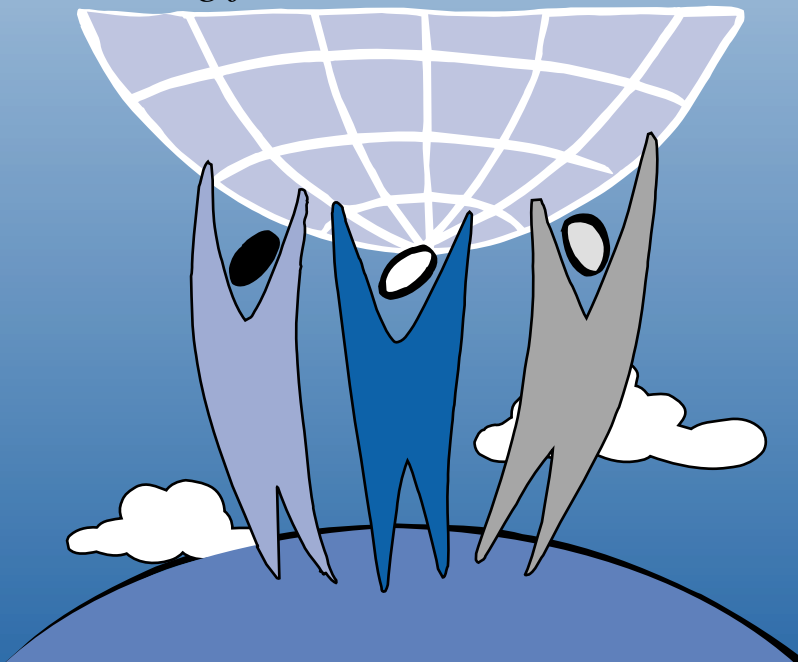




ALABAMA'S STATE BOARD OF EDUCATION

Striving for Excellence in Education



BOARD MEMBERS

GOVERNOR DON SIEGELMAN
PRESIDENT

District 1

Bradley Byrne

P.O. Box 1348 Tel. (334) 433-3234
Mobile, AL 36633 Fax. (334) 438-7733

District 2

G. J. "Dutch" Higginbotham

775 Moore's Mill Road Tel. (334) 887-5528
Auburn, AL 36830 Fax (334) 826-1295

District 3

Stephanie W. Bell

3218 Lancaster Lane Tel. (334) 272-2777
Montgomery, AL 36106 Fax (334) 260-0100

District 4

Dr. Ethel H. Hall, Vice President

7125 Westmoreland Drive Tel. (205) 923-6093
Fairfield, AL 35064 Fax (205) 923-5700

District 5

Ella B. Bell

2634 Airwood Drive Tel. (334) 242-3278
Montgomery, AL 36108 Fax (334) 242-0747

District 6

David F. Byers Jr.

