 1 p.m.** **Convention Information Desk Opens**
Pre-function area, 2nd Floor
- 3:30 – 4 p.m.** **Bylaws Committee Hearing**
Wyndsor I, 1st Floor
- 4 – 4:30 p.m.** **Resolutions Committee Hearing**
Wyndsor II, 1st Floor
- 5:30 – 6 p.m.** **New Delegate Orientation**
Wynfrey ABC, 2nd Floor
- 6 – 6:15 p.m.** **Delegate Assembly Preparation**
Wynfrey ABC, 2nd Floor
- 6:15 – 8 p.m.** **Delegate Assembly**
Wynfrey ABC, 2nd Floor
Gwen Harris-Brooks
AASB President, presiding

Dowe Littleton, Parliamentarian
Please read delegate seating and related instructions on page 2.

President's Report
Gwen Harris-Brooks

Committee Reports (Chairs)
Bylaws: Marie Manning
Resolutions: Ronnie Owens

Inspiration

Student Entertainment
Admiral Moorer Middle School
Eufaula City Schools
Ms. Kim Jackson, Director

Address
Chad Hymas
Get the Worm Faster: Succeed with a Bird's Eye Perspective

Attendance Prize
Sponsor: Lathan Architects

10:15 – 10:45 a.m. **Refreshment Break**
Break Sponsor: HPM Leadership

10:45 – 11:30 a.m. **Mini Clinic Session**
Effective ARI & ELL Strategies
Russellville City Schools

11:30 a.m. – 1:15 p.m. **Lunch Session**
Dr. Eric Mackey
State Superintendent
Wynfrey Ballroom, 2nd Floor

1:15 – 2 p.m. **Refreshment Break**

2 – 2:45 p.m. **Mini Clinic Session**
Foley High School's #SuccessProgram
Baldwin County Schools

2:45 – 5:30 p.m. **General Session**
Wynfrey Ballroom, 2nd Floor

Student Entertainment
Baldwin Arts & Academics
Magnet School
Montgomery Public Schools
Mr. Amon Robinson, Director

Alabama Trust for Boards of Education Report
Dr. Dwight Hester, J.D.
ATBE Consultant

Address
Mathew Portell
Trauma-Informed Approaches: Meeting All Students' Needs

FRIDAY, DEC. 4

- 7:30 a.m.** **Information Desk Opens**
Pre-function area, 2nd Floor
- 7:30 – 8:30 a.m.** **Breakfast**
Ivory's and Wyndsor, 1st Floor
- 8:30 – 10:15 a.m.** **General Session**
Wynfrey Ballroom, 2nd Floor
Gwen Harris-Brooks
AASB President, presiding

National Anthem
Adalyn Lyles
Elsanor Elementary
Baldwin County Schools



Mathew Portell, principal of the internationally recognized Fall-Hamilton Elementary in Nashville, will share lessons of *Trauma-Informed Approaches: Meeting All Students' Needs*.

Mathew Portell
@principalest



Congresswoman Terri Sewell is in her fifth term representing Alabama's 7th Congressional District. She is one of the first women elected to Congress from Alabama and the first black woman in the Alabama Congressional delegation. Rep. Sewell will provide insights from Congress about public education efforts impacting Alabama's schools.

U.S. Rep. Terri Sewell
@RepTerriSewell

Attendance Prize
Sponsor: ABM Building Solutions

Achievement Levels
See pages 19-21

SATURDAY, DEC. 5

7:30 a.m. **Information Desk Opens**
Pre-function Area, 2nd Floor

All State School Board Member Recognition
See page 5

8 – 11 a.m. **Awards Breakfast**
Wynfrey Ballroom, 2nd Floor

Changes to Board of Directors
See page 5 for listing

Inspiration

Board of Directors Installations
See page 5 for listing

Student Recognition
2020 Road to Success
Video Contest Winners

11 a.m.

Convention Adjourns

Video Greeting
U.S. Rep. Terri Sewell
Public Education Insights from Congress


Alabama Association of School Boards

Whole Board TRAINING
 Interactive Training for Excellent Boards

Contact AASB today to schedule your 2020-21 Whole Board Training. Choose from more than 40 interactive topics to meet your board's unique needs and fulfill the state-mandated Whole Board Training requirement. Remote and in-person options available.

