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American Association of School Personnel Administrators
11863 W. 112th Street, Suite 100, Overland Park, KS 66210
Phone: (913) 327-1222 • Fax: (913) 327-1223 • www.aaspa.org
SCHOOL PERSONNEL ADMINISTRATION
in the early years...

Personnel administration developed rapidly as a specialized function in business and industry beginning as early as the late 1800’s. School districts were much slower to identify the personnel function and assign it to one administrator.

The first public school personnel administrator was appointed in Dallas, Texas in 1919, but only eight districts had such a position by 1939. By 1950, there were 35 positions and 130 districts had established a personnel administrator position by 1960.

OUR ORGANIZATION
in the early years...

AASPA in the 40’s and 50’s followed, quite naturally, the slow development of the school personnel function. In 1940, there were 16 members.

CONFERENCE ATTENDANCE
in the early years...

Early conferences were informal, with 29 attendees in 1950 and 114 in 1959. Often attendees would be seated around a table. Presentations were followed by direct discussion, sometimes heated, by all present.

The organization was originally founded by those concerned with teacher examination techniques. Early conferences saw spirited debates between the adherents of formalized selection processes and those who found such legal, formal procedures stifling. This issue became less important as more and more district personnel administrators joined the association and the critical task became recruitment. Changes in the organization’s name clearly indicated a major shift in focus from a narrow interest in teacher examination processes to the broad field of personnel administration.

While the opportunity for one-on-one discussion was always one of the great strengths of conferences, the growing complexity of the personnel field and increasing number of members required more organization for them.

The 25th Anniversary Conference of AASPA, which occurred in 1963, brought a change in format. The conference covered five days. It was dedicated to “Robie” Robinson, a catalyst who played a major role in guiding AASPA’s growth as an organization and in AASPA taking its place among major educational organizations.

CHANGES IN PERSONNEL ADMINISTRATION
in the 60’s

While no specific dates are noted for the beginning of major changes in personnel administration, 1963 is a possible dividing line. Although the seeds of change had been plainly visible earlier, many events occurred during the 60’s which assured that major changes must take place in the personnel administration area. Some characterized these changes as constituting a revolution, and certainly personnel work has not been the same since.

HOW AASPA HAS CHANGED...

AASPA had 1,428 members in 1988 and with this number of members, the annual conference continued to grow in numbers and program offerings.

With the increase in size came an increase in the services and scope of the organization’s programs.

Today AASPA is larger and a more formal professional organization. National conferences are broader in scope and more structured.

AS OF 8/31/08 AASPA HAS 2,148 MEMBERS
and continues to grow...

We can be proud of the growth and influence of AASPA. We owe a great deal to those who built our association and guided it to our present eminence.

As we celebrate our 70 years and look forward to a great future, we must retain the spirit of friendly helpfulness which has been the hallmark of AASPA. It is much more difficult today to insure that this critical ingredient is retained. Our awareness of its importance will insure AASPA’s future.

Over the years, most of AASPA’s early historical records were lost. Historical information for sharing our past comes from a group of AASPA members in putting together a booklet for the 50th Anniversary. Sources of information included old programs, membership rosters, and conference reports. We want to give special thanks to Carrol Sawin, Frank Heller, Ray Curry, Willie Stewart, Arch Brown, and Robert Weltzien.
Executive Director’s Report

“The end of the beginning” is a phrase I would use to describe our association at the close of the 2007-2008 membership year. Over the last six years, we have seen significant growth in a variety of areas. When you think about all the changes, it can make you dizzy, and yet it seems like we are just on the horizon of a new phase of growth and opportunities for our members.

Before we think about that new phase, it is important to reflect on accomplishments that have brought us to this point. I am pleased to report we have performed at record levels this past year with record setting membership numbers and new resources and services. The vision and support of the Executive Board has been instrumental in these accomplishments.

More than seventy percent of our dollars are spent in program services to help members find the value they want in their AASPA membership. These program services include networking opportunities because the membership survey indicates this is a top priority. It includes professional development on a national and regional basis, as well as e-learning from your own desk. All of these learning opportunities help members get what they need and want. These services also include resources like the Legal Alert, which is a favorite for our members, along with the popular FMLA publication and our Perspective.

Another part of program services includes the advocacy role for human resource professionals in education. AASPA utilizes some program dollars to represent the HR viewpoint at the federal level to be sure our ideas are expressed and heard. This includes the work with Learning First Alliance to spread the word about what is right in education and to build consensus with other educational organizations as to the federal role in education. All of this work is important as we strive to meet the needs of students in the 21st century.

Continuing my reflection includes mentioning some change at the national office. We have some new staff and we moved to new offices ten months ago. The space provides a good working environment with some room for growth. It was a big task to make the move, but with coordinating efforts of Sandy Tonkin and the help of Matt, Jen and Ingelise, we made it.

Now as we move to the future there are visionary changes that make me think we have only touched the surface of what we can become. These visions include changes in our program and use of technology to meet member needs. It includes the bold step of working toward a certification program for HR Professionals, plus continuing to enhance our work with the states and other nations to meet the demands of a global society.