2 Metroplex Drive Tel. (205) 263-2400
Suite 111 Fax (205) 263-2300
Birmingham, AL 35209

District 7

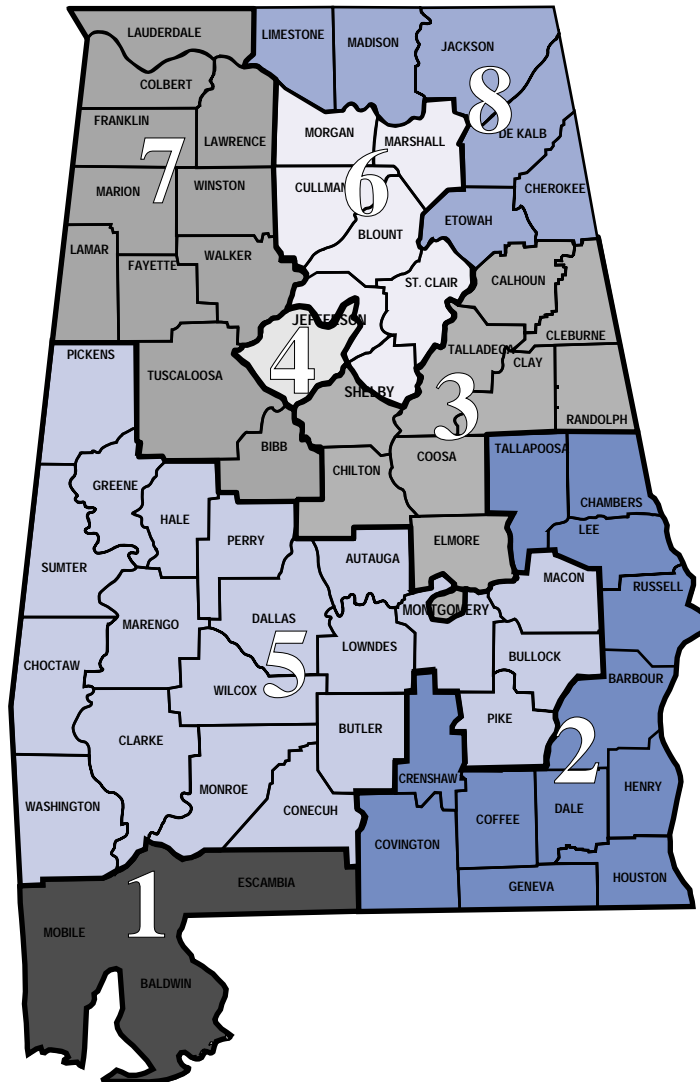
Sandra Ray

2008 University Boulevard Tel. (205) 758-7777
Tuscaloosa, AL 35401 Fax (205) 758-7789

District 8

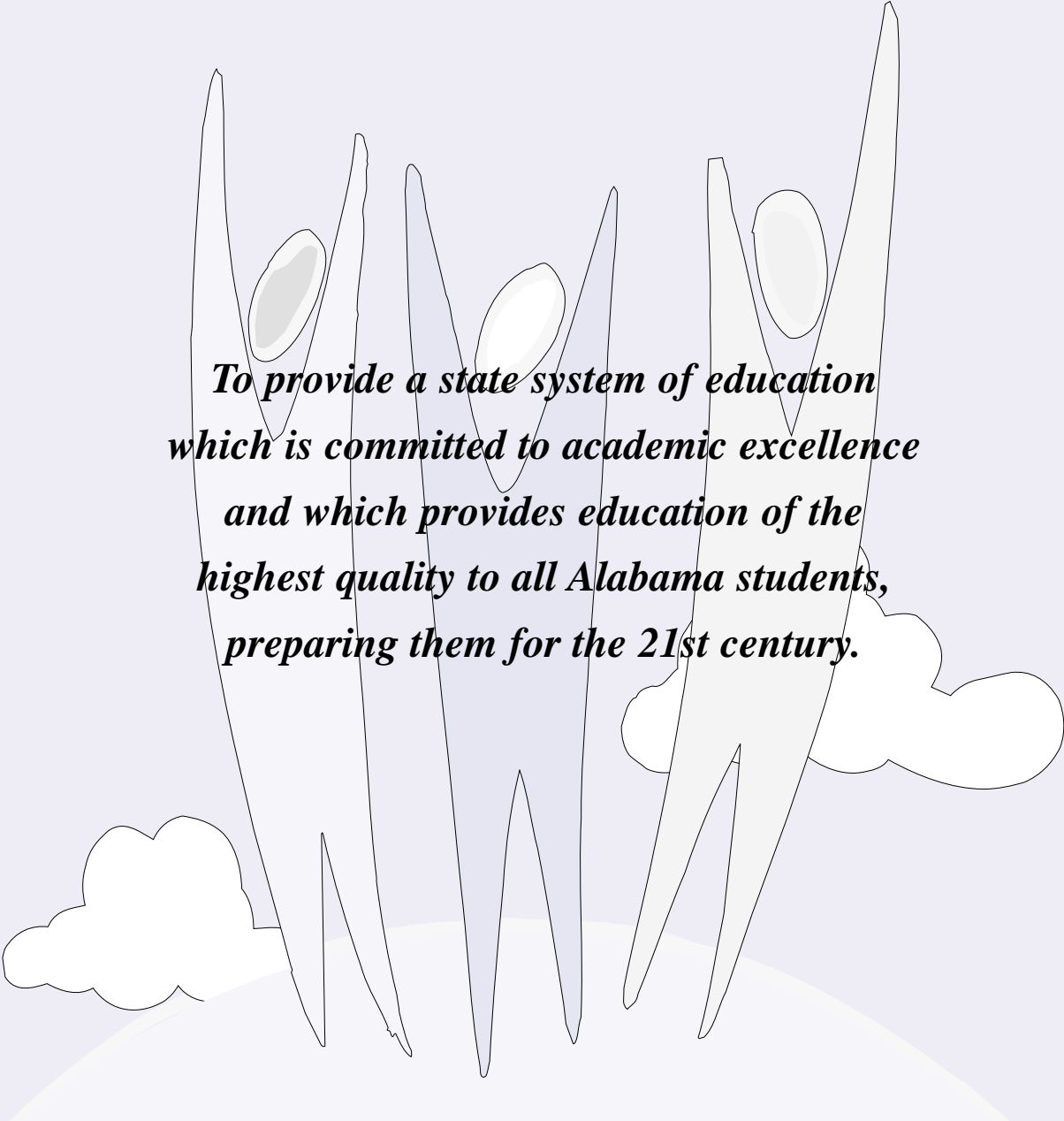
Dr. Mary Jane Caylor

2345 County Road 67 Tel. (256) 228-6822
Scottsboro, AL 35769 Fax (256) 228-3413



ED RICHARDSON
SECRETARY AND EXECUTIVE OFFICER
STATE SUPERINTENDENT OF EDUCATION

MISSION STATEMENT



*To provide a state system of education
which is committed to academic excellence
and which provides education of the
highest quality to all Alabama students,
preparing them for the 21st century.*

TO VIEW "GOALS AND MAJOR INITIATIVES OF THE ALABAMA STATE BOARD OF EDUCATION"
CLICK ON www.alsde.edu/boe/Goals_n_init_chart.pdf .

MAJOR INITIATIVES



Efforts by the state Board of Education since 1995 are reaping results in Alabama's public education system, particularly in student achievement. Standardized test scores are at an all-time high, dropout rates are at an all-time low, and Alabama is receiving national praise for its increased academic standards and accountability measures from sources such as *Education Week* and the Fordham Foundation.

The state Board of Education's Goals and Initiatives have defined the direction for Alabama's public education system. The goals and initiatives have produced the following results during the past five years:

ALL CHILDREN ENTER PUBLIC SCHOOL READY TO LEARN

- Implemented assessments in kindergarten through second grade to identify strengths and weaknesses in learning preparedness.

INCREASED PUBLIC CONFIDENCE IN PUBLIC EDUCATION

- Doubled National Board for Professional Teaching Standards certified teachers from 1998 to 1999. This was accomplished, in part, by creating an incentive and reward program that provides \$2,300 grants to qualified teacher candidates and a \$5,000 annual bonus and a one-time \$5,000 allocation for classroom supplies upon certification.