AlabamaSchoolBoards.org/Training

Professional Sustaining Members 2020-2021

PLATINUM



GOLD



SILVER



TCU CONSULTING SERVICES, LLC
CONSTRUCTION CONSULTANTS

BRONZE



**THANKS TO OUR GENEROUS
CONVENTION SPONSORS:**

**ABM BUILDING SOLUTIONS
BISHOP COLVIN JOHNSON & KENT LLC
FAIRBANKS LLC
FRAZER LANIER COMPANY
HPM LEADERSHIP
LATHAN ARCHITECTS
MCKEE & ASSOCIATES
SCHNEIDER ELECTRIC**



Longest Serving Board Members

38 Years

Mr. Keith Mitchell, Russell County
Mr. Charlie Anderson, Clarke County

36 Years

Mr. Pat Wayne Shaddix, Oxford
Mrs. Linda Steed, Pike County

29 Years

Mr. Isaac Johnson, Choctaw County

34 Years

Mr. Lester Turk, Wilcox County
Mrs. Willene Whatley, Conecuh County

28 Years

Mr. Steve Foster, Lowndes County
Mr. Otis Hill, Eufaula
Mrs. Ledronia Goodwin, Autauga County

33 Years

Mr. Mike McAlpine, Marengo County
Mr. Richard D. McLin, Daleville

26 Years

Mr. John R. Ponder, Talladega County
Mr. Tony K. Powell, Monroe County
Mr. Danny Golden, Etowah County

32 Years

Mr. Marvin Jones, Oxford
Rev. Larry Patterson, Lee County
Mr. Danny Benjamin, Escambia County
Mr. William D. Minor, Dallas County
Mr. Mike Almaroad, Calhoun County

25 Years

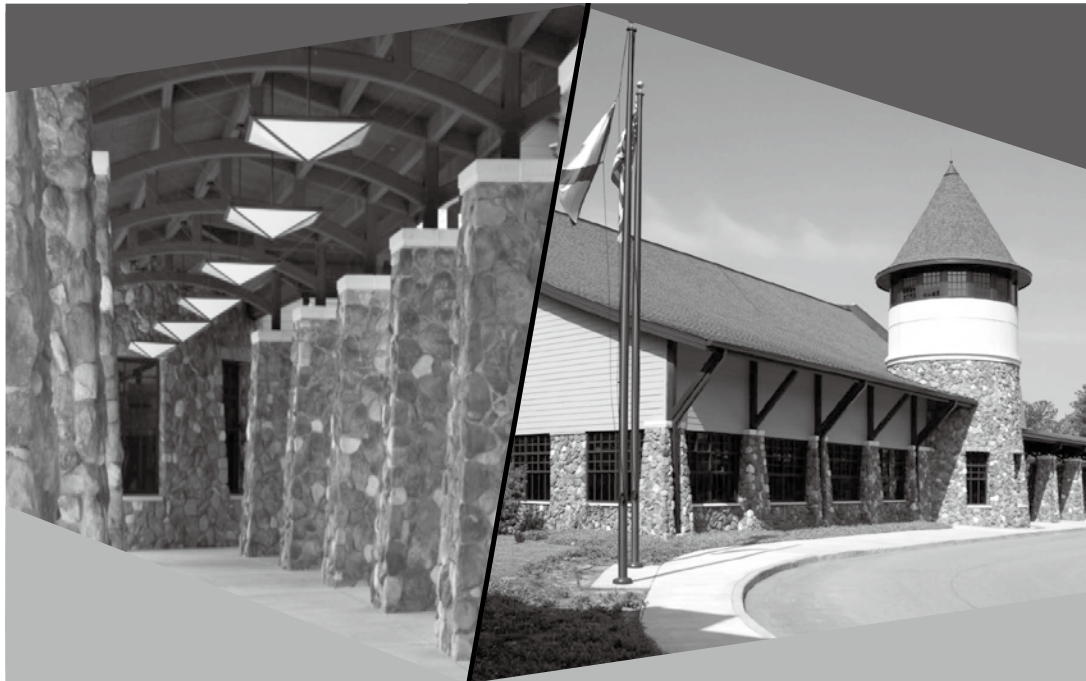
Mr. James E. Lucas, Athens

30 Years

Rev. Earnest Green, Pike County
Mr. Robert James Grant, Lowndes County
Mr. Ben Davis, Lowndes County
Mr. Ralton Baker, Franklin County
Mr. James T. Prestwood, Covington County

