



# The Wyoming Principal

An affiliate of the National Association of Elementary School Principals



## *President's Message*

**CARLA GREGORIO**

*WAEMSP President*

*Principal, Hebard Elementary*

*Cheyenne, Wyoming*

### Happy New Year!

**E**ach New Year brings opportunities to commemorate endings and to celebrate new starts. With Walt Wragge's retirement and with the recommendation to hire Dave Olsen as our new executive director, our association will benefit from a smooth transition from Father Time (Walt) to Baby New Year (Dave).

Walt Wragge's WAEMSP journey ends June 30, 2010, and Dave Olsen will take over after retiring as a principal at the end of this school year. Dave is very excited about his continued service to the WAEMSP members in this new position. He has been a principal-leader for 30 years at both the middle and elementary levels. He currently serves on the WAEMSP Execu-

tive Board as our State Legislative Representative. As our representative he has kept us current on educational issues with regards to the State legislature and has encouraged us to become politically active when the need arises. He has served us well on two other committees also, they are: The Education Coalition Committee and the Early Childhood Education Committee.

Dave Olsen brings experience; he is knowledgeable of the Association and he has an active role in it, he has legislative knowledge and contacts, and his networking ability with people all across the state of Wyoming will add value to our reputable Association. To support our mission and goals, collectively in sync, we will continue the high quality work Walt has established. I look forward to an exciting year.

I hope you had a restful break with friends and family and have a wonderful 2010 year!

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## WAEMSP Board announces choice for Executive Director

Since the announcement in June of the retirement of the present WAEMSP Executive Director, Walt Wragge, the WAEMSP Board has been busy with finding a replacement to take over the reigns July 1, 2010. Through an efficient and productive process the Board has announced that **Dave Olsen**, principal of Paintbrush Elementary in Gillette, will be approved formally by the Board at their January 2010 meeting in Jackson.

Dave is a 25 year member of the association and has most recently served on the board as the State Legislative Coordinator, keeping the membership informed of legislation at the state level that

would be of interest and concern to state school leaders. Dave has been commended by the board since taking over this important position for his passion and knowledge in this area. He has done an excellent job of keeping members “in the know.”



Mr. Olsen will be retiring from his principal position at the end of this school year which will allow him the time to assume the duties of Executive Director.

## Teasing vs Bullying

If the middle school you lead is the same as the one at which I am principal, you often hear a student in your office say, “I was only teasing/kidding/playing!” This is the typical response I receive when investigating a reported case of bullying. Sometimes the statement may be true, but more often than not, the student is participating in the age-old activity of bullying.

Parents also will defend their bullying child by saying that she or he could never bully another child. The parent feels the other child is jealous of their child's popularity, or they may say, “Boys will be boys.” Some of these parents were bullies as children, and it worked well for them. Come to think of it, many of the parents of bullies are still using the same tactics as adults.

But, what exactly is bullying? Is it a one time event? Is it only physical or can it include verbal and social actions? In *Tackling the Schoolyard Bully: Combining Policy Making with Prevention* by Finessa Ferrell-Smith, the characteristics of bullying include, “a pattern of behavior over time--repeated exposure to intentional injury or discomfort inflicted by one or more students against another. This behavior may include physical contact, verbal assault, social ostracism, obscene gestures or other aggressive acts” that cause distress or fear. Most state legislatures have many components of Ferrell-Smith's description included in bills passed or proposed to address school bullying.

At our school we continue to deal with kids who are bullies. We are taking a proactive schoolwide approach. First, we have and advertise a ‘no tolerance of bullying’ policy to our kids and parents.

**Middle Level / Mark Terry**

Second, our character education program (Schools of FISH!) is taught each day with emphasis on the treatment of others. Third, we have initiated a video vignette program called Stories of Us that graphically records a long-term bullying scenario. Our counselor shows clips of the progressively intense bullying episode and follows with classroom discussions. Finally, we come down aggressively on violators.