- Implemented Alabama's first Statewide Parenting Day in 1999 with more than 125,000 parents participating in activities at almost every school.

ACCOUNTABILITY AND DECISION MAKING AT APPROPRIATE LEVELS

- Intervened in 12 school systems since 1996 for financial problems. Seven systems have been released from state intervention and two are scheduled for release by the end of 2001.
- Started issuing annual school and systemwide report cards to report academic achievement to the people of Alabama.
- Intervened in one local school system for safety and discipline problems at the request of the local school board.

HIGH ACADEMIC STANDARDS FOR ALL STUDENTS

- Adopted the Stanford Achievement Test as the basis for accountability in terms of student achievement. Academic Clear, Academic Caution, or Academic Alert status is assigned based on test scores. Schools or systems on Alert status for the third year face state intervention.
- Required high school students to successfully complete four years each of mathematics, social studies, English, and science.
- Passed the Academics First (no pass/no play) policy requiring high school students to earn passing grades and stay on track toward graduation to maintain eligibility for athletics and extracurricular activities.
- Implemented the new *Alabama High School Graduation Exam* based on course content in reading, language, mathematics, science, and social studies.
- Established the Alabama Reading Initiative to develop strategies to improve reading. Results include more students reading on or above grade level and fewer discipline referrals.
- Implemented Jobs for Alabama's Graduates to keep at-risk students in school through counseling, remediation, and developing job skills.
- Revised all Courses of Study to meet or exceed national standards. Ongoing revision keeps curriculum current.
- Reduced the dropout rate to the lowest in state history. The projected dropout rate for the Class of 2001 is 17.6 percent.