24 Years

Mr. Tom Earwood, Morgan County
Mr. Eddie L. Chambers, Sr., Henry County
Mr. Willie J. Grissett, Escambia County
Mrs. Kitty Graham, Elmore County
Mr. David M. Tuck, Coosa County



THE LATHAN EXPERIENCE

Lathan Architects is a full-service architectural firm known for long-term client relationships. The experience of a project with us is personal, collaborative, and unique to your vision. Designing practical and cost-effective educational facilities is what we do together.

OUR SERVICES

- Architectural Design Services
- Interior Design
- Roofing Consultant
- Architectural Code Analysis
- Architectural Drawings and Specifications
- Weekly Construction Observations
- Architectural Programming
- Digital Renderings
- Bid Support
- Contract Administration Services
- Roof Assessments
- General Facility Assessments



WWW.LATHANASSOCIATES.COM

300 Chase Park South
Suite 200, Hoover, AL 35244
PH. 205-988-9112
FX. 205-988-9196

HPM helps you assess your facilities, use proven planning practices to assist you in determining your current and future needs, and assign priority to all of your capital improvement projects.



The science of building.
THE ART OF LEADERSHIP.

OWNER'S REPRESENTATION • PROJECT MANAGEMENT • DESIGN & CONSTRUCTION PROCUREMENT • PROGRAM MANAGEMENT
• AUDIT & CONTRACT SERVICES • PLANNING SERVICES • SITE SELECTION • PRECONSTRUCTION SERVICES • AND MORE

What makes a **moment** like this possible?

We believe your district's resources should benefit education first. ABM helps schools control costs, protect learning environments, and put money back to needed improvements and educational priorities. Whether you need individual or integrated facility services, we work to make your days run smoothly.

Visit us at ABM.com/K-12 to learn more or call 866.624.1520.



The Frazer Lanier Company is an investment banking firm that through experience, skill and finesse provides its clients with personal attention and sound advice. The firm's select staff is involved in every step, making it a truly full-service operation. With over 250 years of combined experience and an outstanding record, the company clearly demonstrates that there is strength in numbers.

Our firm is dedicated primarily to corporate and municipal finance. Since 1976, our company has served as an investment banker to thousands of corporations, cities, counties, states, local boards and agencies throughout the United States.



THE FRAZER LANIER COMPANY

INCORPORATED | INVESTMENT BANKERS

334.265.8483 / 800.223.2631 / frazerlanier.com

MCKEE & ASSOCIATES



Ranked as one of the Top Architects in the State by Business Alabama Magazine



Serving Alabama since 1974

McKee and Associates, formed in 1991, is the continuation of the architectural practice of Walter McKee founded in 1974. Since 1991, the McKee team has been dedicated to incorporating both quality design and functional value in every project.



We have proven that quality design and service can be achieved within reasonable budgets and that a creative approach to design does not have to cost more.

We have built our reputation on our ability to deliver professional architectural services to our clients on schedule and within their budget.



We Serve Alabama

Completed over 400 K-12 projects in the last 5 years
Designed 26 High schools, worked on campuses of 125 others
Designed 40 Middle / Elementary Schools.

98 Alabama Education Clients

Over 1,200 Projects on Alabama School Campuses

90%
Of our workload derived from repeat clients.