The ideas mentioned only touch the surface of possibilities, as there are many challenges to pursue in the years ahead. We hope you will continue to share your ideas and really get involved as we work toward building an organization that meets the needs of its members into the next century.

Please feel free to contact us when we may be of service to you or when you are willing to maximize your membership by getting involved.
President’s Message

When I was first asked to write a “President’s Message” for the 2007-2008 Annual Report – I was not certain if I was to focus on providing details about the content of the report or if I was to provide some “statement” about the general “condition” of AASPA – in other words an update on our finances, programs, or plans for the coming year.

After thinking about it – I came to the conclusion that the Annual Report speaks for itself and that members would be far more interested in the contents of the Annual Report than of my message. However, I am never one to miss an opportunity to brag about AASPA. So, I would like to take this opportunity to share some thoughts and to acknowledge the hard work and support of our staff and members.

Let me start by saying with both pride and certainty that AASPA is “the premier” human resources organization that supports school human resources professionals. No other organization develops programs, offers professional development activities or addresses school personnel administrators’ needs as well as AASPA. For example, just a few of the resources/programs available to members include: HRHero.com (an online portal to employment and labor law topics), the AASPA “Perspective” newsletter, the “Best Practices” magazine, the "INSIDER Legal Alert" monthly e-newsletter, professional publications at discount rates, and sample HR documents and policies.

In addition, our Annual Conference is specifically targeted to the school personnel professional and features speakers, clinics, vendors and networking opportunities designed to help you. Last year’s Annual Conference in Kansas City was no exception and our conference in Seattle this fall promises once again to be outstanding.

Besides our Annual Conference, other professional development activities abound including: AASPA Summits, Regional Programs such as Boot Camps, support personnel seminars, and time/topic sensitive Webinars. Networking opportunities include: the AASPA Listserv and Forum, our e-mentor program, the HR Career Center, an online Membership Directory and the International Recognition and Awards Program.

Many of the resources, professional development and networking opportunities outlined above have been added and/or improved over the past few years. The changes, improvements and additions are a result of a thoughtful and deliberate effort by AASPA to continue to add services/new programs that you the – AASPA members – need and find helpful.

I also want to take this opportunity to acknowledge and thank members of our AASPA Executive Board. The Region Representatives and Officers of the Executive Board commit a great deal of time and energy as they guide the work and direction of this great association. The collective HR wisdom and knowledge, from years of experience in school personnel administration helps to ensure the direction of AASPA. The decisions made reflect the integrity and the purpose of this association.

I also would like to thank Jody Shelton, our Executive Director, and the rest of our National Office Staff, Sandy, Matt, Ingelise and Donna. They are dedicated and committed to AASPA and to the nearly 2200 members we serve. We would not be nearly as successful as an organization without their significant contributions every day.

As you review this Annual Report – I hope you too will be pleased with the accomplishments and direction of AASPA –

The premier association for school personnel administrators.
2007-2008 AASPA Annual Report

2007-2008 Executive Board

VISION
To become the international school personnel association of choice through quality services and leadership.

MISSION
The American Association of School Personnel Administrators provides leadership in promoting effective human resource practices within education through professional development activities and a broad-based resource network.

President
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Recording Secretary
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Region 4
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President-Elect
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Executive Director of Human Resources
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Region 5
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Region 1
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Region 6
Representative
Dr. Sanita Savage
Senior Associate Human Resources Services
Richland Co. SD One
Columbia, SC
SFrazier@richlandone.org
Strategic Plan
In January 2008, AASPA’s Executive Board approved a new strategic plan centered around the following goals:

Professional Development Goals

• Develop and conduct ongoing “balanced” professional development offerings for new and veteran members.
• Develop criteria / standards for development of HR credentialing program.

Membership Goals

• Increase membership by working closely with the National Office in developing strategies that attract and retain individuals interested in membership with AASPA.
• Maintain a network of contacts that encourages affiliates to work with AASPA to promote activities and interaction; and identify opportunities for AASPA leadership to interact with and support affiliate activities.
• Establish an affiliate organization in those state/provinces that do not currently have one.

Services / Resources Goal

• Provide comprehensive array of high quality services and resources to encourage the involvement of members.
• Improve communication with members and affiliates to increase involvement.
• To create a greater presence with and to foster credibility among national agencies, organizations and governmental bodies for AASPA’s goals and objectives.

Professional Development Committee Report

Statement of Purpose
The Professional Development Committee assists in developing training opportunities for members on a local, regional, national, provincial, and international basis.

The committee assists in identifying professional development strands and topics for the national conference and provides the Executive Director with a recommended topic for Best Practices magazine.

Activities and Accomplishments
• Contact was made with each member of the 2007-2008 Professional Development Committee to continue their membership. As a result, all inactive AASPA members were removed from the committee and an updated committee roster was developed.
• The committee voted on the theme of A “Toolkit” for New Personnel/Human Resource Services / Resources Goal.

