

# THE Leader

  
American Federation of  
School Administrators  
AFSA, AFL-CIO

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A NEWSLETTER OF THE AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS

## Remembering Diann Woodard

AFSA is mourning the loss of Diann Woodard, who served as our president for nine years. She passed away on May 6, 2018, after a long illness.



Ms. Woodard was also a member of the AFL-CIO Executive Council. Her long career included 36 years as a classroom teacher, guidance counselor and assistant principal in Detroit's public schools. She also served an eight-year term as a trustee to her alma mater, Michigan State University. She distinguished herself in these roles as a tireless advocate for the right of all children to a quality public education from kindergarten through college.

Ms. Woodard, born July 10, 1951, is survived by her daughter Kelly.

For the past nine years, Ms. Woodard had commuted regularly from Michigan to Washington, D.C., leading AFSA, where her keen intellect and powers of quiet persuasion were instrumental in forging an alliance with the National Association of Secondary School Principals and the National Association of Elementary School Principals, united advocacy that proved instrumental in securing new funding from Congress for principal training in the Every Student Succeeds Act passed in December 2015.

Before being elected president of AFSA, Ms. Woodard served for 16 years on the union's General Executive Board.

*"My mom believed in helping children fulfill their potential no matter their race, religion or their economic background. That's why she fought tirelessly for the rights of workers and their children. Growing up in the city of Detroit at the height of the civil rights movement, she saw firsthand the impact a good education can have on changing lives as it did her own. She was the first in her family to go to college, and she instilled the importance of education on everyone she touched. A great loss to the education world. She was my hero, my mom, and I miss her very much."*

—Kelly Woodard, daughter of Diann

### **GOP-Named Supreme Court Majority Lowers Boom on Principals and All Public-Sector Unions**

The power of unions could take a hit as the U.S. Supreme Court's 5–4 ruling on June 27 in the *Janus v. AFSCME District Council 31* case means all those workers in non-"right to work" states now can use union services for free, just as those in RTW states do.

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### **Congrats to the 2018 AFSA Scholarship Winners**

AFSA helps students continue their education by awarding five \$2,500 college tuition scholarships every year to outstanding high school seniors.

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### **Legislative Update—Congress Preserves Title II-A and Again Rejects Trump's Education Cuts**

For the second year in a row, both the House and the Senate Appropriations subcommittees rejected most of the education cuts President Trump proposed, including educator professional development and school safety programs.

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## REMEMBERING DIANN WOODARD

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Ms. Woodard grew up in labor as part of a UAW family. Her rise through the ranks of union leadership in Detroit began in November 1998, when she was appointed vice president of the Organization of School Administrators and Supervisors, AFSA Local 28, to complete the term of the retiring vice president. She won election as vice president in 1999, and in January 2000, she ascended to the presidency. She was elected to serve three consecutive three-year terms until her departure in 2009 to become the president of AFSA and a national vice president of the AFL-CIO.

At the AFL-CIO, Ms. Woodard served as vice chair of the Committee on Women Workers and was a strong voice for a greater role for women and minorities in the labor movement.

In 2008, Ms. Woodard was elected to serve an eight-year term as a trustee to Michigan State University. She also served as a board member of the labor school at Wayne State University and the labor board of the National Income Life Insurance Company, as well as on various local boards, including the United Way.

A proud product of Detroit Public Schools, Ms. Woodard earned a bachelor's degree from Michigan State University and master's and educational specialist's degrees from Wayne State University. She also received training in labor management at Harvard University. She was a member of Delta Sigma Theta.

In lieu of flowers, donations can be made in Ms. Woodard's name to the School Leadership Forum, a nonprofit organization dedicated to providing professional development for school principals and assistant principals. Donations can be made at [www.AFSAadmin.org/rememberingdiannwoodard/](http://www.AFSAadmin.org/rememberingdiannwoodard/). The School Leadership Forum is a nonprofit 501(c)(3) organization recognized by the IRS. ■



**"America's school administrators have lost a champion. And I've lost a friend. From her days growing up in a UAW household in Detroit to her nearly four decades of public service, Diann Woodard always put workers, students and families first."**

—Richard Trumka, AFL-CIO, president

**"Diann was a stalwart advocate for school leaders and the students they serve. Her tenacity and passion were invaluable assets in our shared crusades to expand Title II funding for principal development and to raise the profile of principals' work during National Principals Month. Public education lost one of its greatest champions with Diann's passing, but we remain inspired by her legacy."**

—JoAnn Bartoletti,  
National Association of Secondary School  
Principals executive director

**"Diann's passing is a great loss to America's labor movement. She personified the word 'leader' in the fight for union rights and working families, though elected officials and antagonists of public education who mistook her quiet grace for weakness soon found themselves in a much longer, tougher struggle than they anticipated."**

—Ernest Logan, AFSA president







**"President Woodard was a vocal advocate for school administrators and professional union members. Through her 36-year career as a teacher, guidance counselor, assistant principal, trustee and leader of the national union for school administrators, President Woodard dedicated her life to public education and enriching the lives of young people. I'm grateful to have had the privilege of knowing and working with Diann. My condolences are with her family, friends and AFSA colleagues during this difficult time."**

—Paul E. Almeida,  
Department for Professional Employees,  
AFL-CIO, president



**"On behalf of elementary and middle-level members nationwide, I offer my heartfelt condolences to the family of Diann Woodard on her passing. Diann's contributions to the education field are significant and wide-ranging, leaving a legacy that will be felt for many years to come. As part of our collective work, NAESP has had the opportunity to see Diann's tireless advocacy on behalf of school administrators, who benefited greatly from her work. My prayers and deepest sympathies are with her family, AFSA staff members and all who knew her."**

—Dr. L. Earl Franks,  
National Association of Elementary  
School Principals executive director



**"PSASA's Executive Board and members extend our deepest sympathies to her family. Diann's passing is a great loss to AFSA. She was the kind of leader who was always there for PSASA when we needed anything, including traveling to Baltimore for our fall conference."**

—Baltimore City Public School  
Administrators and Supervisors  
Association, AFSA Local 25

# Keeping Diann Woodard's Legacy Alive

By Ernest Logan

We have suffered a great loss by the recent passing of Diann Woodard, our AFSA president. Many of us, including myself, have also lost a dear friend. She was an unstoppable and hardworking woman who led us for nine years. That's almost a decade of her committing her life to public education, the labor movement and her community.



We will never forget all her contributions to our nation's public schools and how she always stood up for administrators. She will always be remembered as an extraordinary leader who brought AFSA many successes. Diann was loved by all, and we will miss her deeply. However, we must carry on her mission and move our union forward just as Diann would have wanted us to do.

Let's ask ourselves, what can we do for our union? It is up to us to keep the legacy of both Diann and our union alive. Especially now, when we face one of the biggest challenges in labor history.

In Diann's final column, she discussed how we should overcome *Janus v. AFSCME* instead of panicking. "I don't fear *Janus*; I embrace it as a way for all of us to join hands and find new ways to operate moving forward," she stated. "You see, our union is only as strong as our members, and for too long many of us have taken for granted what our union has accomplished in

improving our lives and providing a comfortable living."

