



2022-2023

# Utah School Superintendents Association



Dear Friends,

It is with great pleasure that I welcome you to the 2022-2023 school year! The past few years have been among the most challenging the field of education and the world have seen! With those challenges we have been given the opportunity to redefine and rethink education in ways that we haven't been able to before. We need to be bold and dare to lead out in new ways that challenge traditional views of thinking and doing things, reigniting our passion for teaching and learning to ensure high levels of learning for each and every student! I love this quote from the book *Together is Better*.

“Working hard for something we don’t care about is called stress. Working hard for something we love is called Passion!”

We are each where we are for a reason, not just by chance! Our schools and communities need leaders with vision and commitment to see these visions through to fruition. Take courage in this fact and move forward with confidence in filling your position. Surround yourself with the best possible people, following the framework of a true PLC, set and hold high standards and expectations, then empower and guarantee this effort with even greater amounts of resources and active visible support.

Work closely with and never hesitate to reach out to your colleagues. The USSA is a very closely knit group of superintendents willing to offer advice and support on any issue you might be facing. We are only an email or phone call away. Attend our meetings regularly, associating and getting to know each other as you do. Sometimes just learning of each other’s challenges, can help build awareness and understanding in dealing with our own.

As we have all learned, relationships are key to almost everything we do. Two books that provide great insight on this topic are *How to Win Friends and Influence People* by Dale Carnegie, and *The Speed of Trust* by Steven R. Covey. I have used both of these books as the focused reading for my staff at the building level, and more recently for my executive staff. Both are New York Times Bestsellers, and both contain time proven strategies and recommendations on how to improve relationships, while elevating achievement and performance. I highly recommend them both!

In conclusion, please feel comfortable reaching out to me personally, or to any of your colleagues. We welcome the opportunity to offer support, and look forward to an amazing school year!

Respectfully,  
Larry Bergeson







For nearly a century, the school superintendents in Utah have worked together in an association to fully understand and analyze education issues and to promote student achievement, opportunity, and engagement. The current membership in the Utah School Superintendents Association includes 41 school districts, the Utah Schools for the Deaf and Blind (USDB), the Utah State Office of Education (USBE), and four Regional Education Service Agencies (RESA) serving rural areas of Utah. Of the 41 districts and USDB, 14 enroll more than 10,000 students, 13 enroll from 2,500 to 9,999 students, and 15 enroll less than 2, 500 students.

The purpose of the Utah School Superintendents Association is:








- To be an advocate for children and public education
- To discuss current and growing concerns in public education and provide leadership on statewide educational matters
- To provide in-service and professional growth opportunities to members
- To cooperate with other educational groups and administrative organizations to maximize influence








*To handle  
yourself,  
use your  
head. To  
handle  
others, use  
your  
heart.  
--Eleanor  
Roosevelt*








## **DIRECTORY**

<b>District</b>	<b>Name</b>	<b>Address</b>	<b>Office Phone</b>	<b>Cell Phone</b>	<b>Picture</b>
Alpine	Shane Farnsworth	575 North 100 East American Fork, UT 84003	801.610.8420	801.830.1273	
Beaver	David Long	291 North Main P.O. Box 31 Beaver, UT 84713	435.438.2291	435.310.0148	
Box Elder	Steve Carlsen	960 South Main Brigham, UT 84302	435.734.4800	435.640.3520	
Cache	Steve Norton	84 East 2400 North North Logan, UT 84341	435.752.3925	435.770.1655	
Canyons	Rick Robins	9361 South 300 East Sandy, UT 84070	801.826.5031	435.610.0234	
Carbon	Mika Salas	251 West 400 North Price, UT 84501	435.613.3131	435.650.6251	