E-mail was the mode of communication among committee members as well as the National Office.

Staff
Dr. Jody Shelton
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shelton@aaspa.org

Donna Butko
Executive Assistant
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Sandy Tonkin
Professional Development Coordinator
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Matt Merrigan
Membership Specialist
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Ingelise Posey
Office Assist
ingelise@aaspa.org
This year’s events were held across the United States and the Internet, reaching 620 HR professionals in school districts. Below are some “stats” on AASPA’s successful professional development programs:

- **AASPA’s 69th Annual Conference**  
  “Kansas City Here I Come”  
  October 17-20, 2007  
  Hyatt Regency Crown Center  
  Kansas City, MO  
  Attendees: 438

- **Personnel Administrator Boot Camp**  
  January 31-February 1, 2008  
  DoubleTree Hotel / Savannah, GA  
  Attendees: 68

- **AASPA Summit 2008**  
  Technology in HR  
  April 17-18, 2008  
  Harrah’s Reno / Reno, NV  
  Attendees: 49

- **Personnel Administrator Boot Camp**  
  June 26-27, 2008  
  The Galt House / Louisville, KY  
  Attendees: 65

**WEBINARS**

- “District and School Values—Based Interviewing”  
  September 6, 2007  
  Attendees: 24

- “The Hiring Process”  
  February 19, 2008  
  Attendees: 15

- “FMLA Update”  
  February 26, 2008  
  Attendees: 15

- “Principal Coaching vs. Mentoring”  
  April 22, 2008  
  Attendees: 6

- “FMLA II Update”  
  June 2, 2008  
  Attendees: 6

- “Recruiting”  
  (Netchemia Sponsored)  
  September 10, 2008  
  Attendees: 27

**Member Survey RESULTS for Professional Development Spring 2008**

Which appeals to you more: an off-site one to two-day workshop or a one-hour Web-based seminar?

- 54% On-Site Webinar
- 37% Off-Site Workshop

Most of the regional meetings AASPA offers are $300 for a two-day workshop. For the value you receive this price seems:

- 77% Just Right
- 20% Too High
- 3% Too Low

What length of off-site event do you prefer? (top three answers)

- 29% Two Full Days
- 26% One Full Day
- 24% One and a Half Days

What months are best for attending off-site events? (top four answers)

- 64% October
- 56% November
- 36% February
- 34% January

Please check any topics that, if presented, would likely guarantee your attendance at a meeting: (top four answers)

- 51% Legal Issues
- 49% Recruitment
- 47% HR Audits
- 41% Retention

**Affiliate Leadership Survey**

A survey was sent to leaders of state affiliates to determine interest in a leadership conference for state leaders sponsored by AASPA.

Highlights of results include:

- 80% would be interested in attending a one or two day conference with other state / province affiliate leaders.
- Topics of interest for discussion: 100% Affiliate Leadership; 50% Working with State Legislature; 75% Increasing Membership; 50% Programming, Working with State Department of Education, and Communication with Stakeholders.
- Preferable months for a conference: 25% January, 25% February, 25% July, 25% October.
- 50% would prefer two half days (starting at noon on first day and ending at noon on second day); 25% one full day.
- 100% would be on a Planning Committee.

**Professional Development Committee**

**Co-Chairs**  
Liz Duran Swinford (LA)  
Ed Wilgus (WA)

**Members**
Margaret Buxton (VA)  
Reanne Ellis (GA)  
Donald Enoki (HI)  
Kristi Hall (SC)  
Jennifer Hobbs (KY)  
Chris Israelson (IL)  
Mary Jessie (GA)  
Brenda K. Jones (NC)  
Janet Kearnay (OH)  
Cathy Martin (WA)  
Patricia McAndrews (IL)  
Pam McBee (NM)  
Stephen Miller (IA)  
Noran Moffett (GA)  
Terrell Myers (MS)  
Christine Picha (MN)  
Larry R. Ross (NE)  
Vida Santone (MO)  
Becky Shackle (TN)  
Gloria Simon (VA)  
Marla Styles (NE)  
Mille Williams (LA)  
Beatrice Zane (HI)

**Board Liaison**  
Dr. Cathy Skinner (IL)  
Region 2 Representative

**Staff Liaison**  
Sandy Tonkin
Thanks to the hard work of AASPA’s Membership Committee, Executive Board, AASPA staff, and members, this year’s membership goal of **2107 members in 2007** was reached and exceeded. The final membership number was **2148**, more members than AASPA has ever had in its history. This was also an increase of **100 members** from 2006-2007. Here are some facts and figures for the 2007-2008 membership year.

### Total Membership By Category
- **Active** = 1571
- **Associate** = 172
- **Business** = 31
- **Institutional** = 272
- **Comps** = 3
- **Honorary** = 37
- **Retiree** = 62
- **Total** = 2148

*Includes Primary and Associates

### Total Membership By Region
- Region 1 = 207
- Region 2 = 460
- Region 3 = 440
- Region 4 = 312
- Region 5 = 383
- Region 6 = 346
- **Total** = 2148

### Half-Price Membership
This year’s half-price membership campaign was also successful. **136 members** joined for half-price between March 1 and September 30, 2008.