Leaders in Education Design

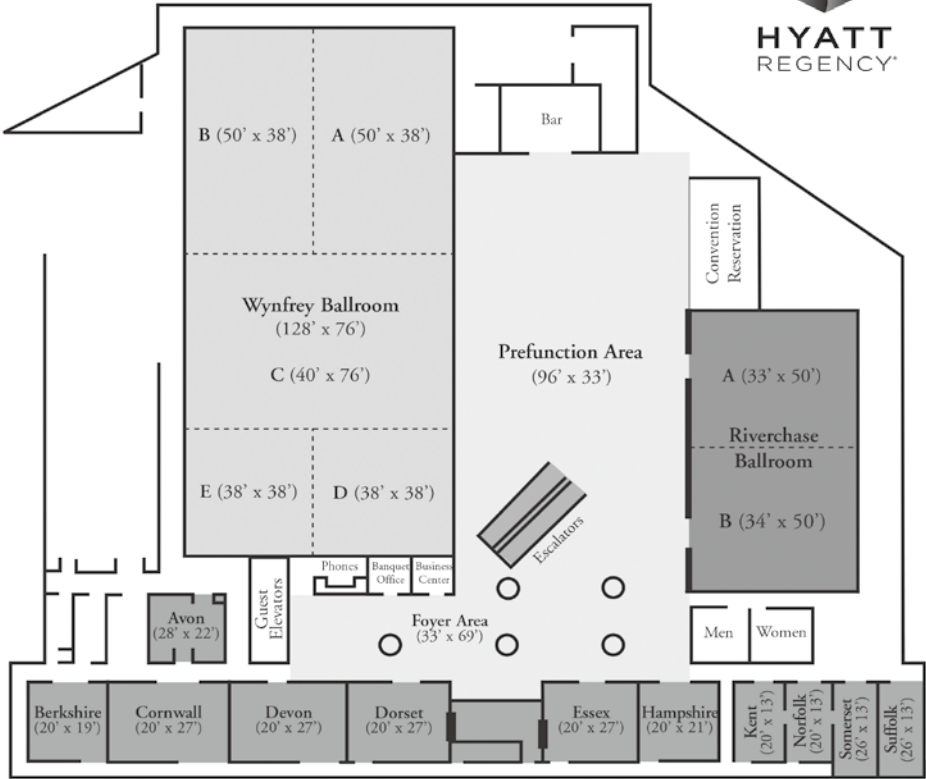
McKee and Associates is a full-service architecture and interior design firm specializing in providing cost effective design solutions that meets your need. Our firm specializes in new designs, renovations, additions and re-roofing projects that not only correct infrastructure and code issues, but maximizes the utilization of the existing space.

Proud Platinum Member of the Alabama Association of School Boards

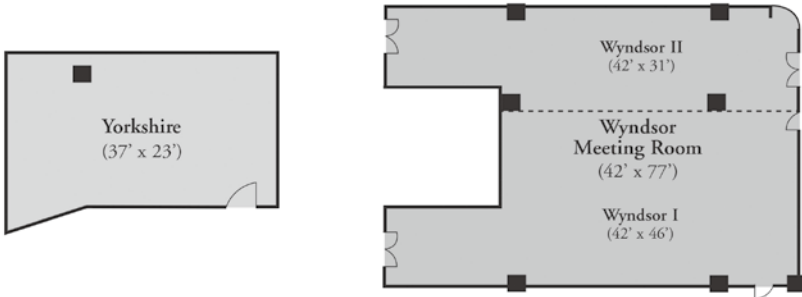
www.Mckeeassoc.com
Findleym@mckeeassoc.com
334 834-9933



MEETING ROOMS MAP



Second Level



Lobby Level

Your solution for all things buildings.

Life Is On | **Schneider Electric**



Modernize facilities to meet the needs of tomorrow by addressing critical infrastructure needs and deferred maintenance



Reduce operating costs and reinvest dollars towards building improvements, while also utilizing federal program allocations



Ensure the cleanest, safest, and healthiest buildings for all students and staff by assisting with pandemic response efforts

Proud Sustaining Sponsor of the Alabama Association of School Boards

For the past 15 years, Schneider Electric has been committed to helping local Alabama school districts fund their biggest priorities, implement major infrastructure improvements, and tackle postponed maintenance items by lowering operational costs and saving energy.

se.com/us/enable

A PROUD PARTNER OF THE ALABAMA ASSOCIATION OF SCHOOL BOARDS



ALABAMA ASSOCIATION OF SCHOOL BOARDS

SIMBLI BOARD MANAGEMENT

Simbli is the first and only comprehensive board management system, bringing together meetings, planning, policies, evaluations, documents, and communications into one, easy-to-use board management software solution.

Although each module is strong alone, the power to drive more effective board governance and achieve organizational excellence lies in their ability to work together. And with an iPad app and web browser accessibility, boards and their stakeholders can always get the information they need – anywhere, at any time.

Visit eboardsolutions.com to request a personalized demonstration and view a comprehensive list of Simbli software features.