SAFE AND DISCIPLINED LEARNING ENVIRONMENTS

- Adopted criteria for school safety and discipline intervention by the state superintendent of education.
- Effective July 1, 1999, prospective teachers and other professional personnel must be fingerprinted and undergo nationwide criminal background checks.
- Created a Counselor Crisis Response Program to provide teams of trained school counselors to assist other schools during a traumatic event.

ADEQUATE RESOURCES FOR QUALITY EDUCATION

- Established a program using federal grants to provide reading improvement and tutorial assistance programs in qualifying school systems to have every student reading on grade level by third grade.
- Mandated use of state-funded teacher units to reduce teacher-pupil ratios to 1:18 in grades K-3, 1:26 in grades 4-6 and 1:29 in grades 9-12.
- Established an office of technology to provide leadership for integrating technology into the teaching and administrative management functions of public education.
- Established 10 School Assistance Teams to provide targeted assistance to local schools and systems on instructional, administrative, and fiscal needs, particularly in Academic Alert or Financial Alert situations.
- Enacted a dual enrollment policy between K-12 and higher education to allow qualified students to earn high school and college credit simultaneously.
- Established three diploma options: the Alabama High School Diploma; an Alabama Occupational Diploma to give students with disabilities the option to earn a diploma geared toward job skills; and a Graduation Certificate.

WELL-QUALIFIED TEACHERS AND SCHOOL PERSONNEL

- Required universities to be accountable for the success of their graduates within the first two years after program completion if they are assigned to positions for which they were prepared.
- Developed a teacher evaluation system to improve the quality of instruction. Based on evaluations, professional development plans are developed to address teachers' weaknesses.
- Adopted accountability standards for teacher education programs to be placed on Clear, Caution, or Alert status based on the Professional Education Personnel Evaluation (PEPE) scores of recent program graduates.
- Used federal funds to enhance support programs for beginning teachers, to strengthen the Professional Education Personnel Evaluation (PEPE) program, and to provide assistance to teachers whose evaluations indicate improvements are needed.
- Negotiated a settlement in the long-running lawsuit over teacher testing that could allow Alabama to resume testing prospective teachers by 2003.



**President,
State Board
of Education**

**CURRENT TERM:
1999-2003**

DON SIEGELMAN

Governor of Alabama

"I have made children the focus of my administration. My wife Lori and I know that education is the key to our children's success and the success of all of Alabama's children. That is why I am committed to being the Education Governor and making Alabama the Education State. During my administration, we are going to make Alabama students smarter, healthier, and safer, and, in turn, have better families and better citizens, and bring better jobs to Alabama. I want everyone to look at our state in the years to come and say that we are the economic and

educational envy of the South. The parents of Alabama want it, our children deserve it, and the people of Alabama demand it."

BACKGROUND

- Native of Mobile
- B.A., political science, University of Alabama, 1968
- J.D., Georgetown University School of Law
- Practiced law in Birmingham with Eleventh Circuit Court of Appeals
- Served as prosecutor for the city of Vestavia
- Alabama Secretary of State, 1978-1982
- Alabama Secretary of State, 1982-1986
- Attorney General of Alabama, 1987-1990
- Lt. Governor of Alabama, 1994-1998



District 1

**CURRENT TERM:
2001-2005
PREVIOUS TERM:
1995-2001**

BRADLEY BYRNE

Resides in Mobile Attorney

"My wife Rebecca and I have four children, all of whom are public school students. Each of my children, and every child in the state, deserves the best possible education we can provide them, because without one they will not be able to participate fully in the economy of the 21st century or enjoy a high quality of life. My service on the Board represents my commitment to see that each of my children, and every child in this state, has a real opportunity to obtain the best education we can provide."

BACKGROUND

- Graduate, University Military School
- Bachelor's degree (magna cum laude), public policy studies and history, Duke University
- J.D., University of Alabama School of Law
- Member, Adams and Reese, L.L.P.
- Member, American Bar Association, Alabama State Bar, Mobile Bar Association, and Class IV of Leadership Alabama
- Member, Board of Directors, Mobile Education Foundation
- Chairman, 1995 Alabama Education Council

- Board of Directors, A+ Research Foundation, the Alabama Coalition for Better Education (a statewide education reform organization), 1991-94
- Past chairman of the board, Drug Education Council, 1990-91; Wilmer Hall Children's Home, 1992-93
- Outstanding Young Man of America, 1981-82
- Who's Who in the Legal Profession, 1987-91
- Member, All Saints Episcopal Church





G. J. "DUTCH" HIGGINBOTHAM

Resides in Auburn
Retired businessman
Former State Legislator
Colonel (retired),
U.S. Army

"My children and the thousands of others for whom it is our responsibility to provide the leadership necessary to make education the best it can be, are the forces that make me want to serve on the state Board of Education."