### Half-Price Members By Category
- **Active** = 86
- **Associate** = 25
- **Business** = 3
- **Retiree** = 4
- **Total** = 136

*Includes Primary and Associates

### Membership Comments and Recommendations
The charges given the Membership Committee by President Joe Koenigsknecht were:

1. Increase membership by working closely with the National Office.
2. Work with the Executive Director and Executive Board members to develop a network of contacts in every state, province and region.
3. Investigate, develop and propose other strategies deemed appropriate for promoting membership.
4. Investigate and develop other strategies to increase membership.
5. Submit mid-year, summer and conference committee reports.

We are pleased to report that our number one goal, that of increasing membership has been successful, thanks to the very hard work of AASPA members around the country. Special thanks go out to the AASPA staff for their continual work at building our membership base and also to the Board who are out amongst potential members recruiting!

We are making great progress on developing the network of state and province chairs. This structure allows communication to take place in an effective and efficient manner and avoids duplication of effort.

### Membership Committee

**Co-Chairs**

- Cathy Donovan (KS)
- Nancy Biggs (NE)

**Region Reps**

- Region 1: Larry Reznicek
- Region 2: Paul Hertel
- Region 3: Jeanne Pocalyko
- Region 4: Doug Gephart and Kathy Kessler
- Region 5: Jane Webb
- Region 6: Dell Goodwin

**Members**

- William Addy (PA)
- Gwen Allen (GA)
- James Antis (PA)
- Pam Arrington (SC)
- Doug Behnke (OH)
- Lori Belha (IL)
- Clarence Bolden (AK)
- Jim Buck (OR)
- Wayne Burke (KS)
- Suzanne Burkholder (OH)
- Deborah Coley (AR)
- Marcia Daniels (TX)
- Greg Dietz (IL)
- Harold Fitner (VA)
- Yolanda Gamboa (TX)
- Lowell Glosey (KS)
- Henry Gonzales (CO)
- Maryann Greenfield (NJ)
- David Haistead (OR)
- Nancy Hancock (NY)
- Marion Hartung (SD)
- Richard Higginbotham (MI)
- John Hinton (AL)
- Mary Holliday (PA)
- Mary Jessie (GA)
- James Kling (WI)
- Lisa Kudelka (ND)
- Gary Lentini (NJ)
- Charles Leunig (NY)
- Audrea Locke (KY)
- Dianne Lowther (CT)
- John Lyttle (WY)
- Arturo Martinez (TX)
- Pam McBee (NM)
- Emanuel McCrainey (MO)
- Javier Melendez (FL)
- Catherine Meleveis (OK)
- Perihan Awad Morsi (Egypt)
- Donna Mullins (IN)
- James Murray (MO)
- Gary O’Connor (NY)
- Katie Palmer (ID)
- Fred Primm (AL)
- Patrese Pruden (VA)
- Bill Rasor (MT)
- Patti C. Reed (GA)
- Maria Rella (ID)
- David Ruhlmand (MI)
- Fay Ruotolo (CT)
- Richard Scott (UT)
- Renee Sedlack (FL)
- Terry Serbin (MI)
- Paul Shroth (MO)
- David Shull (IL)
- Marcia Smith (AZ)
- Doug Sumner (KS)
- Jim Sutfin (NE)
- Colleen Symrozum-Watt (AB)
- Ojeta Townes (NJ)
- Jaime Valentine (SK)
- Tekshia M. Ward-Smith (GA)
- Curt Warly (NJ)
- Atila Weninger (IL)
- Beverly Williams (AR)
- Jamie L. Wilson (GA)
- Bruce Zahradnik (WA)
- Renee Zoladz (IL)

**Board Liaison**

Dr. Sanita Savage (SC)

**Region 6 Representative**

**Staff Liaison**

Matt Merrigan
Members Provide Feedback and Insight Into Their AASPA Membership

During the spring of 2008, AASPA sent a comprehensive survey to our members as well as separate surveys to targeted groups. The purpose was to identify which AASPA benefits and services members value the most based on membership categories. Results from the surveys help the organization understand how to better serve each member type.

Below are some results from the survey...

Why did you join AASPA? (top four answers)
- 72% Networking Opportunities
- 57% Publications / Resources
- 48% Annual Conference
- 37% Insider Legal Alert e-newsletter

How often do you read the Perspective newsletter?
- 54% Every issue
- 21% Every other issue
- 20% Rarely
- 5% Never

How often do you read the Insider Legal Alert e-newsletter?
- 60% Every issue
- 19% Rarely
- 17% Every other issue
- 4% Never

What are the most valuable AASPA member benefits to you? (top four answers)
- 53% Insider Legal Alert e-newsletter
- 47% Annual Conference
- 44% Networking
- 37% Best Practices magazine

Specific targeted groups were surveyed. AASPA focused on Associate, Business, and Retired. Key findings are summarized below:

**Associate**
Networking was the most popular benefit in this member category, with 100% of survey respondents selecting it. The Helpful Site links section in the Members Only section of the AASPA website is useful to 80% of respondents. AASPA’s publications (the Perspective newsletter, Best Practices magazine and the Insider Legal Alert e-newsletter) were also high on the list at 60%. 60% percent of respondents found the Sample Documents section under Members Only to be of value.