So, why are we continuing to have problems? Well, parents will not tell us who is bullying their child. We have to guess or ‘catch them’ in the act. Parents will do anything to deflect the blame away from their child. And, bullying works for bullies! We will continue to address acts of aggression, and we expect to improve kids' behaviors and beliefs in regards to bullying.

What are you doing with your students? I'd love to know. Email [terry@m@cisdmil.com](mailto:terry@m@cisdmil.com).

*(Reprinted from TEPSA News)*

**Mark Terry** is NAESP's Middle Level Representative. A former TEPSA (Texas) state president, he is a principal in Carroll Independent School District.

*Editor's Note: Mr. Terry will be one of the speakers at the WAEMSP Annual Conference this month in Jackson.*

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



## ***NAESP Report***

***JIM FRALEY***

***NAESP State Representative  
Principal, Anderson Elementary  
Cheyenne, Wyoming***

### **Providing Feedback**

I remember a time as a young coach, a game that wasn't quite going the way I envisioned. Our team was struggling to run our offense effectively or defend against our opponent to hinder their scoring chances. A first half led to a tongue lashing on the poor results from the scoreboard as well as the lack of execution of the game plan. I really let them have it at halftime. I'm sure if the tapes from the locker room lecture were rewound it would go something like *"What are you doing out there?" "It's like you have never played this game before!" "We work on this time and again...practice it every night and you can't run it tonight?"* Needless to say, the second half did not get much better. On the long bus ride home I overheard a player say "Man, Coach was mad tonight." It sent my mind in a direction of shame. Out of all the events from the game, that is what they remembered. I pondered and vowed to change my feedback loop to them. Now, consider your reflective mind as you observe or conduct walk-throughs of your teachers. I'm sure some of you can relate to times when you wanted to say these things to teachers out of frustration.

I knew a change had to take place several years ago when the advent of Instructional Facilitators came to my environment. It took a big piece of why I became a principal...to inherit the leader of instruction. No longer was I communicating about instruction or curriculum. I found myself dealing with behavior issues, scheduling, and parent concerns. I needed that void filled fast and that is what led me to use a system called Power Walkthroughs. It allowed me opportunities to get to classrooms on a more regular basis. It gave a purpose

while I was in rooms and it gave me a much needed feedback piece in regards to instruction. I feel connected to my staff in the instruction, curriculum, and assessment areas.

There are many positive aspects of a Walk-Through system I have found:

1. Our staff is having dialogue about instruction on a continual basis.
2. I am getting a bird's-eye view of our schools trends of instruction.
3. I assess our new and veteran teacher's strengths and challenges in an objective manner. From there I can pair teachers with each other for idea generation.
4. I observe growth within our instructional approach to reliance on research based strategies.
5. We are developing a common language around instructional strategies.

If you are interested in a Walkthrough system, please email me at [fraleyj@laramie1.org](mailto:fraleyj@laramie1.org). Here are some resources I have used to enhance my understanding of walk-throughs and providing effective feedback.

- <http://www.mcrel.org/topics/Leadership/>. Power Walk-Throughs
- The Three Minute Classroom Walk-Through by Carolyn J. Downey (2004 by Corwin Press)
- I-Observation by Robert Marzano and Douglas Reeves (insert in current Principal Magazine p. 33)

**WAEMSP Testimonial:** I appreciate the association's efforts to reach out to the middle level principals. In recent years I have noticed increased opportunities for growth and professional development at the state and national level conferences. Last year's keynote speaker was a former middle level principal and was outstanding! Changing the name to include Middle School (WAEMSP) is also a great step to welcoming the middle level principals. These efforts have made my membership very worthwhile. *Scott Schiller, Powell Middle School, Powell.*



*. . . from the middle*

**SCOTT SCHILLER**

*Middle Level Representative*

*Asst. Principal, Powell Middle School*

*Powell, Wyoming*

## My top 10 resolutions for the New Year

At the beginning of each year we have learned to reflect and ponder what we can do better for the next year. I have conjured up ten resolutions, in no particular order, that I think many in our profession may consider as a resolution for the new year.