Daggett	Bruce Northcott	P.O. Box 249 Manila, UT 84046	435.784.3174	801.597.2325	
Davis	Dan Lindford	45 East State Street P.O. Box 588 Farmington, UT 84025	801.402.5646	801.430.7846	
Duchesne	Jason Young	1010 East 200 North Roosevelt, UT 84066	435.823.1281	435.503.2388	
Emery	Ryan Maughan	P.O. Box 120 Huntington, UT 84528	435.687.9846	435.590.3832	
Garfield	John Dodds	145 East Center P.O. Box 398 Panguitch, UT 84759	435.676.8821	435.590.3832	
Grand	Taryn Kay	264 South 400 East Moab, UT 84532	435.259.5317	435.210.4702	
Granite	Rich Nye	2500 South State Street Salt Lake City, UT 84115	385.646.4523	801.391.5446	








Iron	Lance Hatch	2077 West Royal Hunte Drive Cedar City, UT 84720	435.586.2804	435.219.1401	
Jordan	Anthony Godfrey	7387 South Campus View Drive West Jordan, UT 84084	801.567.8180	801.243.3611	
Juab	Kodey Hughes	346 East 600 North Nephi, UT 84648	435.623.1940	435.590.3489	
Kane	Ben Dalton	746 South 175 East Kanab, UT 84741	435.644.2555	435.231.3608	
Logan City	Frank Schofield	101 West Center Logan, UT 84321	435.755.2300	435.881.1744	
Millard	David Styler	285 East 450 North Delta, UT 84624	435.864.1000	435.864.7685	
Morgan	Doug Jacobs	240 East Young Street Morgan, UT 84050	801.829.3411	801.845.8221	

Murray	Jennifer Covington	5102 Commerce Drive Murray, UT 84107	801.264.7400	801.556.6207	
Nebo	Rick Nielsen	350 South Main Spanish Fork, UT 84660	801.354.7400	801.362.6218	
North Sanpete	Nan Ault	220 East 700 South Mt. Pleasant, UT 84647	435.462.2485	435.851.6320	
North Summit	Jerre Holmes	P.O. Box 497 Coalville, UT 84017	435.336.5654	801.718.4111	
Ogden	Luke Rasmussen	1950 Monroe Blvd. Ogden, UT 84401	801.737.7301	801.540.4557	
Park City	Jill Gildea	2700 Kearns Blvd. Park City, UT 84060	435.645.5600	815.354.0283	
Piute	Koby Willis	P.O. Box 69 Junction, UT 84740	855.577.2912	435.201.2453	

Provo	Keith Rittel	280 West 940 North Provo, UT 84604	801.374.4805	801.857.8128	
Rich	Dale Lamborn	P.O. Box 67 Randolph, UT 84064	435.793.2135	435.881.7795	
Salt Lake City	Timothy Gadson	440 East 100 South Salt Lake City, UT 84111	801.578.8349	954.729.4365	
San Juan	Ron Nielson	200 North Main Blanding, UT 84511	435.678.1202	435.459.9161	
Sevier	Cade Douglas	180 East 6 <sup>th</sup> North Richfield, UT 84701	435.896.8214	435.558.0999	
South Sanpete	Ralph Squire	39 South Main Manti, UT 84642	435.835.2261	435.851.0073	
South Summit	Greg Maughan	285 East 400 South Kamas, UT 84036	435.783.4301	801.928.3178	

Tintic	Greg Thornock	P.O. Box 210 Eureka, UT 84628	435.433.6363	801.404.4572	
Tooele	Mark Ernst	92 South Lodestone Way Tooele, UT 84074	435.833.1900	435.850.0042	
Uintah	Rick Woodford	635 West 200 South Vernal, UT 84078	435.781.3100	307.887.1222	
Wasatch	Paul Sweat	101 East 200 North Heber City, UT 84032	435.654.0280	435.671.7698	
Washington	Larry Bergeson	121 West Tabernacle St. George, UT 84770	435.673.3553	435.229.2941	
Wayne	Randy Shelley	P.O. Box 127 Bicknell, UT 84715	435.425.3813	435.851.9376	
Weber	Gina Butters	5320 Adams Avenue Pkwy. Ogden, UT 84405	801.476.7875	801.430.2141	