Respondents have attended the Annual Conference, a Webinar and/or Boot Camp (40% each) whereas another 40% have not attended an AASPA professional development event. Asked why they chose to attend an event, 66% cited topic, location and networking opportunities as their top reason. Cost and the speaker(s) and/or presenter(s) each received 33%. Respondents were also asked to indicate if they plan to attend a future professional development event; 40% indicated they will attend the Annual Conference, 20% will attend a summit and 20% will attend a Webinar. 75% of respondents have also purchased a publication and/or product from the AASPA Store.

**Retired**
The Retired member survey received the most responses out of the three targeted surveys. Based on the results, Retired AASPA members value and take advantage of just as many services and benefits as other individuals in other member categories. Top results for benefits and services valued most are Annual Conference (61%), Perspective newsletter (78%), Best Practices magazine (61%), Insider Legal Alert e-newsletter (72%), networking (61%), Insider Legal Alert e-newsletter (72%), networking (61%) and the online membership directory (56%).

The survey results also show that Retired members enjoy taking advantage of professional development events. The most popular event respondents selected was the Annual Conference at 94%. Summits received 22% and Seminars received 33%. Retired members also indicated their reason for attending professional development events include topic (64%), location (64%) and networking opportunities (93%). Pertaining to future professional development events, 67% indicated they will attend the Annual Conference, 17% will attend a seminar and 17% will attend a Webinar. 48% of Retired members have purchased a publication and/or product from the AASPA Store.

When asked why they chose to attend a particular professional development event, speaker(s) and/or presenter(s) and networking opportunities were the two most popular reasons (100% each) selected by respondents. 20% of respondents have purchased a publication and/or product from the AASPA Store.

**Business**
Professional development events such as the Annual Conference and Summits are two benefits/services AASPA Business members value most. These two events each received 66% from respondents. Best Practices magazine also received 66%. Half of the respondents indicated that they have attended an Annual Conference; the same amount of respondents have also participated in one of AASPA’s Webinars.
Our advocacy role for human resource professionals at the national level is on a strong course. Measurement for this statement comes through the opportunities to sit at the table with groups in Washington to focus on future directions for K-12 education.

A New Invitation

The newest invitation comes from the National Coalition on Personnel Shortages in Special Education and Related Services. This group is comprised of local and state education agencies and other national organizations, working to ensure children receive the special needs and services necessary for overall academic success. Activities include identifying and providing data to convey positions before local, state or federal education agencies and branches of government. AASPA’s involvement will be through participation in the discussion to hear viewpoints and share ideas from the personnel perspective.

A Broader Bolder Approach

Another opportunity to represent the HR perspective came in June with the Economic Policy Institute. A conference call hosted by the Economic Policy Institute formed a task force to promote a campaign called “A Broader, Bolder Approach to Education.” It brought together national policy experts with diverse affiliations in public policy fields including education, social welfare, health, housing and civil rights, to offer alternatives to reform efforts not yet achieved. Leaders from dozens of organizations tuned in to hear different perspectives and voice support for efforts of the group. Heading up this task force are Helen Ladd, a Duke University professor of public policy studies, Pedro Noguera, a sociologist at New York University and an expert on education policy, and Tom Payzant, a professor at the Harvard Graduate School of Education, a former Boston schools superintendent and U.S. assistant secretary of education. You can read about the entire campaign by visiting: www.broadapproach.org.

Learning First Alliance

AASPA continues to have a national presence through the Learning First Alliance Dialogue continues with the 18 LFA organizations as we showcase success stories across the country to promote what is right with education. This is good for education and good for the LFA organizations. Check out the website: www.publicschoolinsights.org. Take time to read about success stories across the country or share one of your own.

Learning First Alliance members started a new discussion in May on the report “Democracy at Risk – The Need for a New Federal Policy in Education” released by the Forum for Education and Democracy. The report highlighted four priorities:

1) Pay off the Educational Debt
2) Develop a World-Class Cadre of Skilled Educators
3) Support Educational Research, Development and Innovation
4) Engage and Educate Local Communities

The group came to consensus on the development of a shared vision and framework that emphasizes equity and excellence, with discussion on the importance of the workforce. A subcommittee was selected to draft a proposal and then send it to all of us for input. The report is still being revised at this time, but should be available later in the month.

Another aspect of the Learning First Alliance is the Leadership Council Meeting. It was held this year on April 24-25, 2008. AASPA was selected to be the facilitator for the meeting this year, and Doug Gephart served in this role. Carrie Durley and Jody Shelton also represented AASPA at the meeting. As part of the program, there were three panel discussions. The focus included reports from state alliances, discussion of public education and U.S. competitiveness, as well as the Presidential election and its implications for social policy.