See if any of these sound familiar:

1. Get organized.
2. Make more time for my family.
3. Professional reading or professional growth
4. Get in shape (exercise)
5. Eat better (better diet, lose weight)
6. Do a better job getting into classrooms
7. Do a better job being visible in the hallways and interacting with kids
8. Less email, more personal, face to face communication
9. Be a better listener (listen to understand)
10. Use my time wisely (set priorities)

I offer simpler alternatives to the above list from some of my favorite professional reads:

- A. **“The best minute I spend is the one I spend on people.”** – The One Minute Manager by Blanchard and

Johnson.

- B. **“Don’t skip lunch.”** *The author actually intends for you to eat lunch, but taking time for lunch (each day!) for yourself whether it’s to eat or just clear your mind is vitally important to a principal’s health and well being.* – Energy Addict by Jon Gordon
- C. **“Example is still the most powerful teacher...If a leader resonates energy and enthusiasm, an organization thrives; if a leader spreads negativity and dissonance, it flounders.”** – A Leader’s Companion by Eaker, Dufour, and Dufour.
- D. **“Play!...We could be serious about business and still have fun with the way we conducted business.”** -- Fish by Lundin, Paul, and Christensen.

And yes, **do something active each day that has a positive impact on your health:** walk, jog, weight train, spin, racquetball, basketball, etc. Brain research points to exercise as being a huge deterrent to all of the bad stuff that can be a result of your stress-filled occupation.

Happy New Year to each of you!



## Nominees for National Distinguished Principal

Wyoming’s 2009 National Distinguished Principal, **Mary Jo Chouinard**, Rendezvous Elementary, Riverton, has announced that three Wyoming Principals have been nominated for Wyoming’s 2010 National Distinguished Principal Award.

Nominated for this prestigious award are:

**Brent Caldwell**, principal of Big Horn Elementary, Big Horn. Brent has been a principal for 10 years and at Big Horn Elementary for 10 years.

**Jason Hillman**, principal of Meadowlark Elementary in Sheridan.

Jason has been a principal for 9 years and at Meadowlark Elementary for 12, having been a teacher in that building prior to being named principal.

**David Rangitsch**, principal of Saratoga Elementary in Saratoga. Dave has been a principal for 14 years and at Saratoga Elementary for all 14 years.

The announcement of the 2010 Wyoming National Distinguished Principal will be made at the WAEMSP Annual Conference this month in Jackson.



*. . . from the beltway*

**LAYNE PARMENTER**

*Federal Relations Coordinator*

*Principal, Urie Elementary*

*Lyman, Wyoming*

The main issue at the federal level continues to be when the ESEA or its current iteration, No Child Left Behind, will be reauthorized. By statute, ESEA must be renewed every five years. The last reauthorization happened in 2002, so we're a bit overdue.

NAESP has encouraged all of us to urge our legislators to move reauthorization forward as quickly as possible, which we have done for over a year now. The legislative wheels do grind slowly at times.

Staffers in Washington DC on our visit in July told us that legislators are working on reauthorization behind the scenes, but it has remained a lower priority than health care, so it remains unclear—to me, at least—just when legislators will get the bill redone.

Education Secretary, Arne Duncan, maintains that we need

to reauthorize NCLB quickly. In a speech this fall, he commented, "Today, I am calling on all of you to join with us to build a transformative education law that guarantees every child the education they want and need—a law that recognizes and reinforces the proper role of the federal government to support and drive reform at the state and local level."

Several of us will meet with our Senators Enzi, Barrasso, and Representative Lummis in January, in conjunction with the Federal Relations Conference. The main topic of discussion: you guessed it, reauthorization of ESEA.

I'll give you an update via the listserv early in February, if there is indeed anything new to report on the ESEA. For now, here's hoping you all had a wonderful holiday season—and that's it from the DC beltway.

## New Year's Resolution No. 1: Attend an NAESP Webinar

Kick off the new year by participating in one of NAESP's three remaining webinars from its six-part series. Listen to and talk with outstanding principals from around the country as they present evidence demonstrating best practices for leading schools of excellence.

No special equipment other than Internet access is needed to participate in any of NAESP's webinars, which focus on the questions below.