Utah Schools for Deaf & Blind	Joel Coleman	742 Harrison Blvd. Ogden, UT 84404	801.629.4712	801.634.6251	
USSA	Lexi Cunningham	860 East 9085 South Sandy, UT 84094	801.566.1207	801.694.1376	
USBE	Sydnee Dickson	250 East 500 South P.O. Box 144200 Salt Lake City, UT 84114	801.538.7510	801.244.4988	
CUES	Jason Strate	820 North Main Suite 3 Richfield, UT 84701	435.896.4469	435.262.0897	
NUES	Duke Mossman	35 South Main Street Heber City, UT 84032	435.654.1921	435.671.6152	
SESC	Shane Erickson	685 East 200 South Price, UT 84501	435.637.1173	435.231.1508	
SEDC	Joe B. Wright	520 West 800 South Cedar City, UT 84720	435.586.2865	435.689.1705	

## **USSA MEETINGS**

<b>Meeting</b>	<b>Location</b>
July 28-29, 2022 Thursday-Friday Professional Development & Business	Iron County School District 2077 West Royal Hunte Drive Cedar City, UT
Monday, September 12, 2022 9:00-12:00	Nebo School District 350 South Main Spanish Fork, UT
Monday, October 3, 2022 9:00-12:00	Nebo School District 350 South Main Spanish Fork, UT
Monday, November 7, 2022 9:00-1:00 - Professional Development & Business Meeting	Nebo School District 350 South Main Spanish Fork, UT
Monday, December 5, 2022 9:00-12:00	Nebo School District 350 South Main Spanish Fork, UT
Thursday, January 5, 2023 11:00-2:00	Little America 500 S Main St, Salt Lake City, UT
Friday, February 3, 2023 9:00-11:00 JLC begins at 11:00	Granite School District 2500 South State Street SLC, UT
February 16-18, 2023 AASA Annual Conference	San Antonio, TX
April 1-3, 2023 NSBA Annual Conference	Orlando, FL
April 17-18, 2023 Monday-Tuesday	Washington County School District 121 West Tabernacle Street St. George, UT
June 21-23, 2023 Wednesday-Friday Annual Summer Conference Professional Development & Business	Homestead Resort 700 North Homestead Drive Midway, UT
July 27-28, 2023 Thursday-Friday Professional Development & Business	Cache County School District 84 East 2400 North North Logan, UT

\*The USSA Executive Committee meetings will be held immediately following meetings.

## JLC MEETINGS

- January 17, 2023 – 1<sup>st</sup> day of session
- March 3, 2023 – last day of session

Meeting	Location
Thursday, January 5, 2023 3:00-5:00	Little America 500 South Main Street Salt Lake City, UT
Friday, January 20, 2023 11-2	Granite School District 2500 South State Street SLC, UT
Friday, January 27, 2023 11-2	Granite School District 2500 South State Street SLC, UT
Friday, February 3, 2023 11-2	Granite School District 2500 South State Street SLC, UT
Monday, February 6, 2023 Times - TBD	USBA Day on the Hill
Friday, February 10, 2023 11-2	Granite School District 2500 South State Street SLC, UT
Friday, February 17, 2023 11-2	Granite School District 2500 South State Street SLC, UT
Friday, February 24, 2023 11-2	Granite School District 2500 South State Street SLC, UT

\*Meeting dates and locations subject to change.

