President’s Message

I recently attended a training about developing leadership capacity. During that training, these words by John Kotter, a Harvard researcher, served as a cornerstone in many of our discussions:

No one person, no matter how competent, is capable of single-handedly developing the right vision, communicating it to vast numbers of people, eliminating all of the key obstacles, generating short term wins, leading and managing dozens of change projects, and anchoring new approaches deep in an organization’s culture. Putting together the right coalition of people to lead a change initiative is critical to its success. (John Kotter, *Eight Steps for Leading Change*, 2010.)

Not only did I come away from that training with ideas for my own school, but I also came away from that training incredibly grateful for my association with several hundred colleagues in the Utah Association of Elementary School Principals.

We are all part of a noble, but intimidating, educational apparatus. Our attempts to uncover potential, unleash creativity, and unhinge barriers for students is too daunting and challenging for any one person to effectively develop or sustain. This is not only true at the school level, but also at our state level. If our individual schools are to fully benefit from innovative strategies and initiatives, an intelligent alignment of resources is needed at the state level. This is just one of the reasons why I cherish and value the powerful, collective voice UAESP gives us. In my officer capacities these last several years, I’ve seen how our coalition of good principals, has impacted and broadened and the view of parents, of faculties, of school boards, and of legislators.

I hope that as you reflect on matters of school vision, culture, management, and communication, you will not only tap into the broad leadership capacity that exists on your staff, but that you will avail yourself of the extensive wisdom and ingenuity of your fellow UAESP friends across the state. I look forward to doing just that as we rub shoulders, draw strength, and discuss ideas together in a few weeks at our Mid-Winter Conference in St. George!
Executive Director’s Message
During our summer officer retreat we dealt with the daunting task of looking at our associations current Constitution and Bylaws. One of the things we noticed was that some of our current practices don’t align with the constitution/bylaws. So we are proposing some changes to update these documents.

Summary of Bylaw Proposed Changes
*Change date to 02/14/2019 (Page 1)
*Change Membership Categories (Page 2)
*Retired/Emeritus may serve in an appointed position but not in an elected position.
*Elimination of the Past President position. (many references throughout)
*State Rep no longer does a booth at National Convention. (page 4)
*Clarified process for hiring of Executive Director. (page 5)
*Workshops and Conferences will all be the responsibility of the Executive Board and the Executive Director (page 10)
*Clarification of Officer Travel (Page 10 and 11)

Summary of the Constitution Proposed Changes
*Update Membership Categories. (page 1 and 2)
*Elimination of the Past President Position (Page 3)
*Clarified that members must be in a principal position to be eligible to be an elected officer and that principals and others (retirees or supervisors) will be eligible to serve in an appointed position. (Page 3)
*First Directors meeting will be held by October 1 (page 5)
*Candidates will be provided with Email address of members (Page 6)
*Ballots will be electronic (page 6)
*Membership Dues will be sent to UAESP. (page 7)

We will ask you to vote on the proposed changes when our ballot is sent to you in March.

Watch for a new logo for our association to be presented at the Midwinter Conference.

Join the Utah Association of Elementary School Principals

2018-2019 MEMBERSHIP APPLICATION

Name: __________________________________________________________
Title: __________________________________________________________
District: __________________________________________________________
School: __________________________________________________________
School Address ______________________________________________________
School Telephone: __________________________
E-mail: __________________________________________________________
Signature ________________________________

Please Return to: UAESP – PO Box 247
West Jordan, Utah 84084, 801-679-3039

_____ UAESP ......................... $ 140.00
_____ UAESP Emeritus Retired ............. 30.00
_____ UAESP Aspiring ..................... 30.00

_____ NAESP ................................... $ 235.00
_____ NAESP Asst. Principal ............... $ 195.00
_____ NAESP Retired ....................... $60.00
_____ NAESP Aspiring ..................... $80.00

_____ NEW PRINCIPAL (check if new)

Method of Payment: (Please choose one)
_____ I have contacted my district for payroll deduction
_____ I have contacted my district for payment
_____ A check is enclosed.
_____ Credit card
Steve Gilliland is one of the most in-demand and top-rated speakers in the world. Recognized as a master storyteller and brilliant comedian. With an appeal that transcends barriers of age, culture and occupation—plus an interactive and entertaining style—Steve shows audiences how to open doors to success in their careers, their relationships and their lives. Presenting to over 250,000 people a year, more than two million have now heard him speak, with audiences encompassing nearly three dozen industries. Steve has the distinction of speaking in all 50 states and in 15 countries. As one newspaper stated, “Steve is what happens when the humor of a stand-up comic collides with the inspiration of motivational speaker.”