The Future

Each of these activities has helped AASPA have the opportunity to share our views and be a 21st century player in molding the future of education. We appreciate the chance to represent human resources professionals, and your ideas and suggestions are important as we move forward. Please take time to let us know your thoughts and ideas.
2007-2008 AASPA Annual Report

Legislative and Governmental Committee Report

Statement of Purpose
The primary responsibility of the Committee was to inform AASPA members of pending legislation impacting school personnel initiatives in the states and provinces of the United States and Canada as well as at the national level. To this end, the Committee was to identify offices, key contacts and/or Websites of governmental agencies, legal firms, and professional associations, which announce/review pending and adopted legislation as well as judicial rulings impacting personnel education to which the AASPA’s Web page may be linked.

Of particular interest was pending changes for the renewal of the No Child Left Behind legislation.

Activities and Accomplishments
Email memorandums were sent to all committee members immediately following the national conference in Kansas City to confirm membership on the Legislative and Governmental Committee. Committee members were asked to confirm membership by October 29, 2007.

An email memorandum was then sent out on November 5, 2007 providing an update on the committee and sending out a “homework assignment” for input on our Legislative and Governmental Committee.

Unfortunately, attempts to facilitate committee discussion and interaction were met with few responses.

Recommendations
The Legislative and Governmental Committee makes the following recommendations to the AASPA Executive Board:

1. The Governmental and Legislative committee needs to familiarize themselves with the AASPA Website.

2. The latest draft of the AASPA NCLB Position Paper Update 2006 is posted on the AASPA Website and available to the membership to read and review when the survey is distributed. An email to the membership from the national office or President Joe Koenigsknecht making folks aware could help move our process forward. This committee needs to continually keep current on NCLB as it relates to the presidential election.

3. The Committee needs to stay current with any research and articles involving the reauthorization of NCLB and post those updates on the website.

4. Review the AASPA NCLB Position Paper Update 2006 to ensure alignment to any reauthorization legislation.

5. Provide model letters and ideas for communication strategies with key policy makers concerning final version of AASPA NCLB Position Paper Update 2006. The national office can distribute to USDOE and key Congressional policy makers before the end of January.

6. Post neutral information on the presidential candidates on the website to inform our members.

7. Support the commitment as an Association that human resource professionals as members of AASPA are dedicated to recruiting, hiring, and ensuring the placement of the very best, qualified teachers and paraprofessionals in the classrooms to motivate and teach all students to become the best they can be.

8. Discuss the possibility of establishing a Human Resources in Education Leadership Program to be modeled after several successful programs that are being piloted or currently in place (i.e. Institute of Educational Leadership (IEL) partnership pilot in Virginia with VASPA at: www.vaspa.org or the Washington and Oregon Human Resources in Education Leadership Programs (HELP) at the WSPA Web site: www.wspa.net/WSPAHELP.htm or in the latest edition of the OSPA Newsletter at: www.teachoregon.com/ospa/newsletters.aspx.) The committee also suggests exploring the potential of integrating some of the personnel professional training components which are sponsored by SHRM with those of AASPA, which specifically relate to personnel/HR functions within a school environment.

Legislative and Governmental Committee

Chair
Jean Sophie (IL)

Members
Dan MacAskill (IL)
Marvin Feinberg (IL)
Kim Doherty (DE)
Paul Hertel (IL)
Chuck White (OR)
Delores Morris (NC)
Carolyn Cameron (MO)
Jonathan O’Neal (MD)

Board Liaison
Steve Betando (CA)
Region 4 Representative

Staff Liaison
Dr. Jody Shelton
Conference Time and Place Committee Report

Statement of Purpose
The Committee should have an open discussion around the purpose and effectiveness of holding an Annual Conference and provide the Executive Board at its June 2008 meeting a recommendation as to where to hold the 2012 and 2013 Annual Conferences.

The following cities have been selected to host other Annual Conferences:
- 2008 Seattle, WA, Region 1
- 2009 Hartford, CT, Region 3
- 2010 Myrtle Beach, SC, Region 6
- 2011 Reno, NV, Region 4

Activities and Accomplishments
- Initial research for 2012 brought limited possibilities for holding the 2012 Conference in Chicago. One site is currently being considered at the Palmer House with a room rate of $289.
- The committee previously considered three other options for 2012:
  1. Accepting the one bid submitted from a downtown Chicago hotel for $239/night with a 5% per year increase resulting in $305-$320/night by 2012. The conference would need to be held the last week in September.
  2. Asking for bids 45 minutes from downtown in Rosemount at hotels such as the Hyatt Regency.
  3. Consider other cities such as Minneapolis, Cincinnati, Cleveland and Indianapolis.
- 2013 research has centered in San Antonio with one hotel site possibility at this time. Other sites considered were New Orleans and Austin.
- A decision was made by the AASPA Board not to renew the contract with Experient beginning in 2012 for site selection.