*The secret to success is good leadership, and good leadership is all about making the lives of your team members or workers better.*  
--Tony Dungy

## **COMMITTEE ASSIGNMENTS**

<b>Committee</b>	<b>Members</b>
USSA Officers & Executive Committee	Larry Bergeson, President Cade Douglass, 1st Vice President John Dodds, 2 <sup>nd</sup> Vice President Ben Dalton, Past President Sydnee Dickson, State Superintendent Lexi Cunningham, Executive Director
AAPAC	Lance Hatch Frank Schofield
AASA COVID Task Force	TBD
AASA Governing Board	TBD David Styler
Joint Legislative Committee	Larry Bergeson - President Cade Douglas – 1 <sup>st</sup> Vice President John Dodd – 2 <sup>nd</sup> Vice President Ben Dalton – Past President Nan Ault Steve Carlsen Jennifer Covington Anthony Godfrey Lance Hatch Jerre Holmes Kodey Hughes Doug Jacobs Dale Lamborn Rick Nielsen Ron Nielson Steve Norton Rich Nye Rick Robins Luke Rasmussen Frank Schofield Ralph Squire David Styler Alternate – Mika Salas Alternate – Koby Willis
Juvenile Justice	Larry Bergeson
Online Learning Working Group	Rick Robins Frank Schofield
Policies, Rules & Guidelines	Angie Stallings, Chair (USBE) Steve Carlsen Joel Coleman Ben Dalton Lance Hatch Rick Nielsen David Styler

	Ralph Squire
PTA Liaison	Anthony Godfrey
Risk Management	Shane Farnsworth Ryan Maughan Koby Willis Rick Woodford
SOEP Committee	Kodey Hughes Doug Jacobs
State Transportation Advisory Committee	Keith Rittel
Trust Lands Advisory Committee	Cade Douglas
UETN Board of Directors (selected by statute)	Taryn Kay David Long Jason Strate
UHSAA Board of Trustees	Larry Bergeson Jerre Holmes Paul Sweat
USBEL Leadership Standards Revision Committee	Shane Farnsworth Mika Salas
USBEL Reporting Requirements Task Force	Ben Dalton Rick Woodford
Utah Consortium for Educational Leadership	Ben Dalton Jill Gildea Rich Nye
Utah Public Education Consortium (UPEC)	Larry Bergeson Lexi Cunningham
Utah Rural Schools Association Officers	Cade Douglas, President Dale Lamborn, President Elect Ron Nielson, Vice President David Long, Immediate Past President Jennifer Covington, Urban Superintendent Representative
Youth in Custody	Timothy Gadson Ralph Squire



## UTAH STATE BOARD CONTACT DIRECTORY

District	Name	Phone	Email
District 1	Jennie Earl	801-644-0622	<a href="mailto:jennie.earl@schools.utah.gov">jennie.earl@schools.utah.gov</a>
District 2	Scott Hansen	801-393-2322	<a href="mailto:scott.hansen@schools.utah.gov">scott.hansen@schools.utah.gov</a>
District 3	Matt Hymas	801-440-9145	<a href="mailto:matt.hymas@schools.utah.gov">matt.hymas@schools.utah.gov</a>
District 4	Brent Strate	801-660-9432	<a href="mailto:brent.strate@schools.utah.gov">brent.strate@schools.utah.gov</a>
District 5	Laura Belnap	801-699-7588	<a href="mailto:lbelnap@utahonline.org">lbelnap@utahonline.org</a>
District 6	Stacey Hutchings	801-963-2639	<a href="mailto:stacey.hutchings@schools.utah.gov">stacey.hutchings@schools.utah.gov</a>
District 7	Carol Lear	801-883-8003	<a href="mailto:carol.lear@learlaw.com">carol.lear@learlaw.com</a>
District 8	Janet Cannon	801-272-3516	<a href="mailto:janet.cannon@schools.utah.gov">janet.cannon@schools.utah.gov</a>
District 9	Cindy Davis	801-319-4117	<a href="mailto:cindy.davis@schools.utah.gov">cindy.davis@schools.utah.gov</a>
District 10	Molly Hart	706-464-5225	<a href="mailto:molly.hart@schools.utah.gov">molly.hart@schools.utah.gov</a>
District 11	Natalie Cline	801-897-3538	<a href="mailto:natalie.cline@schools.utah.gov">natalie.cline@schools.utah.gov</a>
District 12	James Moss, Jr.	949-836-1700	<a href="mailto:james.moss@schools.utah.gov">james.moss@schools.utah.gov</a>
District 13	Randy Boothe	801-318-4316	<a href="mailto:randy.boothe@schools.utah.gov">randy.boothe@schools.utah.gov</a>
District 14	Mark Huntsman	435-979-4301	<a href="mailto:mark.huntsman@schools.utah.gov">mark.huntsman@schools.utah.gov</a>
District 15	Kristan Norton	435-673-9161	<a href="mailto:kristan.norton@schools.utah.gov">kristan.norton@schools.utah.gov</a>
Secretary to the Board	Cybil Childs	801-538-7517	<a href="mailto:cybil.childs@schools.utah.gov">cybil.childs@schools.utah.gov</a>