BACKGROUND

- ▮ U.S. Armed Forces Institute courses, University of Wisconsin
- ▮ Honorary Doctor of Laws, Troy State University
- ▮ Veteran, World War II and Korea
- ▮ 32 years active and reserve military duty
- ▮ Past president, Opelika Chamber of Commerce
- ▮ Alabama House of Representatives, 1966-70, 1974-76, 1986-90 and 1990-94

- ▮ Chairman, House Judiciary Committee, 1986-90 and 1990-94
- ▮ Alabama Senate, 1977-78 and 1978-82
- ▮ Sponsor, major legislation establishing Prepaid Affordable College Tuition Program and upgrading Tort Reform Laws of Alabama
- ▮ Member, First Baptist Church, Opelika

District 2

CURRENT TERM:
1999-2003
PREVIOUS TERM:
1995-1999

2



STEPHANIE W. BELL

Resides in Montgomery
Former Journalist

"I believe every child in Alabama - regardless of background - should have the opportunity to receive the best education possible in a safe environment. A quality education provides the tools for each child to have the freedom to determine their own future. Like most parents, my husband John and I want the best for our three daughters. As a graduate of an Alabama public high school and university, I am committed to making our system of education the best in the nation."

BACKGROUND

- ▮ Bachelor's degree, English/journalism-applied communications, Auburn University, Auburn and Montgomery
- ▮ Attended Montgomery public schools; graduated from Jefferson Davis High School
- ▮ Executive Director, SCORE 100 (Statewide Committee on Reforming Education)
- ▮ Former reporter, *The Montgomery Advertiser/Alabama Journal*
- ▮ Former English teacher to Chinese adults in Taichung, Taiwan
- ▮ Former counselor, Sav-A-Life Ministries
- ▮ CASE II Media Award presented by the Council for the Advancement and Support of Education for articles about Alabama's two-year colleges
- ▮ Alabama Press Association, Best News Story Award Winner

- ▮ Hector Award nominee, meritorious reporting
- ▮ Friend of Education Award, 1998
- ▮ Emma Sansom Heroine Award, 1997
- ▮ Alabama Eagle Award for promoting God, country, and family
- ▮ Alabama Homemaker of the Year Award
- ▮ Outstanding Young Woman of America
- ▮ Member, Education Leaders Council
- ▮ Member, National Council of Women Advisors to Congress
- ▮ Governmental Affairs Committee, National Association of State Boards of Education
- ▮ Member, Governor's Domestic Violence Advisory Council
- ▮ Junior League of Montgomery, Sustainer
- ▮ YMCA Youth Girls Soccer Coach, volunteer
- ▮ Member, Eastwood Presbyterian Church

District 3

CURRENT TERM:
2001-2005
PREVIOUS TERM:
1995-2001

3



ETHEL H. HALL

Resides in Fairfield Retired Educator

"I consciously chose and prepared for a challenging, demanding career in education because I believe learning is a lifelong process and that all children can learn if given the resources and opportunity. Along the way, each of my employment opportunities has been an important aspect in preparing for my present tasks on the state Board. My training and experiences have taught me always to put children first when considering controversial issues and making difficult decisions. Seeing a student achieve success makes every effort worthwhile."

Vice President District 4

CURRENT TERM:
1999-2003
PREVIOUS TERMS:
1987-1999

4

BACKGROUND

- ▶ Associate Professor Emerita, University of Alabama. Title awarded in 1990 by the board of trustees for outstanding contributions to teachers, research, and service
- ▶ Bachelor's degree, Alabama A&M University (cum laude); master's degrees, University of Chicago and Atlanta University; doctorate, University of Alabama
- ▶ Teacher, Jefferson County School System
- ▶ Executive Director, adolescent dropout and early childhood intervention programs, Jefferson County Committee for Economic Opportunity
- ▶ Associate Professor, University of Montevallo
- ▶ Associate Professor, University of Alabama
- ▶ Leadership Birmingham, 1990; Leadership Alabama, 1993
- ▶ Board of Directors, National Association of State Boards of Education (NASBE),