She believed in AFSA and was confident our union would overcome the case. "Our members are informed and aware that we will not sit back and be silenced. As school leaders, we know how to lead and take action," Diann said. "Keep educating your communities on current legislation. Motivate your local and show your members the benefits of being a part of your community. Let them know they are important and valued. Encourage them to speak up, whether it's participating in rallies or attending a town hall."

There is also a lot at stake in the upcoming midterm elections. Diann talked in her Winter 2018 newsletter column about how this is beyond voting for Democrats and Republicans. "Will we vote to elect a Congress that will support and stand up for children,

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# GOP-Named Supreme Court Majority Lowers Boom on Principals and All Public-Sector Unions

## Powerful Corporations and Wealthy Individuals Pushed Case Forward

The power of unions could take a hit as the U.S. Supreme Court's 5–4 ruling on June 27 in the *Janus v. AFSCME District Council 31* case means all those workers in non-“right to work” states now can use union services for free, just as those in RTW states do.

This ruling, according to labor experts, will deprive unions of hundreds of thousands of members and millions of dollars in fees nationwide, weakening their ability to represent and advocate for all workers.

“This Supreme Court ruling is just another step in a well-funded attack on people who work every day to support their families, and on the power of their collective voice through unions,” said AFSA President Ernest Logan.

“The enemies of labor unions think the *Janus v. AFSCME* case is the beginning of the end of the union movement and our local unions,” he continued. “They launched this case in a blatant attempt

to silence the voices of people who work hard every day like our members and to limit the freedom we have. But their efforts and the Supreme Court's decision are in vain.

“No court case will stop hardworking people from organizing and raising their voices. In fact, *Janus* will be a lightning rod for labor—the powerful corporations and rich billionaires will deeply regret the day they pushed this case forward.”

GOP President Donald Trump, who appointed key vote-casting Justice Neil Gorsuch, summarized the political impact in a tweet: “Big loss for the coffers of the Democrats!”

**The *Janus* assault on workers and unions is brought to you by five people who have a government job for life, health care for life and pension for life.**



“What he should be saying is big loss for everyone that works and our standard of living,” Logan said.

The decision effectively makes every state and local government workplace—schools, fire departments, police stations, sanitation departments, state child welfare agencies, public hospitals and more—right to work sites when present union contracts expire.

Writing for the majority, Justice Samuel Alito—who first prodded the right wing to start *Janus* and similar cases—bluntly said laws letting unions represent state and local workers and collect “fair share” fees from nonmembers in those units violates the nonmembers’ 1st Amendment free speech rights. He totally adopted the right wing’s arguments.

“Without those fees, employees have every incentive to free-ride on union dues paid by others,” declared Justice Elena Kagan, writing for the four dissenters.

The court’s decision culminates a long campaign by the venal and vicious

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AFSA members joined other union members in Washington, D.C., for the Working People's Day of Action on Feb. 24.



## SUPREME COURT MAJORITY

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National Right to Work Committee, its legal defense fund and its corporate backers, led by the stridently anti-worker Koch brothers—rich oilmen from Kansas—to, as one of their advocates put it, “defund the left” by cutting off its cash. Organized labor is a key source of people and contributions for progressive causes.

“The ruling abandons decades of commonsense precedent,” said AFL-CIO President Rich Trumka. “In this case, a bare majority of the court, over the vigorous dissent of four justices, has conceded to the dark web of corporations and wealthy donors who wish to take away the freedoms of working people.

“Until it is overturned, this decision will be a political stain on what is intended to be the most honorable, independent body in the world,” he said. “But more importantly, it will further empower



the corporate elites in their efforts to thwart the aspirations of millions of working people standing together for a better life.”

The ruling also shows the impact of elections on the high court. The last time the justices heard a similar case, they tied 4–4, that ruling coming after the death of Justice Antonin Scalia, who had been counted on to be the fifth anti-union vote. Trump named right-winger Gorsuch to replace Scalia. Given his prior record on a federal appeals

court, unions expected him to be the fifth vote against workers. He was.

“We are extremely disappointed the Supreme Court has taken the side of the powerful few, but we’re more determined than ever to keep our union strong, standing up for public services and the working people who provide them,” said Roberta Lynch, executive director of AFSCME Council 31 in Illinois, the loser in the case.

## Voices of Unity

*History has shown that unions are one of the most effective vehicles to move people into the middle class. There is no debate that since the 1970s, the political elites have worked to undermine union membership. Their success in eroding union membership directly correlates with the decline in real worker wages.*

—Ernest Logan, AFSA president

*The Janus case has been financed by a small group of foundations with ties to powerful right-wing billionaires, including the Koch brothers and the DeVos family, who want to weaken the bargaining power of all workers, shred the safety net, abolish the minimum wage and privatize the public sector, including our schools. They’re attacking public-sector workers because it’s the sector with the highest union density, and curtailing union clout will have a direct impact on electing fewer progressive candidates to political office.*

—Jeff Bryant, Campaign for America’s Future associate fellow

*All over the country, workers are organizing and taking collective action as we haven’t seen in years. More than 14,000 workers recently formed or joined unions in just a single week. This followed a year where 262,000 workers organized and the approval rating of unions reached a nearly 14-year high. Working families know the best way to get a raise, better benefits and a voice on the job is through a union contract. The corporate narrative of the labor movement’s downfall is being dismantled by working people every single day. We have never depended on any politician or judge to decide our fate, and we aren’t about to start now.*

—Richard Trumka, AFL-CIO president

*Today’s radical decision by the Supreme Court is a blatant slap in the face for educators, nurses, firefighters, police officers and all public servants who make our communities strong and safe. We are living in a system that is rigged to benefit special interests and billionaires, all at the expense of*

*working people. Those behind this case know that unions amplify workers’ voices and transform their words into powerful and collective action. Even though the Supreme Court sided with corporate CEOs and billionaires over working Americans, unions will continue to be the best vehicle on the path to the middle class.*

—Lily Eskelsen García, NEA president

*Each and every member’s response to Janus must be to organize, hold elected leaders accountable, and fight back against efforts to divide workers by further diluting the strength unions need to sustain families and make communities stronger.*

—Leonard Pugliese, AFSA secretary-treasurer, City Association of Supervisors and Administrators (CASA), Local 20 executive director



As evidence, Alito pointed to the federal government, which is effectively a right to work site, and without the “agency fees,” which state laws permit. The agency fees require nonmembers represented by the union—such as Mark Janus, a child welfare worker in Illinois—to pay only the costs of negotiating contracts and enforcing them.

But Janus and the RTW crowd, which recruited him and funded the case, argued even that broke his 1st Amendment right of free speech, by forcing him to pay—a form of speech, the majority opinion said—for positions he disagrees with on public issues. Alito and the court majority bought that argument hook, line and sinker.

Dissenting Justices Kagan, Sonia Sotomayor, Stephen Breyer and Ruth Bader Ginsburg—all named by Democratic presidents—sharply disagreed.