- How do principals become transformational and prepare students and adults for the future?
- How do principals create conditions and structure for learning that enable continuous improvement?
- How can principals engage the community in advocacy for the whole child?

The remaining webinars are: Principals Leading for Continuous Improvement on Thursday, Jan. 7; Principals Leading

Using Knowledge and Data on Thursday, Feb. 4; and Principals Leading Parent, Family and Community Engagement on Thursday, March 4. Each webinar is based on one of the standards from *Leading Learning Communities: Standards for What Principals Should Know and Be Able To Do*.

The webinars run from 5 to 6 p.m. EST and the cost is only \$75 for NAESP members. Full descriptions of each of the webinars are at [www.naesp.org/webinars.aspx](http://www.naesp.org/webinars.aspx). Also, if the first half of the webinar series piques your interest, we've archived those sessions online, where you can purchase one or all of our past webinars.

If you have any questions, contact NAESP's Leadership Academy at [leadership@naesp.org](mailto:leadership@naesp.org) or 800-386-2377.

—Dateline NAESP



## *Executive Director Report*

**WALT WRAGGE**

*WAEMSP Executive Director  
Sheridan, Wyoming*

### **Membership is Everyone's Responsibility**

**M**embership. Our membership goal for this year is 234 members. A number that high makes it a challenge for all of us. A reminder that *membership is everyone's responsibility* and not just the responsibility of the Executive Director or Board. Please pay special attention to those individuals in our buildings who are aspiring to become building principals. We need to *pay it forward* and sponsor them for an Aspiring membership so they can get a good head start on their leadership careers. They will thank you for it . . . and so will we! Our present membership is at 201.

**WAEMSP Annual Conference.** Plans for our Annual Conference are nearing completion and the registrations as of this date (January 4) are very good and I expect more after the Christmas Break and everyone gets back to their schools. As an example, our Room Block is full, however do not be deterred from registering for the conference as rooms are still available and at the conference rate. Let's make this conference one of the best attended in the past five years. I know you won't be disappointed . . . and it will be a lot of fun! A registration form is found on page 7 for your convenience. See you in Jackson!

**Officer Nominations.** Each year at our Annual Conference during the annual meeting nominations are taken for offices for the association for the following year. This year we will be nominating individuals for three positions: President Elect (3 year commitment), Vice President (1 year term), and Middle Level Representative (2 year term). Only Active members can hold these elected positions however any member can nominate. The person does not need to be present to be nominated but they should have agreed to the nomination beforehand. Elections will take place in April. Bios of those nominated will appear in the March *The Wyoming Principal*.

**Wyoming Action For Healthy Kids.** Over the past several years your WAEMSP has been an active partici-

pant in Wyoming Action for Healthy Kids, a state organization whose goal is to promote wellness and good nutrition/health among our students in our schools. We have participated because we feel it is a worthy cause. We have had two principals represent us on their Advisory Board over the years: Brent Caldwell, Big Horn, and Bob Heimbaugh, Tongue River. At present we are looking for a principal to continue that representation. If you would be interested please contact me as soon as possible.

**Conference Bookstore.** For those of you who have attended our Annual Conference in the past, you know that we have a bookstore with displays of the latest, best, and most popular books from the NAESP Principal's Resource Center. We will have a bookstore again this year. Although we can't give discounts for book purchases we do save you from having to pay any shipping charges. If you're going to be in Jackson, please stop by and pick out the latest and best professional development materials for both you and your staff.

**WSBA Trade Fair.** Your NAESP State Rep, Jim Fraley, and I attended the School Board's Trade Fair again this year in early November. The purpose of this involvement is to make contact with school board members and superintendents from districts around the state. We brag about the work that all of you do and we also promote WAEMSP as an organization that can provide

some of the professional development needed for principals to be successful. We have a good time and also make contacts with vendors who may be interested in participating in our annual conference.

**Job Listings.** One of the many benefits of membership in WAEMSP are the monthly Job Listings, beginning in January. These listings are sent to all of you on the listserv on the 15th and last day of each month. We hope that you find the information interesting, informative, and maybe even useful. If you have any suggestions for this service please let us know.



