



# WASA NEWS

December 2019  
Edition 1

## WASA WINTER CONFERENCE

Mark your calendars now for the WASA Winter Conference “Creating Belonging in Our Districts: Our Call to Courage,” presented by Moe Carrick, a Brené Brown *Dare to Lead* certified trainer. This highly interactive conference will kick off with an inspiring keynote followed by a practical workshop for skill application with real scenarios and experiences. [Register](#) now!

## WASA HOLIDAY OFFICE SCHEDULE

The WASA office will be closed for the holidays beginning December 23, 2019, and will reopen on Monday, January 6, 2020.

## 2020 ERNN REGIONAL WORKSHOP DATES

January 21, 2020  
NEWESD 101

February 4, 2020  
ESD 105

February 18, 2020  
ESD 113

Registration opens  
December 5.

Dear Colleagues,

The Superintendent Component meeting at the WSSDA Conference in Bellevue was attended by over 150 superintendents this year. Superintendents received updates on the WASA Inclusionary Practices project, the OSPI Staffing Enrichment Workgroup process and recommendations, and collective bargaining. The PowerPoint slide decks for the Inclusionary Practices project and the Staffing Enrichment Workgroup can be found on the WASA website under [Conference Resources](#). The slide deck for the collective bargaining update can be found under [Budget and Bargaining Communications Resources](#)—(WASA Members Only).

Speaking of communications, please be reminded of the [Communications Toolkit](#), which includes a calendar of opportunities and prompts for the winter months. I encourage you to take a quick look at the calendar, as it includes a number of ideas you may want to consider in your communications efforts over the next few months.

Best Regards,



## INCLUSIONARY PRACTICES PROJECT

Applications are now being accepted for WASA’s project, *Inclusionary Practices: Statewide Support for District Change*, which will provide professional learning and support to assist districts as they move to more fully inclusive learning environments for students with disabilities. [Click](#) to find specific information about the project.

## SIRS SURVEY

SIRS annually compiles and publishes a salary-and-benefits report of Washington’s school employees in three parts: 1) administrators, 2) classified personnel, and 3) teachers. SIRS is introducing, new in 2019–20, an additional longitudinal report presenting Washington State school employee salary information, for the past ten years. The quality of data, through the self-reporting SIRS survey, will help facilitate valuable trend analysis for any district. The longitudinal tool is presented in an easy-to-use Microsoft Excel workbook, and utilizes pivot charts and slicing tools to better visualize trends and comparisons among comparable districts.

The 2019–20 SIRS Salary Survey forms were sent to districts on November 15. The deadline to return surveys is December 16. The final data report will be made available January 10, 2020. All SIRS district members will receive access to the full report. Participating non-member SIRS districts receive a pdf copy.

All districts information is valuable and greatly appreciated.

## CALL FOR PRESENTERS

- The [Call for Presenters](#) for the WASA Spring Conference for Small Schools Leaders is open. The theme for this year's conference is *"Small Schools: BIG Hopes, BIG Dreams, BIG Futures."* The deadline to submit a proposal is December 20.
- The WASA/AWSP Summer Conference [Call for Presenters](#) is now open. This year's theme is *"20/20 Vision: Focus, Clarity & Insight for Educational Leaders."* Proposals are due by December 20.

## SCHOOL DAY DEFINITION

WASA's 2020 Legislative Platform includes a series of very expensive requests, including the enhancement of school staffing allocations, expected to cost at least \$5 billion. It is unrealistic to expect the 2020 Legislature to fully implement all of our requests; however, administrators have an opportunity to educate legislators about school district needs and build momentum for action in the 2021 Session.

WASA will be advocating for one issue that would have NO impact on State funding: specifically defining teacher duties and expectations. Through hard bargaining the last two years, teachers across the State have received significant salary increases—providing them with competitive, market-level salaries. Even with historic raises, local unions continue to bargain for additional pay for work that is not "extra," but a part of a teacher's professional duties. WASA will strongly urge the Legislature to clearly define the minimum professional duties and expectations for teachers, and not leave this to collective bargaining.

The statutory definition we seek must explicitly state the professional responsibilities, time, and effort required to provide the State's program of basic education exceeds the required number of instructional hours and includes such things as: preparing, planning, and coordinating instruction; collaboration with other teachers or staff; meeting with parents; and evaluating student learning. Supplemental contracts would still be allowed; however, additional compensation would have to be tied to defined extra time or responsibilities that are uniquely associated with a specific assignment above and beyond the tasks of all other teachers.

## SEATED LUNCHTIME RULES

Last year, the State Auditor's Office (SAO) conducted a performance audit to examine lunchtime scheduling practices in elementary schools. Requested by State Superintendent Chris Reykdal, the audit focused on a specific question: *"What lunch scheduling practices could schools implement to achieve better student outcomes, such as improved behavior and increased consumption of healthy food?"* The [final audit](#) was released in August and includes a series of recommendations, including that school districts be required to: (1) implement a minimum of 20 minutes of seat time during lunch for every student; and (2) schedule recess before lunch.

The final audit includes a response from Superintendent Reykdal, which states: *"We plan to move forward with the rule process to define a 20-minute seated lunchtime for all students and require recess before lunch for elementary students."* OSPI has now begun the rulemaking process to implement the suggested requirements. Superintendent Reykdal has indicated that amending the appropriate WACs will be a long process, and OSPI will provide ample opportunity for comment, including regional sites for public hearings. WASA is currently reviewing the audit and the suggested rules changes, and we will be involved in the rulemaking process. We encourage administrators to also engage in the process. To assist your participation, WASA will develop guidance in the coming months.

## QUICK LINKS

- [Staffing Enrichment Workgroup Recommendations](#) (PDF)
- [UPDATE: Special Education Safety Net Survey](#) (PDF)

## AASA CORNER

- **AASA Leadership Network:** AASA's Leadership Network Engagement Lifecycle serves superintendents and other district leaders as they **PREPARE, CERTIFY, LEARN, INNOVATE, AND COLLABORATE.** [Click](#) for information.
- **AASA National Conference:** February 13–15, 2020, San Diego, California. [Click](#) to register.