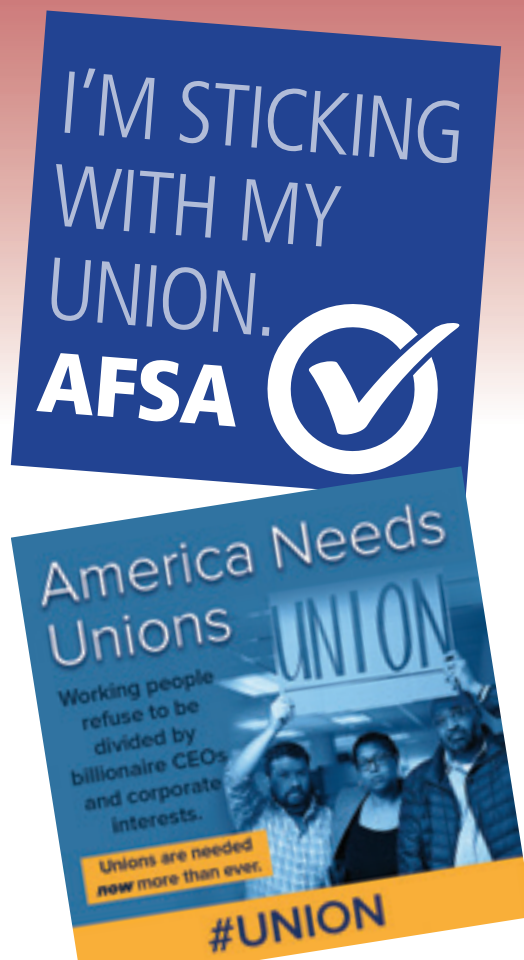
“Today, the court succeeds in its 6-year campaign to reverse” the 1977 *Abood* decision that set up the

agency fee system, Kagan wrote for the dissenting side. *Abood*, she added, “was a paradigmatic example of how government can regulate speech in its capacity as an employer,” by drawing a line between free speech rights of government workers as citizens and as workers. “Not any longer.”

The majority’s ruling “will have large-scale consequences,” Kagan warned. “Public employee unions will lose a secure source of financial support. State and local governments that thought fair-share provisions furthered their interests” in workplace peace and efficiency “will have to find new ways of managing their workforces. And across the country, the relationships of public employees and employers will alter in both predictable and wholly unexpected ways.”

“Rarely, if ever, has this court overruled a decision—let alone one of this import—with so little regard for principles” and precedent, Kagan said. ■

Mark Gruenberg, PAI staff writer, contributed to this story.



*Despite this unprecedented and nefarious political attack—designed to further rig the rules against working people—nothing changes the fact that America needs unions now more than ever. We are more resolved than ever to fight like hell to win for our members and the communities they care so much about. AFSCME members don’t do this work to get rich. They do it because it’s a calling—and for that service, they deserve respect. They deserve the same freedoms as the CEOs and billionaires who continue to rig the rules against everyone else. The American labor movement lives on, and we’re going to be there every day, fighting hard for all working people, our freedoms and for our country.*

—Lee Saunders, AFSCME president

*Don’t count us out. While today the thirst for power trumped the aspirations and needs of communities and the people who serve them, workers are sticking with the union because unions are still the best vehicle working people have to get ahead. Strong unions create strong communities. We will continue fighting, caring, showing up and voting, to make possible what is impossible for individuals acting alone. The teacher walkouts this spring, with educators fighting for the funding children need, were an example of how we will continue to make that case—in the halls of statehouses and the court of public opinion, in our workplaces and communities, and at the ballot box in November—through organizing, activism and members recommitting to their union.*

—Randi Weingarten, AFT president



*There is no sugarcoating today’s opinion. The majority overthrows a decision entrenched in this nation’s law—and its economic life—for over 40 years. As a result, it prevents the American people, acting through their state and local officials, from making important choices about workplace governance. And it does so by weaponizing the First Amendment in a way that unleashes judges, now and in the future, to intervene in economic and regulatory policy.*

—Elena Kagan, Supreme Court justice, in the dissent

# NATIONAL SCHOOL SAFETY TASK FORCE: Commission's Weak Efforts are Failing Our Children

For more than five years AFSA has been leading the effort to bring together stakeholders to find ways to keep children safe at schools—and yet no significant action has been taken at the federal level.

Over the last few months, the U.S. Department of Education has provided a lip service task force to look at the issues but has done nothing. Because of federal inaction, dozens of states have created their own groups to examine school safety.

At the end of June, New Hampshire GOP Gov. Chris Sununu released findings of his task force, which included 59 recommendations ranging from changing gun laws to school building design, advocating more crisis training for school staff and urging the legislature to pass a law mandating at least one annual fire drill be used to test emergency response to an active shooter situation.

"It is important when we think about this issue we remember that among the 20 children and six adults killed during the horrific shooting at Sandy Hook Elementary School in Newtown, Connecticut, was Principal and AFSA member Dawn Hochsprung, who gave her life lunging at the gunman to prevent him from entering the school," said AFSA President Ernest Logan.

"Her courage and heroism should have inspired a nation, yet years later nothing has happened to stop the violence in our schools," he noted. "The performance in May by Secretary of Education Betsy DeVos and her appointed Federal Commission on School Safety was an affront to the memory of courageous educators like Dawn and the scores of children who have been the victims of growing violence in our schools."

Shockingly, when the new federal commission convened its first public forum June 6, neither DeVos, the commission's chair, nor the other three administration cabinet secretaries appointed to the panel were in attendance. The panel does not include a single school administrator who works on school safety on a daily basis.

Equally distressing was DeVos' testimony a day earlier before a Senate subcommittee, in which she declared the commission

would study the "culture of violence," as it should, while she at the same time proposed cutting \$25 million in funds designated for national school safety activities from 2017 levels, and doing away with a \$1.1 billion grant program that can be used for violence prevention efforts.



Instead of cutting programs to curb school violence, as the secretary has proposed, Congress should be pressed to provide additional funding for the Student Support and Academic Enrichment grant program passed as part of the Every Student Succeeds Act, which provides funding for school-based mental health services.

The secretary's budget-cutting proposals and the absence of cabinet secretaries at the commission's first public meeting were disturbing enough. Even more troubling was DeVos' assertion at the Senate hearing that "we'll look at gun violence in schools, but not look at guns," the clearest evidence to date of the administration's resistance to meaningful action on a core issue affecting school safety.

To effectively address the crisis of gun violence, the commission needs, first and foremost, to consider the recommendations of school principals, who have vast experience with building safety issues.

What the commission would hear from our members and those of other organizations representing principals and administrators are proven and commonsense steps toward making our schools safer, such as the importance of ensuring that each school has at least one onsite mental health professional, and the need for legislation that limits the sale and/or transfer of guns to minors, as well as our insistent opposition to arming educators.

"Of course, none of these steps toward securing the safety of our children and educators will be taken until Secretary DeVos, as chair of the Federal Commission on School Safety, demands that commission members begin showing up at its meetings," Logan said, "not to mention acknowledging the reality that preventing further gun violence without addressing commonsense gun control is an exercise in futility that will continue to leave our children at risk." ■







# Talking to Children About Terrorist Attacks and Shootings in the News

The number of school shootings across the nation tragically has been rising. While we currently fight for our students and urge our leaders for school safety legislation, there are resources to help educators during these tragic events. This guide offers advice on how to talk to children when they hear from the media about a crisis.

## They Will Ask What Happened

Children and teenagers are better able to cope with upsetting news when they understand more about the event. They need information just as adults do. Begin by asking students what they already understand about what happened. They likely have heard about it on TV, on the internet or social media, at school or from their friends.