# 2010 WAEMSP ANNUAL CONFERENCE

## *“The Collaborative Leader”*

January 20-21, 2010

Snow King Resort, 400 East Snow King Avenue  
Jackson Hole, WY 83001



**Conference Registration Fee:**

\$250 per member (\$300 non-members) for all sessions, the Wednesday Workshop, Fun Night, Thursday banquet, and all meals. (New Members or First Time Attendee’s - \$125).

**Room Reservations:**

Snow King Resort, 1-800-522-5464

Attendees will need to mention **ID# 17822**

Available at the conference rate of \$85 per night for a Standard King (single) or \$95 for Standard two queen beds (double). Room availability declines after January 6, 2009

**Conference Questions:** Walt Wragge, wwragge@fiberpipe.net, 307 674-8821

**Send Conference Registration and Payment to:** WAEMSP, 346 S. Main Street, Sheridan, WY 82801, phone/fax - (307) 674-8821

**Ken Williams** is the chief visionary officer of Unfold the Soul, a company dedicated to inspiring individuals and teams to perform at the highest level. Skilled in developing productive, student-focused learning environments, Ken is a distinguished teacher, mentor, public speaker, and school leader. Ken will be the full day workshop director for Wednesday, January 20. He will speak on the topic of collaborative leadership.

**Wayne Callendar, Ed.S.**, is a repeat performance. He will present a 3 hour session on Response To Intervention on Thursday morning. Wayne has worked with K-12 schools for 12 years on implementing an RTI/problem-solving approach as a means of improving outcomes for students with and without disabilities.

Additionally we will have **Jim Tunney**, a former high school coach, teacher, principal and district superintendent, had a 40 year career in officiating football and basketball. Thirty one of those years he was an NFL Referee working a record twenty-nine post-season games, including three Super Bowls. Jim will be our Friday morning closer and will speak on Leadership—T.E.A.M. Building.

Additional speakers will be **Mark Terry**, Middle School Representative on the NAESP Board of Directors, and our own **Dr. Jim McBride**, State Superintendent of Public Instruction.

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**REGISTRATION FORM** (One Registration Form per person attending please)

Registrant is:  WAESP Member  Nonmember

Name \_\_\_\_\_ Position:  Principal  Teacher

School \_\_\_\_\_ District \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_

Registration for:  Full Conference (principals/members/non-members) How Pay:  Check  P.O.  Bill School Dist.

Check here for New Member or First Time Attendee Discount (\$125)

*(Mail to: Walt Wragge, 346 South Main, Sheridan, WY 82801)*



# New and Renewing Members

The WAEMSP is pleased to welcome as of **October 1, 2009**, through **January 4, 2010**.

## NEW ACTIVE MEMBERS:

Craig Anderson	Clear Creek Elementary	Buffalo
Royce Backman	Johnson Junior High	Cheyenne
John Balow	Johnson Junior High	Cheyenne
Don Brantz	Arp Elementary	Cheyenne
Lori Brown	Pinedale Elementary	Pinedale
Aaron Carr	Ft. Washakie Elementary	Ft. Washakie
Clay Cates	Lincoln Middle School	Green River
Shelly DeJean	Douglas Intermediate	Douglas
Pamela Frederick	Wyoming Indian Middle	Ethete
Jeff Jones	Sheridan Junior High	Sheridan
Anne LaPlante	Summit Elementary	Casper
Coi Morehead	4J Elementary	Gillette
Arthur Nathan	Lincoln Middle School	Green River
Jean Peterson	Ten Sleep School	Ten Sleep
Deb Roehrkasse	Jackson Elementary	Jackson
Shawna Smith	Dean Morgan Junior High	Casper
Dennis Starkey	Alta Elementary	Alta
Kris Walker	Grant Elementary	Glenrock

## NEW ASPIRING MEMBERS:

Nicholas Gallagher	Paintbrush Elementary	Gillette
Diane Gardner	North Elementary	Evanston
Dave Hardesty	Conestoga Elementary	Gillette
O'Shean Moran	Pronghorn Elementary	Gillette
Rick O'Driscoll	Clark Elementary	Evanston
John Wrage	Greybull Middle School	Greybull