The Trusted Source for Better Board Governance

Join the growing number of Alabama districts turning to Simbli for their board management needs. **42% of all school districts in Alabama** now use Simbli to facilitate better board governance.



SCAN ME



“More and more Alabama districts are turning to eBOARDsolutions for their board management needs. A tool we frequently use at AASB, it’s simply the best option we’ve found to help boards do the important work they do.”



Sally Smith
Executive Director
Alabama Association of School Boards

2019-2020 AASB ACADEMY LEVELS (As of the training year ending June 30, 2020)

*Denotes former board member **Denotes two levels reached in 1 year

LEVEL 1

25 HOURS

Chuck Beams	Opelika	Sheri Claybrook	Crenshaw Co.
Sandra Beavers	Talladega	Kevin Corcoran	Gulf Shores
Dr. Nolan Beech	Washington Co.	Charles Douthit	Homewood
Eddie Brown	Jefferson Co.	Steve Finch	Tuscumbia
Joe Calvin	Tuscaloosa Co.	Dr. Angela Guess	Jackson Co.
Ruthie Carpenter*	Russell Co.	Glenda Hayes	Linden
Nathan Carter	Gadsden	Julie Hood	Calhoun Co.
Lisa Chandler	Cherokee Co.	Rev. Andre Huff	Gadsden
Yadira Chavez	Eufaula	Chris Jackson	Clay Co.
Mark Dayton	Gadsden	Dale Jernigan	Gulf Shores
Dr. Katie Wyatt Fuller	Opp	David Jones	Elmore Co.
Darrel Hardin	Randolph Co.	Lee Jones	Bessemer
Dr. Cindy Head	Randolph Co.	Trent Kennedy	Walker Co.
Steve Hermeling	Crenshaw Co.	Jill Kimbrell	Homewood
Dr. Mike Hobbs	St. Clair Co.	Sherry Laster	Jacksonville
Gregory Hulsey	Madison	Victoria Leak	Chambers Co.
Cristy Humphries	Oxford	Amy Pace*	Hartselle
Lon Hurst	Roanoke	Amos Rembert	Bessemer
Herman Jackson	Ozark	Laura Roberts	Guntersville
Michael Johnson	Baldwin Co.	Angela Sanderson	Chilton Co.
Misty Johnson	Alabaster	Wendell Saxon	Elmore Co.
Andrea Lindsey	Baldwin Co.	Afreda Scott-Meeks	Bullock Co.
Carlos Mathews	Huntsville	Darla Spencer	Sumter Co.
Mike Matthews	Jackson Co.	Frankie Spencer	Pickens Co.
Jimmy McCain	Randolph Co.	Dr. Lori Stanfield	Opp
Tim McCraney	Henry Co.	Patricia Stewart	Scottsboro
Tipi Miller	Opelika	Cheryle Thomas	Perry Co.
Allen Millican	Gadsden	Judith Truitt	Homewood
Tara Moseley	Clarke Co.	Nickie VanPelt	St. Clair Co.
Brian Naugher	Marshall Co.	Michael Webb	Calhoun Co.
Kerry Neighbors	Cullman Co.	Sam Wiggins	Pickens Co.
Kathy Powell	Auburn	David Yarber	Colbert Co.
Adrienne Reed	Gadsden	Annie Zeigler	Crenshaw Co.
Caty Richardson	Eufaula	Jackie Zeigler	State Board of Education
Brian Roberson	Lee Co.		
Justin Russell	Homewood	LEVEL 2 & 3**	
Christopher Smith	Chilton Co.	Jannah Bailey	Montgomery Co.
Torre Smith	Pike Road	Jerome Cook	Bessemer
Kevin Speaks	Alexander City	Deann Grantham	Elba
Erin Stephenson	Homewood	Dennis Hargett	Lauderdale Co.
Ken Sterrett	Chickasaw	LaShae Herring	Chambers Co.
Chad Tidwell	Haleyville	Larry Hill	Lauderdale Co.
Carita Venable	Jefferson Co.	Don Jones	Marion Co.
		Jacqueline Sullivan	Chilton Co.
		Remeka Thompson	Bessemer