However, much of their information may not be accurate. As students explain what they know about the event, you can figure out what it is they *don't* already know or understand. Look for misunderstandings or frightening rumors. Tell the truth and do not try to mislead them “for their own good.” Children and youth of different ages understand and react differently according to their developmental age and unique personal experiences.

It is important to remember that we cannot assume that children’s worries are the same as our own. When we listen to children and come to understand their feelings and worries, we can better help them make sense of these experiences and how they affect us all.

The amount of details children will find useful will depend upon their age. The older the child is, the more details likely will be needed to answer their questions and address their concerns. Provide the basic information in simple and direct terms and then ask for questions.

Take your cues from children in determining how much information to provide. Older children may wish to discuss the larger implications of the event. Provide reassurance whenever

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# Congrats to the 2018 AFSA Scholarship Winners

AFSA helps students continue their education by awarding five \$2,500 college tuition scholarships every year to outstanding high school seniors. This scholarship contest is exclusively for the children of AFSA members. The General Executive Board selects the winners based on academic excellence, passion for volunteerism and display of exceptional work ethic. AFSA applauds this year's scholarship winners and wishes them every future success. At its April 2018 meeting, the AFSA General Executive Board unanimously voted to rename the scholarship the Diann Woodard AFSA Scholarship Fund.

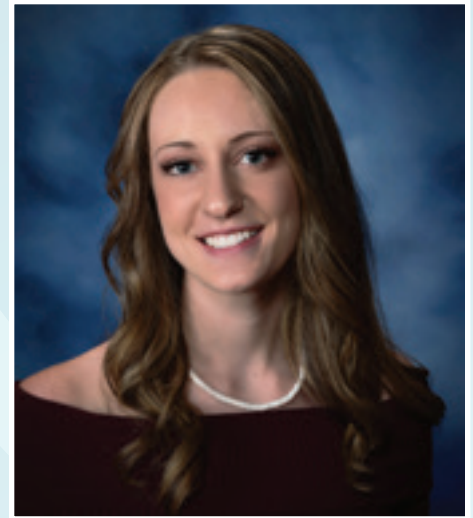


**Grace Beaudet**

*AFSA member: Celeste Beaudet*

*AFSA Local 73, Auburn School Administrators' Association, Auburn, Maine*

Grace Beaudet is from Auburn, Maine. She graduated from Edward Little High School, where she was a member of the National Honor Society and Kick-Off Mentor Program. In her free time she loves to play sports, enjoy the Maine weather, spend time with her family and friends, and give back to her community as much as she can. She enjoys spending her time volunteering at her local elementary school, where she attended, and other places in her community. She plans to attend Bates College in Maine in the fall, majoring in psychology.



**Stephanie DeCarli**

*AFSA member: David DeCarli*

*AFSA Local 42F, Cromwell Schools Administrators Association, Cromwell, Connecticut*

Stephanie DeCarli graduated from Wethersfield High School having achieved the status of athletic scholar through placement on the honor roll and membership in the National, Math, Art and Spanish Honor Societies. She played soccer for four years and was a member and captain of the indoor and outdoor track team. DeCarli created the *Español para los Niños* program that, along with a local organization, *Madres Latinas de Wethersfield*, taught Spanish culture to elementary school children. DeCarli plans to attend Bryant University, studying to be a forensic accountant.





### **Marissa Guzzo**

*AFSA member: Paul Guzzo*

*AFSA Local 13, Bloomfield Administrators Association, Bloomfield, Connecticut*

Marissa Guzzo is from Suffield, Connecticut. She participated in a half-day program (The Greater Hartford Academy of Math and Science) while attending her home school (Suffield High School). Guzzo initiated several independent projects, such as a cancer research project at the Dana Farber Cancer Institute, creating a treatment/help app for individuals struggling with mental health, and she has worked as a research assistant in a Yale psychology lab. She graduated as salutatorian and received a certificate from The Greater Hartford Academy of Math and Science. Guzzo plans to attend Amherst College to study psychology, biology and economics.

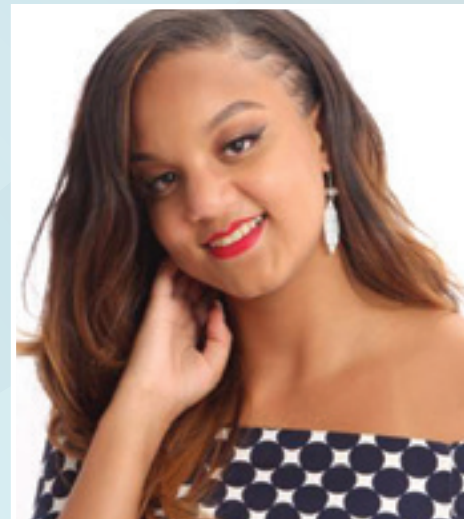


### **Gabriella Poska**

*AFSA member: Mitchell Poska*

*AFSA Local 1, Council of School Supervisors & Administrators, New York, New York*

Gabriella Poska graduated from St. Joseph by the Sea High School in Staten Island, New York. She was an honors student and on the honor roll during her high school years, while developing an interest in engineering through her involvement with the robotics team designing and building robots for competition. Poska plans to attend the Stevens Institute of Technology to major in biomedical engineering. Her desire to help people, combined with her skills in design, has helped guide her course of study.



### **Renae Whittington**

*AFSA member: Anthony Whittington*

*AFSA Local 109, Association of Supervisory & Administrative School Personnel, Prince George's County, Maryland*

Renae Whittington graduated from Bowie High School. She strongly believes in making a positive impact on others' lives and spends her time volunteering and supporting her family and friends. She enjoys reading, dancing, traveling and learning about the various cultures and political systems within our world. Whittington is a certified College Summit Peer Leader, Bulldog Morning Show anchor and a member of the National Honor Society. She plans to attend the University of Rochester, majoring in international relations with a minor in kinesiology.

## Congress Preserves Title II-A and Again Rejects Trump's Education Cuts

For the second year in a row, both the House and the Senate Appropriations subcommittees rejected most of the education cuts President Trump proposed, including educator professional development and school safety programs.

With more cash to spend thanks to a budget deal passed last year, Congress was able to make robust investments in education programs that support pre-k through college and everything in between. Despite President Trump seeking billions in cuts to the Department of Education, the House's FY19 funding bill actually would increase education funding \$41 million, and the Senate's version would increase education funding by \$541 million.

The good news for AFSA members is that both the House and Senate versions would level-fund Title II-A, which supports the recruitment, retention, preparation and professional development for teachers and school leaders. Even better, the Student Support and Academic Enrichment block grant program under Title IV-A received large increases in both bills—\$100 million more in the House and \$125 million more in the Senate,

bringing the totals to \$1.2 billion and \$1.225 billion, respectively. AFSA also joined the Title IV coalition.

The block grant supports many AFSA priorities, including bullying and violence prevention programs, civics education, music and physical education, STEM, computer science, and technology professional development

for educators and school leaders. The program was funded at \$400 million in fiscal year 2017, but Congress boosted the program to \$1.1 billion in fiscal year 2018 after realizing schools could use these flexible funds to support school safety.