## NEW ASSOCIATE MEMBER:

Tricia Whynott	STRIDE Learning Center	Cheyenne
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## RENEWING MEMBERS:

William Alley	South Elementary	Lander
Alan Allred	Afton Elementary	Afton
Kim Anderson	Sheridan Junior High	Sheridan
Larry Bowman	Baggs Elementary	Cheyenne
Jill Bramlet	Libbey Elementary	Wheatland
Marci Brauchie	Powell Middle School	Powell
Liann Breneman	Spring Creek Elementary	Laramie
Christy Campbell	Lyman Elementary	Lyman
Kelly Carroll	Velma Linford Elementary	Laramie
James Cassidy	Sunflower Elementary	Gillette
Bill Catlin	Paintbrush Elementary	Gillette

Joyce Chalstrom	Goins Elementary	Cheyenne
Carol Clarke	Afflerbach Elementary	Cheyenne
Rebecca Clute	Paintbrush Elementary	Gillette
Clark Coberly	Upton Middle/Elementary	Upton
Curt Collins	Riverton Middle School	Riverton
Tom Cook	Livingston Elementary	Cody
Anne Marie Covey	Washington Elementary	Green River
Mitch Craft	Sheridan Junior High	Sheridan
Brenda Creel	Bain Elementary	Cheyenne
John Cunningham	Johnson Junior High	Cheyenne
Rose Curtis	Sunflower Elementary	Gillette
Derede Darden	Laramie County No. 1	Cheyenne
Michael DeLancey	Lakeview Elementary	Gillette
Vesta Demester	Aspen Elementary	Evanston
Robin Devine	Beitel Elementary	Laramie
Steve Ellbogen	Verda James Elementary	Casper
Amy Enzi	Carey Junior High	Cheyenne
Mike Erickson	Encampment School	Encampment
Barb Farley	Harmony Elementary	Laramie
Dave Freeland	Rozet Elementary	Rozet
Richard Freudenberg	Desert Elementary	Wamsutter
Michael Fullmer	Davis Elementary	Cheyenne
Scott Gion	Big Piney Middle School	Big Piney
Patricia Hardt	Lincoln Elementary	Riverton
Keith Harris	Cokeville Elementary	Cokeville
Wanda Heiser	White Mountain Elem	Rock Springs
Cheri Hoffman	Lovell Elementary	Lovell
Sally Huber	University Park Elementary	Casper
Phillip Hubert	North Casper Elementary	Casper
Margaret Hudson	U.W. Lab School	Laramie
Chuck Hull	Retired	Lovell
Chad Jenkins	Holdaway Elementary	Thayne
Tina Johnson	Walnut Elementary	Rock Springs
Lucinda Kasper	Jackson Elementary	Green River
Tamara Kelly	Poison Spider School	Casper
Kevan Kennington	Pinedale Middle School	Pinedale
Tana Larsen	Rawhide Elementary	Gillette
Ron Leathers	Rock River Schools	Rock River
Paul Lundberg	Wind River Elementary	Pavillion
Donna Mathern	Evansville Elementary	Evansville
Alayne Matthews	Clark Elementary	Evanston
Thomas Mesecher	Grant Elementary	Casper
Kevin Mitchell	Park County Dist 1	Powell
Jayne Moehr	Johnson Junior High	Cheyenne
Jared Moretti	Laura Irwin Elementary	Basin
Heather Moro	Slade Elementary	Laramie
Scott Morrow	Fremont County Dist 14	Ethete