LEVEL 1 & 2**

Candance Lyons	Chambers Co.
Robert O'Neil	Pelham

LEVEL 2

50 HOURS

Lisa Amerson	Calhoun Co.	LEVEL 3	
Denise Bates	Alexander City	75 HOURS	
Amy Bonds	Dothan	Bruce Adderhold	Piedmont
Michael Booth	Geneva	Jamia Alexander-Williams	Alabaster
Tommy Bowen	Winfield	Mary Beth Barber	Jasper
Jeanette Brassfield-Payne	Sumter Co.	Kenneth Barnes	Russell Co.
Sharon Breasale	Oneonta	David Bobo	Shelby Co.
Lacey Brewer	Tallasse	Don Bryant	Tallasse
Rekha Chadalawada	Sylacauga	Xonome Bryant	Linden
		Nicholas Bull	Ozark
		Joe Bunch	Marshall Co.
		Dr. Walt Burgess	Opp
		Rodrick Caldwell	Enterprise
		Michael Carter	Tallapoosa Co.
		Cecil Christenberry	Baldwin Co.

2019-2020 AASB ACADEMY LEVELS (As of the training year ending June 30, 2020)

*Denotes former board member **Denotes two levels reached in 1 year

Corey Colbert	Cherokee Co.	Amy Price	Sylacauga
Janean Crawford	Sylacauga	Dr. Celia Rudolph	Muscle Shoals
Shane Davidson*	Clay Co.	Helen Samuel*	Macon Co.
Brenda Deramus-Coleman	Montgomery Co.	Randy Smalley	Tuscaloosa Co.
Donte` Dukes	Linden	Shanon Terry	Lawrence Co.
Robert Elliott	DeKalb Co.	DaisyBelle Thomas-Quinney	Sumter Co.
Jonathan Eubanks	Geneva Co.	Reta Waldrep	Lawrence Co.
Timothy Fields*	Fayette Co.	Andrea' Watson	Midfield
Mark Finley	Winston Co.	Britton Watson*	Florence
Jimmie Fryer	Barbour Co.	Marita Watson	Jacksonville
Vivian Heartfield	Choctaw Co.		
Portia Jones	Tuscaloosa Co.	MASTER 1	
David Lewis	Choctaw Co.	LEVEL 4, PLUS 15 HOURS	
Norma Lynch*	Baldwin Co.	Patricia Alexander*	Phenix City
Dr. B. C. Maze	Arab	Dale Bain	Elmore Co.
Ruthanne McCaig	Tallasse	Eleanor Ballow	Autauga Co.
Claudia Mitchell	Montgomery Co.	Chris Carothers	Winfield
Michael Morgan	Elmore Co.	Rev. Russell Clausell	Geneva
Dr. Aaron Moyana	Leeds	Jacqueline Davis*	Barbour Co.
Amy Mudano	Hoover	Melissa Garris	Sylacauga
Jenny Parker	Chickasaw	Elizabeth Grizzle	Chickasaw
Eric Payne	Coffee Co.	Janet Hayes	Conecuh Co.
Duane Smith	Attalla	Rosalyn Langston	Roanoke
Mamie Solomon	Dallas Co.	Dr. Ruby Jackson*	Barbour Co.
Dr. Jeremiah Stoddard	Muscle Shoals	Dr. Lesa Keith	Montgomery Co.
Bart Till	Brewton	Will Lawrence*	Phenix City
Dr. Charles Tompkins	Crenshaw Co.	Floy Mayberry	Demopolis
Dr. Stephen Ward	Trussville	Teresa Michal	Birmingham
Clare Weil	Montgomery Co.	William Morgan*	Greene Co.
David Weis	Madison Co.	Tony Simmons	Marshall Co.
Richard Wingate	Eufaula	Rhonda Smith	Boaz
Larry Woods	Hale Co.	Mary Terry*	Chambers Co.
		Nathan Williams	Midfield
		Jeff Winn	Calhoun Co.
LEVEL 3 & 4**			
Kami Scarborough	Tallasse		
Sonja Smith	Birmingham	MASTER 2	
Brett Strickland	Dothan	Jimmy Bice	Shelby Co.
		Joey Boteler	Winston Co.
LEVEL 4		Sharon Buford	Thomasville
100 HOURS, PLUS ALL 8 CORE COURSES		Shelia Dortch	Wilcox Co.
Rev. Brady Baird	Phenix City	Tony Edmondson	Lanett
Synauri Boykin	Wilcox Co.	Elisa Ferrell	Huntsville
Chad Cofield	Boaz	Bill Griffin*	Florence
Gary Coleman	Bullock Co.	Dr. Mary Harrington	Anniston
Carrie Dancy	Greene Co.	Clinton Hawkins*	Clarke Co.
Emanuel Davis	Henry Co.	Craig Kelley	Hoover
Leisa Finley	Elmore Co.	Larry Merriweather	Midfield
Lamar Frith	Winston Co.	Chester Moore	Marengo Co.
Laurie Henderson	Pell City	Conrad Murdock	Demopolis
John Holley	Morgan Co.	Tony Myrick	Baldwin Co.
Sandra James	Colbert Co.	Dr. Douglas Ragland	Birmingham
Randy Lee	Winston Co.	Susan Vierkandt	Dothan
Theresa Locke	Ozark	Clayton Wood	Muscle Shoals
Jim Manderson	Autauga Co.	Dr. Carol Zippert	Greene Co.
Priscilla McKnight	Dale Co.		
Elise McIn	Fairfield	MASTER 3	
Galen McWaters	Coffee Co.	Shannon Cauley	Baldwin Co.
Felecia Minor	Midfield	Freddie Charleston	Marengo Co.
David Nolin	Escambia Co.	Debbie Hall	Tarrant
Dana Peoples	Winfield	Derek Henderson	Alabaster
Dr. Scherrie Pickett	Bullock Co.	Gail Holley	Lanett