Go to <http://elections.utah.gov/map/district-maps>. Click on State Board of Education PDF Maps.

## UTAH STATE BOARD REPRESENTATIVES OF SCHOOL DISTRICTS

District	State Board Representative & District
Alpine	Cindy Davis (9) James Moss (12) Natalie Kline (11)
Beaver	Mark Huntsman (14)
Box Elder	Jennie Earl (1)
Cache	Jennie Earl (1)
Canyons	Molly Hart (10)
Carbon	Mark Huntsman (14)
Daggett	James Moss (12)
Davis	Laura Belnap (5) Brent Strate (4)
Duchesne	James Moss (12)
Emery	Mark Huntsman (14)
Garfield	Mark Huntsman (14)
Grand	Mark Huntsman (14)
Granite	Matt Hymas (3) Stacey Hutchings (6) Janet Cannon (8)
Iron County	Kristan Norton (15)
Jordan	Natalie Kline (11) Stacey Hutchings (6)
Juab	Matt Hymas (3)
Kane	Mark Huntsman (14)
Logan City	Jennie Earl (1)
Millard	Mark Huntsman (14)
Morgan	Jennie Earl (1)
Murray	Janet Cannon (8)
Nebo	Randy Booth (13) Mark Huntsman (14)
North Sanpete	Mark Huntsman (14)
North Summit	James Moss (12)
Ogden	Scott Hanson (2)
Park City	Carol Lear (7) James Moss (12)
Piute	Mark Huntsman (14)
Provo	Randy Booth (13)
Rich	Jennie Earl (1)
Salt Lake City	Carol Lear (7) Laura Belnap (5) Matt Hymas (3) Janet Cannon (8)
San Juan	Mark Huntsman (14)

*Don't  
follow the  
crowd. Let  
the crowd  
follow you.  
--Margaret  
Thatcher*

Sevier	Mark Huntsman (14)
South Sanpete	Mark Huntsman (14)
South Summit	James Moss (12)
Tintic	Matt Hymas (3)
Tooele	Matt Hymas (3)
Uintah	James Moss (12)
Wasatch	James Moss (12)
Washington	Kristan Norton (15)
Weber	Brent Strate (4)
USDB	All Districts

*Courage is  
what it  
takes to  
stand up  
and speak.  
Courage is  
also what  
it takes to  
sit down  
and listen.  
--Winston  
Churchill*

# **Utah School Superintendents Association (USSA) Bylaws**

## **Revised and Adopted April 2017**

### **Purpose**

The Utah School Superintendents Association (USSA) has the following purpose:

- To be an advocate for children and public education
- To discuss current and growing concerns in public education and provide leadership on statewide educational matters
- To provide in-service and professional growth opportunities to members
- To cooperate with other educational groups and administrative organizations to maximize influence and for professional development

### **Membership**

Institutional membership is open to all forty-one Utah public school districts, the School for the Deaf and Blind, the Utah State Office of Education, and the Regional Education Service Agencies. Local district superintendents, the Utah State Superintendent of Public Instruction and the Superintendent of Schools for the Deaf and Blind shall serve as the Institutional Representatives for their respective institutions, with one vote each. Another person designated by the Institutional Representative may represent the institution at a meeting which the Superintendent is unable to attend. Other educators may attend Association meetings by invitation of a member or as warranted by agenda items. Utah Regional Service Agencies Directors fully participate in the association but are non-voting members.