*New and Returning Members (Continued on page 9)*

*(Continued from page 8) New and Returning Members*

Sean Murray	Cody Middle School	Cody
Ken Nielsen	Fremont County Dist 1	Lander
Anne Ochs	Retired	Gillette
David Olsen	Paintbrush Elementary	Gillette
Dennis Oman	North Elementary	Lander
Layne Parmenter	Urie Elementary	Lyman
Nate Perleberg	Paintbrush Elementary	Gillette
Cindy Pilch	Afflerbach Elementary	Cheyenne
Tracy Poduska	Wilson Elementary	Wilson
Kathy Quinn	Stocktrail Elementary	Gillette
David Rangitsch	Saratoga Elementary	Saratoga
Penny Roberts	Conestoga Elementary	Gillette
Deborah Salvador	Grant Elementary	Casper
Karma Sanders	Rocky Mountain Elem	Cowley
Matt Schlagel	Cole Elementary	Cheyenne
Coley Shadrick	Truman Elementary	Green River
Michael Sharum	Kemmerer Elementary	Diamondville
Scott Shoop	Newcastle Middle School	Newcastle
Steve Simpson	Starrett Junior High	Lander

Kevin Sinclair	Sunflower Elementary	Gillette
Ginger Sleep	Southside Elementary	Powell
Steve Slyman	Indian Paintbrush Elem	Laramie
Garry Smith	Shoshoni Elementary	Shoshoni
Karen Southwick		Casper
Owen St. Clair	Wyoming Indian Elem	Ethete
Sue Stevens	Pine Bluffs Elementary	Pine Bluffs
Scott Stults	Sheridan County Dist 2	Sheridan
Anne-Marie Tennyson	Sheridan County Dist 3	Clearmont
Nicole Trahan	Coffeen Elementary	Sheridan
Dori Trustem	Southside Elementary	Powell
Leslie Voxland	West Elementary	Lander
Lisa Weigel	Douglas Rural Schools	Douglas
Rory Williams	Paintbrush Elementary	Gillette
Brad Winter	Hillcrest Elementary	Gillette
Linda Wolfskill	Moorcroft Elementary	Moorcroft
Mike Wood	Sagebrush Elementary	Sheridan

**Thanks for your support!**

## ERS publications available to WAEMSP members

The WAEMSP office has several publications from ERS that are available to members for review. WAEMSP members may request any of these materials at any time and they will be sent from the office for reasonable periods of time. Some of the materials may also be copied for archiving purposes.

**BOOKS:**

*“Principals and Counselors: Partnering For Student Success”*, edited by Faith Connolly and Nancy Protheroe

*“Six Pillars of Dynamic Schools”*, by Steven Edwards and Paul E. Chapman

(These books can be purchased for a 50% discount , \$15, by contacting the WAEMSP Executive Director)

**FOCUS ON SERIES:**

- *Differentiating Instruction to Help All Students Meet Standards, Second Edition*
- *Working with Students with Challenging Behaviors*
- *Curriculum-Based Measurement: A Proven Tool to Increase Achievement*

**THE INFORMED EDUCATOR SERIES:**

- *Alternative Time and Scheduling Policies*
- *Principal Leadership for School Improvement*
- *School Readiness: A Focus on Children, Families, Communities, and Schools*

**ERS SPECTRUM ARTICLES:**

- *Leadership for Literacy Coaching: Evolving Research* (Taylor and Moxley)
- *Investigating Student Success: An Alternate Graduation Rate to Assess Outcomes for Nonmobile Students* (Starratt, Baum, and Clement)
- *Understanding Classroom Teacher Attrition: Characteristics of Three Groups* (Mittapalli)
- *Championing the Need for Teacher-Embedded Professional Development* (Ambrosie)
- *School Size: Why “Smaller” May Not Be the Answer* (Stevenson)
- *Making Algebra Work: Instructional Strategies That Deepen Student Understanding, Within and Between Algebraic Representations* (Star and Rittle-Johnson)
- *Designing Tools for Reflection on Problem-Based Instruction and Problem-Based Instructional Design* (Keefer, Hui, and RuffusDorr)
- *A Collaborative School-Based Mental Health Program That Helps Students Succeed* (Newgent, Featherston, Stegman, and Lee)
- *The \$2 Million Decision: Teacher Selection and Principals’ Interviewing Practices* (Hindman and Stronge)
- *Teacher Evaluation as Policy Target: Viable Reform Venue or Just Another Tap Dance?* (Hazi and Rucinski)