2019-2020 AASB ACADEMY LEVELS (As of the training year ending June 30, 2020)

*Denotes former board member **Denotes two levels reached in 1 year

Bradley Ingle	Walker Co.	Renee Clark***	Saraland
Annie Jackson	Pickens Co.	W. E. Copeland	Tuscaloosa Co.
Oscar Mann	Jefferson Co.	Verranzno Davis	Midfield
Marie Manning	St. Clair Co.	Julene Delaine*	Sumter Co.
Carolyn Moore	Demopolis	Jimmy Dobbs	Morgan Co.
Adam Moseley	Alabaster	Pam Doyle	ASMS
Ronnie Owens	Lauderdale Co.	Karen Duke*	Decatur
Linda Robbins	Satsuma	Vera Eades	Bessemer
Beth Wilder	Huntsville	Tom Earwood*	Morgan Co.

MASTER 4

Danny Benjamin	Escambia Co.	Jeffery Finch	Chambers Co.
Sandra Brown	Birmingham	Fransia Foster***	Perry Co.
James Garner	Winfield	Steve Foster	Lowndes Co.
Randy Gibson	Choctaw Co.	Earl Glaze	Limestone Co.
Mike Oakley*	Bibb Co.	Danny Golden	Etowah Co.
Daniel Patterson	Lauderdale Co.	Seth Goldman	Fairfield
Pam Price	Chilton Co.	Bruce Grant	Tarrant
Dexter Thornton*	Hale Co.	Willie Grissett*	Escambia Co.
Rev. Coleman Wallace	Escambia Co.	Brenda Guilford	Dothan
		Laura Hardeman	Florence
		Gwen Harris-Brooks	Lanett

MASTER 5

Belinda McRae	Marion Co.	Peg Hill	Shelby Co.
Joseph Pettway	Wilcox Co.	Debbie Holley***	Pickens Co.
Karey Thompson	Macon Co.	Joey Holley***	Elmore Co.

MASTER 6

Mary Briers*	Montgomery Co.	Mary Hooks	Macon Co.
Linda Hamilton*	Butler Co.	Cynthia Jackson	Escambia Co.
Erskine Simmons	Tuscaloosa	Franklin Jones	Dothan
		Mickey Jones*	Butler Co.

MASTER 7

Jean Bush	Henry Co.	Vicky Kirkman	Florence
Dr. Greg Price	Pike Co.	Rev. Eulas Kirtdoll	Perry Co.
Mike Tarpley	Morgan Co.	Kathy Landers	Talladega Co.
Mary Wiggins	Henry Co.	Elnora Love	Macon Co.