### **Dues**

The dues shall be set annually by the Executive Committee and shall be payable July 1<sup>st</sup> of each year.

### **Meetings**

- **Monthly Meetings** - The regular monthly meetings of the Association will normally be held on the first Monday of every month, unless changed and announced in advance by the Executive Committee or by the President.
- **March/April Legislative Debriefing** - Each March/April following the end of the Utah Legislative Session, the Association membership shall meet to discuss resulting bills and financial information. This meeting will be scheduled annually by the Executive Committee and convened in St. George, Utah.
- **Summer (June) Conference** - The dates for the three-day annual summer conference shall be selected by the Executive Committee, and generally, will be held the third week of June. Notice of the date and location of the annual summer conference shall be determined and communicated to all members by April 1<sup>st</sup> of each year.
- **July Professional Development Conference** - A two-day professional development conference will be held each year, as approved by the Executive Committee, in July. It will be convened in alternating locations in the northern and southern parts of the State.

### **Legislative Priorities**

Annual legislative priorities will be adopted by the Delegate Assembly, with development by the Association, in coordination with the Utah School Boards Association and the Utah Association of School Business Officials in a Joint Legislative Committee. In addition, the Association shall work toward reaching mutual goals with the Utah State Board of Education and other educational organizations.

### **Meeting Agenda and Quorum**

No less than ten days before a regularly scheduled monthly meeting, the Executive Committee shall meet and establish an agenda to be sent to members. Anyone desiring to have an item considered for inclusion on the agenda should contact a member of the Executive Committee or Executive Director who will contact a member of the Executive Committee. The Executive Committee reserves the right to add late or emergency items to the agenda as needed. For purposes of conducting official business, a quorum is required, and is defined as a majority of Association members.

### **Officers**

The Association officers shall consist of President, First Vice President, Second Vice President, and the Past President. The Second Vice President shall advance through the officer positions to eventually become President and Past President of the Association.

Nominations for office and elections to fill expired terms shall be held in May. Nominations will come from the group of districts involved (in a three-year rotation) but will be voted on by all members. Each year, a Second Vice President shall be elected from one of the three groups of school districts: Group I (Large), Group II (Medium), and Group III (Small) in rotation. The three groups of school districts include the following members:

*It's not  
about how  
much you  
do, but  
how much  
love you  
put into  
what you  
do that  
counts.  
--Mother  
Teresa*



Group I	Group II	Group III
Alpine	Carbon	Beaver
Box Elder	Duchesne	Daggett
Cache	Iron County	Emery
Canyons	Juab	Garfield
Davis	Logan City	Grand
Granite	Millard	Kane
Jordan	Murray	Morgan
Nebo	Park City	North Sanpete
Ogden	San Juan	North Summit
Provo	Sevier	Piute
Salt Lake City	South Sanpete	Rich
Tooele	Uintah	South Summit
Washington	Wasatch	Tintic
Weber		Wayne
		USDB

Group I Districts – enrollment exceeding 10,000

Group II Districts – enrollment between 2,500-9,000

Group III Districts – enrollment of 2,499 and under

Based upon retirements, movement to a district of the other group, change of assignments, and/or resignations of USSA officers, the Executive Committee may alternate the schedule of the three district groups in order to keep a fair balance of rotation as necessary. Appointments to a vacated position will be made by the Executive Committee as the vacancy occurs with the appointee occupying the position until the next election.

### **Executive Committee**

The Executive Committee shall be composed of the officers of the Association, the State Superintendent of Public Instruction and the Executive Director of the Association. The State Superintendent and Executive Director serve as ex-officio members of the Executive Committee.