**KEY TAKEAWAYS:**

- How to head off conflict when negativity runs rampant & how to improve your own outlook
- How to deal with by-products of bad attitudes
- How to assign the right value to every situation
Utah Association of Elementary School Principals
Mid-Winter Conference
February 14 and 15, 2019
Dixie Center, 1835 Convention Center Drive, St. George, Utah

Keynote Speakers:
Steve Gilliland  Author and Entertainer
Sean Covel  The Word that Shapes Our World

REGISTRATION ONLINE

uaesp.org then select conferences  
UAESP Member  $200  Non-Member  $250  One Day Only  $150

Credit Card payments are now available online, or call Mary with card information.
If paying by check, please mail to:  
UAESP, PO Box 247, West Jordan, UT 84084
Registration starts at 8:00 a.m. on February 14th with the conference starting at 9:00 a.m.
YOU WILL RECEIVE A CONFIRMATION BY E-MAIL. If you don’t get a confirmation, PLEASE CONTACT 801-679-3039 OR e-mail.
RE LICENSING POINTS WILL BE ISSUED FOR ATTENDING THE CONFERENCE

NOTE: Refunds or credits will be given only for cancellations made in writing (mail or e-mail) to Mary Gallaher, mary.uaesp@outlook.com no later than FIVE business days prior to the conference date.

Golf Tournament Information

When:  Wednesday, February 13, 2019
Where:  Sunbrook Golf Course  2366 West Sunbrook Drive, St. George, UT
Time:  Shot Gun Start beginning at 10:00 a.m.  Arrive early if you want to practice
Cost:  PRINCIPALS - $ 35.00 EXHIBITORS - $ 75.00 SPONSORS – $ 500.00 (includes booth)
Details:  Price includes cart, 18 holes of golf and lunch.

Register online at uaesp.org and then select conferences.

MAIL: UAESP, P.O. Box 247, West Jordan, UT 84084  E-mail: mary.uaesp@outlook.com  801-679-3039

Hotel Information—St. George, Utah

The following hotels are available for Mid-Winter Conference, within walking distance of the Dixie Center and are offering special rates. Cut off date for conference rates is January 21

<table>
<thead>
<tr>
<th>Hotel Name</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hilton Garden Inn</td>
<td>1731 S Convention Center</td>
<td>(435) 673-8440</td>
</tr>
<tr>
<td>Fairfield Inn</td>
<td>1660 S Convention Center</td>
<td>(435) 673-6066</td>
</tr>
<tr>
<td>Holiday Inn St. George</td>
<td>1808 So. Crosby Way</td>
<td>(435) 628-8007</td>
</tr>
<tr>
<td>Hyatt Place St. George</td>
<td>1899 So. 120 E.</td>
<td>(435) 656-8686</td>
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When he took the position of principal at Santaquin Elementary nine years ago, Chad R. Argyle had six years of principalship under his belt. He wasted no time diving into the challenges faced at his new school, which was then the fourth highest-poverty Title 1 school in the district. Argyle knew that motivating teachers to nurture their professional development would be key to improving classroom outcomes, and to that end, he has supported over sixty teachers and staff members in attending professional training each year, resulting in a dramatic shift in school culture and test results to match. Students’ end-of-level test scores have increased 12 percentage points in math, 10 in language arts, and 18 in science since 2014. Argyle also introduced a holistic and efficient intervention system to enhance student literacy achievement, where all staff collaborate to identify and meet student needs. This endeavor has resulted in an increase in grade level reading from 47% to 77% over a three-year period.

Teachers and staff appreciate Argyle’s commitment to high standards, with one teacher noting, “when the bar is set high, he is great at encouraging those around him to reach for it and to not ever give up.” Argyle holds an A.S. from Utah Valley State College, a B.A. from Weber State University, and an M.Ed. from Brigham Young University.
Coming to Utah in March 2019

National Mentor Training and Certification Program™

Mentor Training
March 12-13, 2019 • West Jordan, UT

Professional development created for principals and administrators to strengthen their leadership skills in order to provide support and guidance to the next generation of school leaders.

NAESP’s National Mentor Training and Certification Program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants’ knowledge and experiences. The program can be customized.

Go to the following URL for more information: www.naesp.org/mentor

Join us July 10-12, 2019 in Spokane, Washington, the site for the NAESP Pre-K-8 Principals Conference. The event will bring together more than 1,500 elementary educators from across the nation and around the world offering more than 100 educator-developed sessions. **Topic areas:**

- Innovative Strategies Through Technology and Techniques
- Instructional Leadership
- Arrays of Management
- Ethics/Equity in Schools

As one of the largest educational conferences dedicated to elementary and middle-level principals, we’re thrilled to be bringing together industry experts, researchers, policy-makers and practitioners to collaborate and innovate on solutions facing today’s educators from around the world.
THE INFLUENCE of a good PRINCIPAL can never be ERASED