Despite all of this good funding news, the road to final passage of an FY19 education spending bill may be long and could include a few potholes. For one thing, President Trump repeatedly has stated his opposition to big increases in domestic spending like education programs, particularly when his biggest priority—a wall on the Southern border—has not received much support. This may lead him to veto these bills or all appropriations bills, leading to a government shutdown.

Additionally, Department of Education funding falls within the same spending bill as the Department of Health and Human Services, which is responsible for caring for the immigrant children and families taken into custody at the border. With HHS still unable to provide Congress with an estimate of the costs for detained immigrant children and families, Congress may need to come up with significant additional funding from somewhere to pay those costs. Finally, as mid-term elections approach and the legislative days dwindle,





Congress may have a hard time passing some or all of its funding bills by the end of the fiscal year, Sept. 30, causing it to again pass a temporary spending bill and to defer final decisions on funding until the end of the year.

While Congress moved on funding legislation this spring, it did little on school safety, apparently deferring any action there to the Executive Branch. Education Secretary Betsy DeVos launched a Cabinet-level Federal Commission on School Safety in June to explore an array of topics related to school safety. The commission got off to a rocky start when DeVos declared in a congressional hearing that looking into gun restrictions was not part of the commission's charge and then skipped the commission's first hearing to fly to Europe for a 10-day "fact-finding trip."

The hearing the secretary missed generated its own controversy, as it occurred with little advance notice and the secretary's absence was noted by some as being disrespectful. Ultimately, the commission announced it would "consider narrow aspects of gun ownership," but continued to focus on issues like the nation's violent culture, cell phone use, video games and arming school teachers in its hearings.

In the latest session that took place in Kentucky, many educators criticized the administration's suggestion of arming teachers and instead focused on improving school safety through mental health programs, early intervention programs, and other school and student-based supports. It remains unclear what the report issued by the commission will focus on given the bizarre range of topics it is investigating, but AFSA remains hopeful that the commission will issue something that meaningfully incorporates input from the educators and mental health professionals who have been permitted to testify. ■

# Meet Cliff Hong



The Washington, D.C.-based Coalition for Community Schools, an initiative of the Institute for Educational Leadership, recently honored 10 individuals and groups from across the nation with leadership awards. Roosevelt Middle School Principal Cliff Hong, a member of United Administrators of Oakland Schools, AFSA Local 83, was one of those recognized.

Hong received the Educator Leadership Award, which stated: "Through his leadership and commitment to the community school strategy, Mr. Hong created a strong alignment between the school's academic programs and community school partnerships. As a result, Roosevelt Middle School has made progress on academic, social-emotional, and civic student outcomes, including by lowering the chronic absenteeism rate to 6.5%, and decreasing suspensions."

The awards were made at the Community Schools National Forum, held in Baltimore the first week of May under the theme "Partnering for Equity and Opportunity."

Hong deflected the personal honors, saying "In all honesty, the Roosevelt

staff, students, families and partners have collectively earned this award through a team effort. I am proud of the community we have built."

The coalition praised awardees' work across boundaries of race, class, religion, institutions, disciplines and programs to advance youth by bringing a multitude of services into schools and their communities during a time of division.

"All of the leadership awardees have dedicated themselves to courageously bringing others together in responding to the unique needs of their neighborhood and community members," said José Muñoz, director of the Coalition for Community Schools. "As a result, children, youth and adults are college, career and civic-ready, going on to raise strong families and build healthier communities."

"This award is an indicator that we are succeeding at building a school where students and families feel cared for," Hong said. "And it puts extra wind in our community's sails as a confirmation of our good work. It will motivate us to keep building a school where every student becomes a creative community leader."

Oakland Unified School District Superintendent Kyla Johnson-Trammell said "This award is a wonderful acknowledgement of Cliff Hong's innovative leadership. It also highlights the value that students, staff and families bring to Roosevelt and derive from being part of this vibrant school community. We thank the Coalition for Community Schools for recognizing the hard work that happens at Roosevelt every day." ■

*To nominate an AFSA member for the next Member Spotlight, please email [nspina@AFSAadmin.org](mailto:nspina@AFSAadmin.org).*

## TALKING TO CHILDREN

*continued from page 9*

possible. Our government, police and schools are taking steps to protect us from something like this happening again and to keep us safe. Children often look for reassurance that they are now safe after such graphic reminders of danger and hatred.

Terrorist acts and school and community shootings remind us all that we are never completely safe—but now is the best time to reassure children they can and should feel safe in their school, in their home and in their community. While it is useful for children to know enough about what has happened to feel they understand what has occurred and what they should do, it isn't helpful for children (or adults) to be exposed to graphic images or information or to continuous or repetitive media coverage. Such images and details are often included in coverage of the event on television, radio and print media, as well as in social media and elsewhere on the internet. Limit the amount of exposure to media coverage and discussion in social media. In the immediate aftermath of a crisis event, it's a good time to turn off television, computers and smart phones and come together as a family and community for discussion and support.

### Could I Have Done Anything to Prevent This?

After a tragic event, we all wonder what we and others could have done to prevent this from happening.

Even when it is obvious there is nothing children could have done to prevent or minimize the crisis, they still may feel helpless and wish they could have changed what happened. Let children know that this is a common reaction; we all wish we could have done something to prevent this or any tragedy. Instead, suggest that together you can concentrate on what can be done now to help those most directly affected and to promote safety, tolerance and acceptance in our communities.



### Whose Fault Is It?

In some ways, blaming is a way to feel as though you can regain control of uncomfortable feelings and a sense of personal risk. While it is natural to engage in thoughts of blame, this doesn't ease the immediate feelings of grief and fear, nor does it provide any solutions for the future. It is understandable that people would be angry at the individuals who commit acts of terrorism and hatred, but sadly, sometimes people also are angry at those people who are easier to find and blame—such as people who look like they might belong to a larger group that includes those who were responsible.

Children should be told that although it is common to feel angry, terrorists and those who commit violent acts do not represent a particular racial, ethnic, religious or other group. The violence also may cause children and teenagers to become frightened that people may target them because they may fear others do not approve of who they are. We as Americans take pride in having members of many different races, religions, sexual orientations and ethnic backgrounds. This is a time to join together and continue to be inclusive, accepting and supportive of all who seek peace.

### I Don't Want to Make Things Worse, So Should I Say Nothing Instead?

Often, what children and teenagers need most is to have someone they trust listen to their questions, accept their feelings and be there for them. Don't worry about knowing the perfect thing to say—there is no answer that will make everything OK. Listen to their concerns and thoughts, answer their questions with simple, direct and honest responses, and provide appropriate reassurance and support.

While we would all want to keep children from ever having to hear about tragedies and shootings, reality does not allow this. Being silent on the issue won't protect them from what happened, but only prevent them from understanding and coping with it. Remember that answers and reassurance should be at the level of the child's understanding. ■

For more resources, visit [SchoolCrisisCenter.org](http://SchoolCrisisCenter.org), the website of the National Center for School Crisis and Bereavement, or contact the center at 1-877-536-2722. For information on how to support children who are grieving, visit [GrievingStudents.org](http://GrievingStudents.org), the website of the Coalition to Support Grieving Students. AFSA is a member of the coalition.