### **Committees**

The Association shall have standing committees, as determined and appointed by the Executive Committee. Membership on these committees shall be assigned annually by the Executive Committee and announced at the Annual Summer Conference. These shall include, as a minimum, the Legislative Committee, chaired by the President or his/her designee; and the State Policies, Rules and Guidelines Committee, and chaired by the State Superintendent or his/her designee. The Executive Committee may establish other standing and ad hoc committees as needed. The Executive Committee approves participation by a member of the Executive Committee in other educational groups, including participation by the Executive Director.

## **Executive Director**

The Executive Director of the Utah School Superintendents Association shall serve under the direction of the President to execute policies of the Association and perform other duties assigned by the President or Executive Committee. The Executive Committee will provide him/her with a written job description.

## **Amendments to the Bylaws**

USSA bylaws may be amended by a vote of two-thirds of all Association members at any regularly called and duly constituted meeting of the Association, or by mail ballot.

The membership shall be given a copy of any proposed amendment prior to any vote on the proposal. Generally, the amendment will be proposed and discussed in one Association meeting and then voted on not less than thirty days later at a subsequent Association meeting. An amendment may be proposed or voted on by mail.

## **Superintendent of the Year**

The Executive Committee shall determine the nominating and selection process for naming an annual Utah Superintendent of the Year and the selection process shall be the work of the Association's Past President each year. Generally:

- Nominations will be solicited in June
- Voting by membership will occur prior to August 1
- The award shall be announced each September ahead of the year of recognition

## **State Leadership and Resources**

**The Utah State Board of Education** - The Utah State Board of Education (USBE) is comprised of 15 board members representing areas of the State of Utah. The Board sets general policies and oversight practices for all public schools in the state, traditional and charter schools. In addition, the State Board has direct board oversight for the Utah School for the Deaf and Blind.

**The Utah State Office of Education** - The Utah State Office of Education employs over 200 educators and staff members who serve the State Board of Education in their leadership and regulatory duties. The office has a strong curriculum staff, devoted, among other duties, to providing professional development, as well as leading legislative and State Board programs.

The USBE can be an effective partner with USSA in providing strong support and leadership for achievement goals. Individual USBE employees may be helpful as resources to superintendents.

**Utah School Superintendents Association  
Collaborative Statement to Inform Stakeholders  
Advocating for Public Schools**

**Our Primary Goal and Purpose:**

To increase effective and efficient student learning.

**Our Challenge:**

To increase investments in public education, build trust with lawmakers, and establish consistent policies, practices, and accountability measures.

**Our Strategies:**

To prepare each student for college, career, and civic success by:

- Fully funding all new students (growth)
- Acquiring adequate and flexible funding (WPU) for compensation, URS obligations, and insurance increases
- Attracting and retaining quality educators
- Supporting great teachers and leaders through professional development, professional learning communities, and meaningful evaluations
- Articulating high expectations for all students through standards-based instruction, appropriate assessments, and effective instruction
- Enhancing accountability and transparency through an appropriate balance of consistency (laws and policies) and flexibility (local control)
- Increasing stakeholder (i.e., parents, elected officials, community leaders, etc.) engagement

**Key Elements Needed for Student Success in Schools**

1. Long-term plan and commitment with adequate resources (high performing countries, states, districts, schools, classrooms)
2. World class standards with local control and collaboration (whole student focused, standards-based, data driven instruction)
3. Strategic investments for students, families and teachers (targeted

*Hope is  
being able  
to see that  
there is  
light  
despite all  
of the  
darkness.  
--Desmond  
Tutu*

- professional development, PreK-3, STEM/STEAM, technology, interventions)
4. Effective teachers, leaders, and support staff (recruiting, retaining, mentoring, coaching, evaluating)
  5. Inclusion of all stakeholders in the process (professional learning communities, School Community Councils, and parents/community/agency/business partnerships)
  6. Authentic and prescriptive assessments, with local control, adequate resources, and time to implement (USSA, 2013)

### **USBA/USSA Policy Services**

USBA provides a policy service available to members as they craft local policies around state law. USBA provides model policies which are reviewed by USBA's legal counsel (Burbidge & White, LLC.) for complete compliance to Utah Statutory and Administrative codes. Among other benefits the subscription service includes policy consultation via telephone, email, or in person; timely and informative legal memoranda; board training; and annual policy conference.