Conference Time and Place Committee

Chair
Michele Fort-Merrill (CA)

Members
Ray Bihun (MI)
Sadie J. Carter (NC)
Rodney Coates (LA)
Dr. Harold Fitrer (VA)
Michael Hess (KS)
Leon T. Hobbs (FL)
Peter Ianniello (NY)
Chris Israelielo (IL)
Barbara Warren Jones (VA)
Robin Koslo-Stahl (PA)
Patrick Smith (TX)
Nancy Strawbridge (GA)

Board Liaison
Carrrie Dutley (GA)

President-Elect

Staff Liaison
Sandy Tonkin

Ad Hoc Annual Conference Committee Report

Statement of Purpose
The Committee served in an advisory capacity to the AASPA office and offered suggestions and service in the planning and implementation of the 2008 Annual Conference in Seattle, October 15-18, 2008.

Thanks to the committee for their willingness to serve in this role.

Ad Hoc Committee Members

Chair
Penny Post (MD)

Members
Bob Buganski (CT)
Don Cooper (GA)
Greg Dietz (IL)
Sherrie Evans (WA)
Dr. Mary Hopkins (TX)

Ad Hoc Document Review Committee Report

AASPA welcomes partnerships with individuals or groups who have a mutually benefiting interest in producing publications under the AASPA logo that meet the high standards and quality of AASPA publications. All proposed publication documents accepted by AASPA must be highly professional works that are accurate and user friendly.

The President of AASPA appointed an advisory committee to review proposed publications and designate a chairperson to serve as the primary contact with an author regarding changes and/or modifications required by AASPA.

AASPA, through the efforts of this advisory committee and the Executive Board, retains the right to propose edits and/or modifications to a proposed publication to align with AASPA standards, before authorizing publication.

Ad Hoc Document Review Committee

Chair
Dr. Sanita Savage (SC)

Members
Jane Webb (AR)
Chuck White (OR)
Nominations Committee Report

Statement of Purpose
The committee will present recommendations for candidates for the Executive Board.

Activities and Accomplishments
The following nominees were reviewed by the committee and all were found to meet the criteria established for candidacy.

Nominations
PRESIDENT-ELECT
Dr. Jane Webb
Rogers, AR
Assistant Superintendent for HR
Rogers Public Schools

REGION 5 REPRESENTATIVE
Liz Duran Swinford
Baton Rouge, LA
Associate Superintendent for HR
East Baton Rouge Parish School System

REGION 6 REPRESENTATIVE
Two members were nominated for this office.
1. Barbara Melanson
   Port Charlotte, Florida
   Director of Human Resources
   Charlotte Co. Public Schools
   Port Charlotte, FL
2. Addie Swinney
   Auburn, AL
   Exec. Director of Human Resources
   Auburn City Schools
   Auburn, Alabama

Business Meeting
October 17, 2008
9:45AM - 10:45AM
The President-Elect will be elected during the Business meeting at the October 2008 AASPA Annual Conference in Seattle, Washington. The Region 5 and 6 Representatives will be elected in the respective Region meetings the day preceding the Business meeting.

Nominations Committee
Co-Chairs
Mary Hopkins (TX)
Gloria Simon (VA)

Members
Sherry Devore (AR)
Hank Harris (OR)
Annette Henderson (AR)
Richard Higginbotham (MI)
Marcie McKaig (WA)
Lorene Moore (NJ)
Pat Valentine (PA)
Craig von Behren (IL)
Chuck White (OR)

Board Liaison
Bob Buganski (CT)
Region 3 Representative

Staff Liaison
Matt Merrigan

Recognition Committee Report

Statement of Purpose
The committee will recognize outstanding contributions: (1) by members to AASPA, (2) by members or districts to school personnel administration, (3) by those outside AASPA in the area of school personnel administration, and (4) of AASPA affiliate organizations.

2007-2008 AWARD RECIPIENTS
1. C.S. Robinson Award
   Theme: Leadership Development Programs
   No Recognitions
2. Herb Salinger Personnel Administrator of the Year Award
   Selected Award Recipient
   • Dr. Jane Webb, Fort Smith Public Schools, Fort Smith, AR
3. Raymond E. Curry Award
   No Recognitions
4. William L. Hunter
   Point of Light Award
   Selected Award Recipient
   • Dr. Steven Fleming
   Liberty Public Schools
   Liberty, MO
5. Arch S. Brown Award
   Selected Award Recipient
   • Texas Association of School Personnel Administrators (TASPA)
6. Honorary Membership Awards
   No Recognitions
7. Special Recognition Award
   No Recognitions
8. Newsletter Award Program
   Selected Award Recipient
   • Mesa Public Schools, Mesa, AZ
9. Website Development Award
   Selected Award Recipient
   • Plymouth-Canton Comm. Schools
   Plymouth, MI

Recognition Committee
Chair
Sharmon Wilkinson (MO)

Members
Ray Bihun (MI)
Jerry Byrd (TX)
Kay Byers (NE)
Dan Cavanagh (AB)
Bob Kaminski (CA)
Dave Melick (NE)
Therrell Myers (MS)
Lucy Perez (MA)
Beverly J. Pina (MA)
Licia Schirard (CO)
Doug Sumner (KS)
Ryan Thomas (WY)

Board Liaison
Steve Williams (OR)
Region 1 Representative

Staff Liaison
Sandy Tonkin
Scholarship Committee Report

Statement of Purpose
The committee selected the recipients of the Leon Bradley Scholarship and recommended the process and criteria for any future scholarships which may be awarded by AASPA. Further duties included providing suggestions for expanding fund raising opportunities to support annual scholarships.