- Birmingham Civil Rights Institute, National Conference of Community and Justice, Project Impact, Women's Exchange, and National Community College Trustee Association
- ▶ Dean's Advisory Council on Education: University of Alabama, University of Alabama Birmingham and University of Montevallo
- ▶ Member of Education Commission of the States, Governor's Commission on Instructional Improvement and Academic Excellence, Teaching and Student Achievement, and National Commission on Teaching and America's Future
- ▶ Named by the Birmingham Business Journal as one of the Top 10 Women Making a Difference
- ▶ Recipient in 1999 of the NASBE Distinguished Service Award
- ▶ Lifetime PTA Membership and AASB Honorary Member
- ▶ Member, Beulah Baptist Church



ELLA B. BELL

Resides in Montgomery Executive Director, Alabama Family Trust, Department of Mental Health

"It is important for the state Board of Education to work closely with educators, parents, students, citizens, the business community, and government officials to continue to improve our schools. It is my goal to work with each of my fellow board members to continue to raise standards based on valid measures of knowledge, skills, and competency. Education is a vehicle that helps children succeed. As public servants, it is our job to steer that vehicle to the best of our ability."

District 5

CURRENT TERM:
2001-2005

5

BACKGROUND

- ▶ Twenty-five year state employee, currently Executive Director of the Alabama Family Trust for the state Department of Mental Health and Mental Retardation
- ▶ B.S., Tuskegee University, 1969
- ▶ Master's degree in Educational Supervision, Alabama State University, 1974
- ▶ Doctoral work in educational leadership at The University of Alabama, 1974-77
- ▶ Tuskegee University Alumni Association
- ▶ Member Montgomery Area United Way Board
- ▶ Member SISTAS Inc. (support group for women surviving breast cancer)
- ▶ Board Member of the Montgomery Chapter of the Southern Christian Leadership Conference
- ▶ Member Delta Sigma Theta Sorority, Inc.
- ▶ Trinity Lutheran Church, Co-

- Chair of Board of Stewardship Chamber of Commerce National Government Committee
- ▶ Vice Chair for Women's Affairs of the Montgomery County Democratic Conference
- ▶ Member Alabama Democratic Conference
- ▶ Three Citations from the governor for State Combined Campaign (United Way)
- ▶ Spirit of Freedom Award - City of Mosses in Lowndes County
- ▶ Outstanding Leadership Award from the Southern Christian Leadership Conference
- ▶ Outstanding Leadership Award from the Montgomery Community Action Agency
- ▶ Cited as *One of the Woman to Watch in Politics* by *Essence Magazine*
- ▶ Leadership Award for serving as President of the PTA from Carver High School
- ▶ Outstanding Leadership Award from Trinity Lutheran School



DAVID F. BYERS JR.

Resides in Birmingham Attorney

"The often-used cliché 'Our children are our future' communicates an obvious but critical truth. When I first decided to be a candidate for the state Board of Education, I was worried about what I saw in our future. Disrespect for authority, an inability to think logically, falling test scores and failed fad after fad in teaching theory were the scenes that I viewed in many of our schools. Our children and our future were the victims. This state Board of Education has acted in each of these areas to move the education of our children, and thus our future as Alabamians, in a positive, forward direction."

District 6

CURRENT TERM:
1999-2003

PREVIOUS TERM:
1995-1999

6

BACKGROUND

- B.A. (honors), English and political science, University of Alabama at Birmingham
- J.D. (cum laude), Cumberland School of Law at Samford University
- L.L.M. in Taxation, New York University
- Member, American Bar Association and Alabama Bar Association
- Member, Professional Advisors Committee of Community Foundation of Greater Birmingham
- Member, Birmingham Estate Planning Council
- Member, American Association of Life Underwriters

- Managing Director, Capital Strategies Group Inc.
- Former partner, Wallace, Jordan, Ratliff, and Brandt
- Past Chairman of the Board of Directors, The King's Ranch (a home for abused and neglected children)
- Leadership Alabama, Class X
- Education Leaders Council
- Session Member, Briarwood Presbyterian Church



SANDRA RAY

Resides in Tuscaloosa President and broker, Hall-Ray Realty Inc.