## PRESIDENT'S MESSAGE *continued from page 4*

education, health care and workers, or elect a Congress that will continue to hew to a legislative agenda that would harm us and everything we fight for?"

Diann emphasized how we have the power to shape the future of our nation. "Now more than ever, we need to be active in our union, recruiting strong candidates, raising the necessary funds to elect them and working to bring each and every eligible voter to the polls. As leaders, we can help educate our communities on the importance of these upcoming elections and the attendant outcomes of our choices."

The future of education is very concerning, and Diann stressed how we cannot just sit back. "We cannot support policy makers who have enacted a tax reform measure that will have severe effects on K-12 and higher education. Our country needs policy makers who will fight to keep our public schools from being defunded by the expansion of private and charter schools. Our schools need officials who will ensure access and equity for all."

Let's take Diann's words as a reminder to keep her legacy alive as we face upcoming challenges. Do it not only for her, but for your family and community as well.

As I take on this new leadership role for AFSA, I have a number of items I want to work on and improve. However, this is not a one-man job. We have to be more united and engaged in our community. Together, we are stronger.

As Diann said, "We can't succeed without each other. We have each other's backs." I will be right there with you on this new path. Together, we will fight and overcome the battles that lie ahead. ■

## Two Conn. Students Recognized With Hochsprung Scholarships

The Connecticut Federation of School Administrators presented students Marissa Guzzo (who also was awarded the 2018 AFSA Scholarship), daughter of Paul Guzzo, Bloomfield Administrators Association, AFSA Local 13, and Gabriella Prisco, daughter of

Gina Prisco, Woodbridge Board of Education, AFSA Local 48N, with a Dawn Hochsprung Scholarship Award of \$5,000 each. The scholarship honors Dawn Hochsprung, AFSA member and principal of Sandy Hook Elementary, who lost her life in the tragic shooting.

"Dawn entered the educational field because of her love for children and her quest to provide the children with a high-quality learning experience," says CFSA President Gary Maynard. "Dawn accomplished her goals in providing children with a fantastic educational experience. She lost her life protecting the well-being of her children. Her passion and love for children will always be remembered and cherished."

AFSA and CFSA started the scholarship program, sponsored by M&M Group Benefits Inc., after the December 2012 shooting. The scholarship has been awarded since May 2014 on an annual basis to two students. Tony Salvatore, former president of the Newtown Association of School Administrators, AFSA Local 113, and assistant principal of Sandy Hook during 2011-2012, presented this year's scholarships. ■

*Left to right: Anthony Salvatore, presenter of scholarship; Mary Illingsworth, grandmother of Marissa Guzzo; Kim Guzzo, mother; Marissa Guzzo, scholarship winner; Paul Guzzo, father; Michael McGuigan and Ted Mauro, donors of the funds for the scholarship.*



# AFSA Resolutions for the 2018 Convention

Discussion and adoption of resolutions is one of the most important aspects of convention business. The resolutions will provide direction for AFSA moving forward. As a school leader and a valued member of AFSA, it is your voice that is most important in this process. The following resolutions will be considered at the AFSA convention.

## RESOLUTION 1

### Grow Your Own Administrators Programs and Our Profession

**WHEREAS**, public school administrators play a crucial role in educating our nation's children; and

**WHEREAS**, local aspiring teachers and educators understand the educational needs of the local student population; and

**WHEREAS**, highly qualified teachers and educators should be encouraged to become school administrators; and

**WHEREAS**, local AFSA members have the talent and experience to act as mentors and coaches for aspiring school administrators;

**THEREFORE, BE IT RESOLVED**, that AFSA locals should work to partner with their local school districts to identify, mentor and train local highly qualified teachers and educators to become school administrators; and

**BE IT FURTHER RESOLVED**, that the members of the American Federation of School Administrators work with their local school districts to develop career paths for teachers and educators to become school administrators; and

**BE IT FINALLY RESOLVED**, that the American Federation of School Administrators encourages all its locals to work with their local school districts to develop a "grow our own administrator career path program."

## RESOLUTION 2

### Develop a Public Charter School Administrative Recruitment Program

**WHEREAS**, the American Federation of School Administrators currently does not have a recruitment program to encourage public charter school administrators to become members of AFSA; and

**WHEREAS**, there is a growing number of public charter school administrators who could be eligible for membership in AFSA; and

**WHEREAS**, public charter school administrators would benefit from membership in our organization;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators sets as a goal for the next three years of developing and implementing a public charter school administrator recruitment program.

## RESOLUTION 3

### Opposing Privatization of Puerto Rico's Public Schools

**WHEREAS**, Puerto Rico is a territory of the United States; and

**WHEREAS**, Puerto Rico has determined that public education is a foundation of our democracy; and

**WHEREAS**, there are some 300,000 students in more than 1,000 public schools in Puerto Rico; and

**WHEREAS**, the growing number of school closures is having a profoundly negative impact on the students of Puerto Rico; and

**WHEREAS**, there are proposals in Puerto Rico to close or privatize more schools; and

**WHEREAS**, Puerto Rico, its people and its schools have already suffered grave destruction as a result of Hurricane Maria; and

**WHEREAS**, the American Federation of School Administrators has a chapter in Puerto Rico, Local 105;

**THEREFORE, BE IT RESOLVED**, that the members of Local 105 in Puerto Rico are overwhelmingly opposed to Puerto Rico's schools being privatized; and

**BE IT FURTHER RESOLVED**, that the American Federation of School Administrators endorses Local 105 in strongly opposing any further privatization of Puerto Rico's schools.

## RESOLUTION 4

### Retired Administrators Chapter for Each Local

**WHEREAS**, several locals of the American Federation of School Administrators have developed chapters within their locals to serve the needs of retired administrators; and

**WHEREAS**, retired administrators can serve as valuable resources for active administrators in helping with ongoing issues within the locals; and

**WHEREAS**, retired administrators benefit from continuing their membership within the American Federation of School Administrators;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators strongly encourages all locals to include a chapter within their local for retired school administrators.

## RESOLUTION 5

### School Leader Specific Professional Development

**WHEREAS**, a bipartisan Congress overwhelmingly approved the Every Student Succeeds Act (ESSA); and

**WHEREAS**, ESSA provides new opportunities for states to use Title II, Part A funds to invest in principal leadership; and

**WHEREAS**, many states already have taken advantage of the optional 3 percent of Title II, Part A funds for school leadership activities; and

**WHEREAS**, states also report that the Title II, Part A funds make possible the majority of their professional learning activities for teachers; and



**WHEREAS**, research has proved that effective school leadership is second only to direct classroom instruction as a factor in raising student achievement; and

**WHEREAS**, Title II, Part A provides principals with professional learning and growth opportunities, as it provides formula funding to states for the purpose of preparing, training, recruiting and retaining high-quality teachers, principals, assistant principals and other school leaders; and

**WHEREAS**, these funds can be used for reforming school leader preparation programs, modifying evaluation systems, and developing school leader residency, induction and mentoring programs; and

**WHEREAS**, school leaders occupy a unique position in their schools, responsible for creating excellent learning environments as well as handling the business and administrative functions of their campuses; and

**WHEREAS**, professional learning opportunities geared specifically to the unique roles and responsibilities of school leaders is critically important to principal performance, growth and the academic success of the children matriculating in their schools; and