Activities and Accomplishments
The committee reviewed scholarship applications for both the student and paraprofessional scholarship on May 28, 2008 via conference call. Candidates were evaluated using a standard rubric.

Comments and Recommendations
The committee recommended awarding student Dawn Marie Krein a $1,000 scholarship.

The committee recommended awarding paraprofessional Zuleima Ardila a $500 scholarship.

Scholarship Committee
Chair
Pat Dillard (VA)

Members
Danielle J.S. Diaz (NJ)
Alex Martin (TX)
Parker McKenna (MO)
Angelia Nicholas (MD)
Addie Swinney (AL)
Alice Reardon (IL)
Gabriel Soumakian (CA)
Deborah Piper (GA)

Board Liaison
Trini Garza (TX)
Recording Secretary

Staff Liaison
Jen Osborne / Sandy Tonkin

Constitution and Bylaws Committee Report

Statement of Purpose
The Committees’ responsibilities were to conduct a review of the Constitution and Bylaws to determine what, if any additions, deletions or revisions should be made. The Committee considered and recommended changes that would align with procedures and expectations of the Operational Handbook, the Constitution and Bylaws, and current decisions of the Executive Board.

Activities and Recommendations
Based on the approval by the Executive Board at the January 2008 board meeting, the Executive Board recommended amending the Constitution and Bylaws by changing the wording from “shall nominate” to “may nominate” under Article VIII – Nominating and Elections, Section 1 Nominations.

NOTIFICATION OF A PROPOSED AMENDMENT TO THE AASPA CONSTITUTION AND BYLAWS: CHANGE TO NOMINATION AND ELECTIONS TO BE VOTED ON AT THE ANNUAL BUSINESS MEETING FRIDAY, OCTOBER 17, 2008,

Constitution and Bylaws Committee
Chair
Paul Shrout (MO)

Members
Jack Owens (CA)
Tyrone Barlow (AZ)
Hank Harris (OR)

Board Liaison
Jed Reed (TX)
Region 5 Representative

AASPA Staff Contact
Matt Merrigan
AASPA AUDIT SUMMARY REPORT
2006-2007

General Information

- Audit completed by Keller and Owens for the fiscal year ending September 30, 2007.
- Board approved a three-year agreement with Keller and Owens to complete annual audits. This audit represents the second year of this agreement.
- Audit was conducted according to auditing standards generally accepted in the United States of America.
- Information listed in this audit summary comes from the actual audit report.

Any member of AASPA who would like a copy of the full audit report should contact our national office or one of the Board members.

Summary Statement

Keller and Owens indicated in the management letter that there were no unusual accounting policies or accounting methods used by AASPA. They were able to conduct the audit in an efficient manner. They appreciated the assistance and cooperation extended to the audit team while conducting the audit.

Summary of Audit Information

- Annual Revenue $634,152
- Annual Expenses $595,127
- Annual Revenue exceeded Annual Expenses by $39,025
- Annual Expenses were in line with the budget.
- Program service expenses represented 70% of total expenses, which is well within acceptable guidelines

Additional Observations

- AASPA moved from debt to a positive balance sheet in the 2003-04 fiscal year.
- On October 1, 2004 the AASPA balance sheet moved from a deficit of $106,376 (unrestricted net assets) to a positive position of $1,393. At the close of 2005, AASPA’s financial position moved to a positive position of $142,514. For 2006, AASPA’s financial position moved to a positive position of $261,493.
- For 2007, AASPA’s financial position moved to a positive position of $300,518.
- AASPA has a strong cash position for 2007 and it should be stronger for 2008.
In January 2007 AASPA began a new program for our business partners called the “Elite Sponsorship Program.” In this program, AASPA business partners are encouraged to sign up for a customized sponsorship package for one flat fee for the entire year. This program gives AASPA’s most dedicated sponsors the extra recognition they deserve for all the support they give over the year. The business partners select a sponsorship level and then choose a la carte which events and items they would like to sponsor.

Elite Sponsors receive the following benefits:

- Receive Annual Conference exhibit information one week prior to other business partners.
- Unlimited number of staff in booth during the Exhibit Hall Reception at the Annual Conference.
- Level of contribution recognized on the Elite Sponsor page of each AASPA newsletter publication.
- Level of contribution recognized in all meeting programs as an Elite Sponsor.

Thank You to Our 2008 Elite Sponsors!

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General ASP

Silver Elite Sponsors—$7,500 Level

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