MASTER 8

Terry Holden	Lauderdale Co.	James Lucas	Athens
--------------	----------------	-------------	--------

MASTER 9

Otis Hill*	Eufaula	Marvin Lucas	Tuscaloosa
Mike Turner	Talladega Co.	Beverly Malone	Athens

MASTER 10

Larry Eddins*	Coffee Co.	William Minor	Dallas Co.
Don Presley	Tuscaloosa Co.	Mary Moore*	Colbert Co.

MASTER HONOR ROLL

(***denotes first time)

Earns Master status for five consecutive years, participates in one Poverty Simulation & Advocacy Day experience by fifth year.

Jeff Bailey	Covington Co.	Charles Shoulders	Limestone Co.
James Barnett*	Tuscaloosa Co.	Randal Smith***	Fairfield
Leo Branch	Greene Co.	Farrell Southern	Muscle Shoals
Thomas Burgess	Colbert Co.	Linda Steed	Pike Co.
Dr. Lonnie Burnett	Saraland	Mary Stowe*	Madison Co.
Katy Campbell	Macon Co.	David Tuck*	Coosa Co.
Tommie Campbell	Sumter Co.	Lester Turk	Wilcox Co.
		Willene Whatley	Conecuh Co.
		Joseph Williams	Russell Co.
		Matilda Woodyard-Hamilton	Tallapoosa Co.
		James Woosley	Satsuma

In Memoriam

AASB honors the memory of school board members who died in 2020.*



Mary McGhee

Talladega City
Board of Education



James Lockwood

Eufaula City
Board of Education

*As reported to AASB from Jan. 1, 2020, to the publication date of this program

2020 Team Training Achievement Award Winners

60% or more of members attended at least two AASB conferences and all members met state-mandated training requirements for the 2019-20 training year.

1. Alabaster Board of Education
2. Anniston Board of Education
3. Baldwin County Board of Education
4. Barbour County Board of Education
5. Bessemer Board of Education
6. Birmingham Board of Education
7. Brewton Board of Education
8. Bullock County Board of Education
9. Chilton County Board of Education
10. Conecuh County Board of Education
11. Dallas County Board of Education
12. Demopolis Board of Education
13. Dothan Board of Education
14. Elmore County Board of Education
15. Escambia County Board of Education
16. Fairfield Board of Education
17. Greene County Board of Education
18. Hale County Board of Education
19. Henry County Board of Education
20. Huntsville Board of Education
21. Lanett Board of Education
22. Lauderdale County Board of Education
23. Linden Board of Education
24. Macon County Board of Education
25. Marion County Board of Education
26. Midfield Board of Education
27. Monroe County Board of Education
28. Montgomery County Board of Education
29. Morgan County Board of Education
30. Muscle Shoals Board of Education
31. Perry County Board of Education
32. Satsuma Board of Education
33. Selma Board of Education
34. Sumter County Board of Education
35. Tarrant Board of Education
36. Tuscaloosa City Board of Education
37. Winfield Board of Education
38. Winston County Board of Education



Strategic Planning

Planning that makes a difference.



» FAIR » FLEXIBLE » CUSTOMIZABLE

A strategic plan on the shelf helps no one.

If you want to truly improve school and student performance, a local strategic plan should be the paramount policy for your school system. Gather your best thinkers to use the Alabama Association of School Boards' sustainable, systemic approach to strategic school system.

Strategic Planning Service

Our comprehensive strategic planning process engages the community and is a positive step toward meeting AdvanceED accreditation requirements. It's transparent, inclusive and may be exactly what your system needs to boost student achievement.

Lead a necessary change.

Have a clear plan that guides your school system's people and processes. Eliminate confusion about what matters most. Develop effective strategies for identifying and addressing your school system's highest priorities with the AASB Strategic Planning Service.

This service, which includes a vision and mission checkup, is...

» DRIVEN BY YOU.
AASB consults and works as an extension of your team.

» FLEXIBLE.
Choose to use any or all components of the service.

» CUSTOMIZABLE.
No one-size-fits-all plans here. We adjust to meet your school system's unique needs.



www.AlabamaSchoolBoards.org

✉ info@AlabamaSchoolBoards.org ☎ 800.562.0601 | fax 334.270.000



GAP



Governing for Achievement Project

- Strengthen board culture.**
- Build governance capacity.**
- Focus on improving student learning.**



**ALABAMA
ASSOCIATION OF
SCHOOL BOARDS**

AlabamaSchoolBoards.org/GAP