**WHEREAS**, prior to the enactment of the Every Student Succeeds Act, federal law did not differentiate between school leader and educator professional learning, even though their roles and functions in schools are different; and

**WHEREAS**, prior to ESSA's enactment, a U.S. Department of Education study found that school districts used only 4 percent of Title IIA professional development funds for principal professional learning; and

**WHEREAS**, the American Federation of School Administrators, working in conjunction with the National Association of Elementary School Principals and the National Association of Secondary School Principals, advocated successfully to include within ESSA's revised Title IIA an optional 3 percent set-aside of funds reserved for states to be used for principal and state leader professional learning; and

**WHEREAS**, 24 states have committed within their state ESSA plans to set aside their 3 percent of Title IIA state funds for school leader and state leader professional learning, and some states, such as Missouri, already have used these funds for these purposes; and

**WHEREAS**, AFSA and its allies advocated successfully to preserve level funding for Title IIA in fiscal year 2018 in the face of efforts by the administration and the House of Representatives to eliminate this program entirely, which would have terminated the 3 percent set-asides as well;

**THEREFORE, BE IT RESOLVED**, that AFSA will continue to pursue and support all sources of federal funding that increases training and professional development opportunities for school leaders; and

**BE IT FURTHER RESOLVED**, that AFSA will continue to work with its locals to urge states to make use of the 3 percent set-aside option to provide specific and meaningful professional learning opportunities for principals and school leaders; and

**BE IT FURTHER RESOLVED**, that the American Federation of School Administrators will continue to work with its public school allies to preserve and, if possible, expand funding for Title IIA; and

**BE IT FURTHER RESOLVED**, that all AFSA locals and members advocate in support of the Title II, Part A program at the local, state and federal levels; and

**BE IT FINALLY RESOLVED**, that AFSA strongly encourages all locals and members to participate in AFSA Action Alerts in support of the Title II, Part A program.

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#### RESOLUTION 6

### Support for Grieving Students Resolution

**WHEREAS**, the American Federation of School Administrators has joined with other leading education groups

to form the Coalition to Support Grieving Students; and

**WHEREAS**, coalition members have developed educational materials for the use of educators, parents and community members to deal with all areas of grief and loss; and

**WHEREAS**, the coalition has set up guidelines on how to respond to the death of a student or staff member; and

**WHEREAS**, coalition partners have widely distributed these guidelines to their respective memberships; and

**WHEREAS**, it is apparent that school districts and college and university schools of education across our nation would benefit from including these guidelines and materials into teacher and administrative training curriculums; and

**WHEREAS**, sadly today only 3 percent of school districts and college and university schools of education now include training in the area of grief and loss;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators strongly urges our members to inform and educate their local school district leaders and local college and university schools of education faculties of the need to include grief and loss curriculum for all employees, and in teacher and administrator preparation courses, and to take advantage of the resources available on the coalition website: [www.grievingstudents.org](http://www.grievingstudents.org).

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#### RESOLUTION 7

### Encouraging Union Members to Run for Local Public Office

**WHEREAS**, when working people have a seat at the table, we have a voice in the agenda; and

**WHEREAS**, over the past four years, the AFL-CIO, along with the AFL-CIO state federations and affiliated unions, have focused on recruiting labor

candidates and winning elections across the country;

**THEREFORE, BE IT RESOLVED**, that AFSA encourages more of our members to run for public office by creating state-level programs to train and support labor candidates.

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#### RESOLUTION 8

### Continuing National Administrative Partnerships for Educational Action

**WHEREAS**, the American Federation of School Administrators has, during the past several years, developed action partnerships with other prominent national organizations representing school leaders, including the National Association of Secondary School Principals (NAESP) and the National Association of Elementary School Principals (NAESP), to represent a united front when speaking in front of Congress, and

**WHEREAS**, during the past several years, AFSA also has joined with other national educational and labor groups to form coalitions to add our voice to social issues, such as our partnership with the National Center for School Crisis and Bereavement;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators will continue to promote positive interaction with other national educational groups to strengthen the voice of school leaders on the Hill, and in the education and labor communities.

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#### RESOLUTION 9

### Engaging Members for Political Action

**WHEREAS**, it is imperative that the voice of school administrators be heard at the local, state and national political levels; and

**WHEREAS**, each member of the American Federation of School Administrators should be encouraged to become actively involved in speaking out, speaking up and helping to make positive change in the local, state and national political venues; and

**WHEREAS**, active involvement by AFSA members will result in positive outcomes for our profession;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators encourages all our members to become politically engaged in local, state and federal political activities.

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#### RESOLUTION 10

### Empowering Greater School Safety

**WHEREAS**, the American Federation of School Administrators is both outraged and deeply saddened by the rash of school shootings that have devastated our nation for the past two decades; and

**WHEREAS**, AFSA asserts that the appropriate response to school gun violence is legislation that supports the provision of appropriate mental health services to help identify and treat students who are at risk for perpetrating acts of school gun violence; and

**WHEREAS**, AFSA asserts that a comprehensive response to school gun violence calls for legislation that supports the provision of appropriate mental health services for students and educators who survive school gun violence episodes; and

**WHEREAS**, AFSA asserts that a comprehensive response to school gun violence requires legislation that limits the sale and/or transfer of guns to minors; and

**WHEREAS**, AFSA continues to object to the arming of teachers as a solution to school gun violence, consistent with a resolution adopted at our 2015 Constitutional Convention opposing the arming of educators; and

**WHEREAS**, many of AFSA's affiliates have vast experience with addressing safety issues, and already have developed commonsense solutions to ensure the safety of their schools;

**THEREFORE, BE IT RESOLVED**, that AFSA calls on Congress to provide additional funding for the Student Support and Academic Enrichment grant program (Title IVA of ESSA), which provides funding for school-based mental services; and

**BE IT FURTHER RESOLVED**, that AFSA supports state and federal legislation that limits the sale or transfer of guns to minors; and

**BE IT FURTHER RESOLVED**, that AFSA calls on the U.S. Department of Education to form a real and meaningful National Task Force on School Safety to develop best practices and offer real solutions; and

**BE IT FINALLY RESOLVED**, that AFSA be a part of such a national task force, and be intimately involved with developing its recommendations.

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#### RESOLUTION 11

### Empowering Membership Engagement

**WHEREAS**, when educators and all working people join together in a union, we all win better wages, health care, benefits and retirement protections; and

**WHEREAS**, AFSA understands that attacks on unions, including the *Janus v. AFSCME* U.S. Supreme Court case, as well as schemes to prohibit payroll deduction, require annual union recertification and the elimination of collective bargaining rights, are constant threats to our ability to negotiate for these basic rights; and

**WHEREAS**, hundreds of millions of dollars are being spent per year by extreme opponents of unions in an organized attack on workers, and as we cannot rely on politicians and their corporate donors to protect us from

the corporate agenda in state legislatures around the nation, in Congress and in the White House; and

**WHEREAS**, the internal organizing and member engagement of our members must be expanded as much as possible to engage rank-and-file members into becoming union leaders;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators will continue to urge its locals to develop member engagement and orientation programs; and

**BE IT FURTHER RESOLVED**, that AFSA will continue to offer training to strengthen our affiliate organizations, and increase local and member engagement.