The policy service can be accessed under Resources on the USBA website in title of Policy Reference Manual. Or, you can go directly to the service at this link: <http://usba.cc/resources/policy-manual/>. If you have trouble accessing or other questions, please contact Meghan Mendez at 253.973.7227 or [mmendez@usba.cc](mailto:mmendez@usba.cc).

### **American Association of School Administrators (AASA)**

The American Association of School Administrators advocates for the highest quality public education for all students and develops and supports school system leaders. Utah district superintendents are invited to join AASA annually.

AASA was founded in 1865 and is the professional organization for more than 13,000 educational leaders in the United States and throughout the world. AASA members range from chief executive officers, superintendents, and senior level school administrators to cabinet members, professors, and aspiring school system leaders.

AASA members are the chief education advocates for children. They advance the goals of public education and champion children's causes in their districts and nationwide. As school system leaders, AASA members set the pace for academic achievement. They help shape policy, oversee its implementation, and represent school districts to the public at large.

AASA believes it is time to get back to the basics of supporting the whole child – from physical and mental health to the development of fundamental, lifelong learning skills. Only when children have support for all their needs will schools have a real chance of helping every student master required education concepts and skills.

## **AASA's Statement of Ethics for Educational Leaders**

An educational leader's professional conduct must conform to an ethical code of behavior, and the code must set high standards for all educational leaders. The educational leader provides professional leadership across the district and across the community. This responsibility requires the leader to maintain standards of exemplary professional conduct while recognizing that his or her actions will be viewed and appraised by the community, professional associates, and students.

The educational leader acknowledges that he or she serves the schools and community by providing equal educational opportunities to each and every child. The work of the leader must emphasize accountability and results, increased student achievement, and high expectations for each and every student.

To these ends, the educational leader subscribes to the following statements of standards.

### **The educational leader:**

1. Makes the education and well-being of students the fundamental value of all decision-making.
2. Fulfills all professional duties with honesty and integrity and always acts in a trustworthy and responsible manner.
3. Supports the principle of due process and protects the civil and human rights of all individuals.
4. Implements local, state and federal laws.
5. Advises the school board and implements the board's policies and administrative rules and regulations.
6. Pursues appropriate measures to correct those law, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of children.
7. Avoids using his/her position for personal gain through political, social, religious, economic, or other influences.
8. Accepts academic degrees or professional certification only from accredited institutions.
9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
10. Honors all contracts until fulfillment, release or dissolution mutually agreed upon by all parties.
11. Accepts responsibility and accountability for one's own actions and behaviors.
12. Commits to serving others above self.

*- Adopted by the AASA Governing Board, March 1, 2007*

USSA membership and AASA membership are separate. Superintendents are welcome to join AASA as they wish.



## USSA Community, Government, and Business Partnerships

Utah has many community leaders in business and government who are leading some discussions related to effective schools. USSA partners with these groups to work toward continual improvement in graduation rates, college and career preparedness, school performance, and teacher/administrative excellence. Of course, two of our strongest partners are the Utah College of Applied Technology and the Utah System of Higher Education.

Working closely with them will help ensure sound transitions for our graduating students. Each region in the state has an alliance that includes PreK-16 education, with local leaders participating from each system.

In addition, USSA works with Prosperity 2020, the Salt Lake Chamber, and Education First, as three key business/community groups that have invested time, money and personnel resources to liaison with education leaders at the state and local level. These, and other groups, have also been effective in advocating for legislation that provides excellence in services, policy and resources.



*What we  
know  
matters,  
but who  
we are  
matters  
more.  
--Brene  
Brown*