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#### RESOLUTION 12

### I AM 2018

**WHEREAS**, the AFL-CIO is the labor center for American workers and fights tirelessly for economic justice and civil, labor and human rights for workers across the world; and

**WHEREAS**, it is more important than ever in the current environment for labor to stand strong with all members of our community in the continuing fight for economic, social and racial justice; and

**WHEREAS**, April 4, 2018, marked 50 years since the tragic assassination of Dr. Martin Luther King Jr. in Memphis, where he was standing shoulder to shoulder with striking AFSCME-represented sanitation workers who were seeking dignity, respect, economic justice, and safe and humane working conditions; the sanitation workers' slogan—"I Am a Man"—became the rallying cry for this workers' movement; and

**WHEREAS**, much progress has been made during the past 50 years, but much more remains to be done—the struggle for justice inseparably binds the labor and civil rights movements; as Dr. King said to civil rights leaders: "Our needs are identical with

labor's needs: decent wages, fair working conditions, livable housing, old-age security, health and welfare measures, conditions in which families can grow, have education for their children, and respect in the community"; and

**WHEREAS**, the 50th anniversary of the strike and Dr. King's murder is more than a commemoration of a historical moment and the honoring of true American heroes; it is a sober reminder of the important work ahead of us. Indeed, the concentration of wealth and power that Dr. King identified as the driving force of injustice in its many forms is more severe today than at the time of his death; and,

**WHEREAS**, the revival of a "Poor Peoples' Campaign" is not an indulgence in nostalgia, but an essential activity in the fight for justice for all workers and poor people from diverse backgrounds; and

**WHEREAS**, AFSA urged its affiliates and members to participate in April 2018, along with labor and our allies across the spectrum of social and economic justice movements to come together in Memphis to renew our commitment to Dr. King's dream;

**THEREFORE, BE IT RESOLVED**, that AFSA stands in support of the "I AM 2018" activities and joins the labor movement in embracing the legacy of Dr. King and the responsibility it inspires to honor the strikers, and commits to redoubling our efforts on behalf of all working people.

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#### RESOLUTION 13

### Support for High-Quality Public Education

**WHEREAS**, AFSA and its members are committed to the highest-quality public education for all students; and

**WHEREAS**, public education is the foundation of our democracy, and where our students come to be educated in the fullest sense of the word, as citizens of this great country; and



**WHEREAS**, AFSA members strive on a daily basis to make every public school a place where we prepare the nation's young people to contribute to our society, economy and citizenry; and

**WHEREAS**, public schools open their doors to all students, regardless of race or economic background; and

**WHEREAS**, AFSA supports advancing equity and excellence in public education, as well as implementing continuous improvement and evidence-based practices; and

**WHEREAS**, AFSA supports stable, equitable, predictable and adequate funding for great public schools for every student in America; and

**WHEREAS**, AFSA believes that public tax dollars only should support public schools that are publicly governed and accountable to parents, educators and communities;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators opposes local, state and federal funding being stripped from public schools and diverted to private schools that are unaccountable to the public; and

**BE IT FURTHER RESOLVED**, that AFSA will hold local, state and federal lawmakers accountable for prioritizing support for strengthening our nation's public schools, and providing the necessary funding for all children to receive a high-quality education, regardless of their zip code.

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#### RESOLUTION 14

### Committing to Retirement Security for All

**WHEREAS**, the prospects for a decent retirement for most Americans is shrinking, including many working families that are not saving at all and are woefully unprepared for retirement; and

**WHEREAS**, it is time for our country to commit to moving from retirement security for just a lucky few to retirement security for all; and

**WHEREAS**, many Americans lack access to a retirement savings plan through an employer; and

**WHEREAS**, there has been a shift over the last several decades from defined-benefit plans to defined-contribution 401(k)-style plans; and

**WHEREAS**, high-income families are 10 times as likely to have retirement savings as low-income families, and high-income families own a greater share of retirement savings than they do of earned income; and

**WHEREAS**, the reality is that retirement prospects have worsened for many working families since the Great Recession;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators joins the AFL-CIO and its allies in advocating for the protection of pensions wherever possible, and the protection and strengthening of Social Security benefits so that all workers may retire with the respect and dignity they have earned.

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#### RESOLUTION 15

### Deferred Action for Childhood Arrivals and DREAMers Resolution

**WHEREAS**, AFSA supports legislation protecting federal and state immigration and sanctuary policies for students; and

**WHEREAS**, the Deferred Action for Childhood Arrivals is a federal government program created in 2012 under then-President Obama to allow undocumented children brought to the United States the temporary right to live, study and work in America; and

**WHEREAS**, the contributions of immigrants historically have been and continue to be crucial to developing and improving the

United States' economic, cultural and sociopolitical systems; and

**WHEREAS**, applicants are vetted for any criminal history or threat to national security; must be students or have completed school or military service; and if they pass vetting, action to deport them is deferred for two years, with a chance to renew, and they become eligible for basics like a driver's license, a work permit or college enrollment; and

**WHEREAS**, those protected under DACA are known as "DREAMers," and the suffering that these children and youth are likely to face if deported is greater than for others because most DACA recipients have never known life in their countries of origin, with some unable to speak the language of the country of origin; and

**WHEREAS**, most of the 787,580 DREAMers who have been granted approval range in age from 15 to 36 years of age, are from El Salvador, Guatemala, Honduras and Mexico, with the largest numbers living in California, Florida, New York and Texas;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators opposes the repeal of DACA, an immigration policy that temporarily protects certain young, undocumented immigrants from deportation; and

**BE IT FURTHER RESOLVED**, that the American Federation of School Administrators supports efforts to encourage Congress to pass a legislative alternative to the repeal.

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#### RESOLUTION 16

### March for Our Lives Resolution

**WHEREAS**, the American Federation of School Administrators acknowledges that safety is a fundamental right of all students, families, staff and community members across the United States, especially at their schools; and

**WHEREAS**, school shootings have become a far-too-common occurrence, jeopardizing the physical and emotional safety of all stakeholders at schools; and

**WHEREAS**, the American Federation of School Administrators, a group of educational leaders, takes seriously the professional and moral responsibility to advocate for the safety of all those under our care; and

**WHEREAS**, the March for Our Lives was a student-led demonstration in support of tighter gun control that took place on March 24, 2018, in Washington, D.C., with more than 800 sibling events throughout the United States and around the world; and

**WHEREAS**, student organizers from #Never Again Marjory Stoneman Douglas High School planned the march in collaboration with the nonprofit organization Everytown for Gun Safety; and

**WHEREAS**, the event followed the Stoneman Douglas High School shooting, which was described by many media outlets as a possible tipping point for gun control legislation; and

**WHEREAS**, protesters urged universal background checks on all gun sales, raising the federal age of gun ownership and possession to 21, closing the gun show loophole, restoring the 1994 federal assault weapons ban and banning the sale of high-capacity magazines in the United States; and

**WHEREAS**, the turnout was estimated to be between 1.2 to 2 million people in the United States, making it one of the largest protests in American history;

**THEREFORE, BE IT RESOLVED**, that the American Federation of School Administrators supports the March for Our Lives movement as well as state and federal legislation for stricter gun control policies and increased background checks for gun purchases.



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