"I have a very deep belief that a strong public education system is essential for a viable economy. For our children and grandchildren to remain in Alabama and not migrate to Georgia or Tennessee, we must attract good jobs. That takes good schools. With my background in education and as the owner of a small business, I can and am willing to work for better communication and cooperation among educators, business people and the community."

District 7

CURRENT TERM:
2001-2005

PREVIOUS TERM:
1995-2001

7

BACKGROUND

- B.S. Ed., University of Alabama
- Former elected member and past president, Tuscaloosa County Board of Education
- Director, Alabama Association of School Boards
- Member, past director and vice president, West Alabama Chamber of Commerce; 1991 Small Business Person of the Year
- Past or present boards of directors, Southland National Insurance, United Cerebral Palsy, Crimestoppers, Boy Scouts, Theatre Tuscaloosa, Compass Bank (city director), Rotary Club, Shelton State Community College Foundation, Tuscaloosa County Preservation Society, and Girl Scouts USA

- Member and past director, Tuscaloosa Association of Realtors
- Member, Kappa Delta Epsilon Honorary, University of Alabama Alumni Association, Women's Auxiliary of Tuscaloosa County Bar Association, and Governor's Commission on Instructional Improvement and Academic Excellence
- Leadership Tuscaloosa
- Leadership Alabama, Class VI
- Member, Samford University Board of Overseers
- Member, First Presbyterian Church



MARY JANE CAYLOR

**Resides in Scottsboro
Visiting professor,
Alabama A & M Univ.**

"After retiring as superintendent of the Huntsville city schools, I continue involvement in public education for a variety of reasons. Foremost, I realize the importance of a world-class education for our children. I continue to offer my experience in public education to create meaningful and necessary opportunities for our children. I want to be part of the resolution of the many challenges we face in education. It is my most sincere wish for my three grandchildren and all of the children we serve in public education in Alabama to be provided the very best educational opportunities."

District 8

**CURRENT TERM:
1999-2003
PREVIOUS TERM:
1995-1999**



BACKGROUND

- ▮ Bachelor's, master's, and doctoral degrees, University of Alabama
- ▮ Superintendent, Huntsville City Schools, 1984-91; prior to 1984, acting superintendent, assistant superintendent of general services, director of special education, and elementary school teacher
- ▮ Visiting professor, Alabama A&M University's Department of Curriculum and Instruction
- ▮ Part-time instructor, University of Alabama in Huntsville and Athens College from 1970 to 1982; faculty member at Troy State University (Maxwell) during 1972-73; faculty member at University of Alabama in Huntsville during Fall 1999
- ▮ President's Advisory Committee of Lessonware Interactive of Dallas, Texas
- ▮ Charter member, Leadership Alabama Board of Directors, 1989-96

- ▮ Alumna of first class of Leadership Alabama
- ▮ Appointed by Governor to Alabama Space Science Exhibit Commission, 2000-07
- ▮ Board member, Twenty-First Century Council
- ▮ Board member, North Alabama Science Center
- ▮ Member, Community Advisory Council-Huntsville Junior League
- ▮ Established Huntsville City Schools Foundation, 1991
- ▮ Selected 1990 Superintendent of the Year by the Alabama Council of PTAs
- ▮ Selected Alabama finalist, 1991 Superintendent of the Year by the American Association of School Administrators
- ▮ Member, Huntsville Rotary Club
- ▮ Alabama PTA Honorary Life Membership
- ▮ Member, Church of Nativity, Huntsville



ED RICHARDSON

**State Superintendent
of Education**

"Public education is a distinguishing characteristic of the United States of America. An excellent public education system is absolutely essential if Alabama's citizens are to enjoy a brighter future. When I retire, I want Alabama's public education system to enjoy a high level of credibility based on the educational attainment of its students. Nothing less is acceptable."

**Board of
Education
Secretary
and
Executive
Officer**

BACKGROUND

- ▮ Ex officio Member, Board of Trustees:
Auburn University
Jacksonville State University
Troy State University
University of Alabama
University of Montevallo
University of North Alabama
University of South Alabama
University of West Alabama
- ▮ B.S., Science Education, Auburn University, 1962
- ▮ M.Ed., Educational Administration, Auburn University, 1967
- ▮ Ed.D., Educational Administration, Auburn University, 1972
- ▮ Assistant Professor, Auburn University at Montgomery, 1980-82
- ▮ Superintendent of Schools, Auburn, AL, 1982-95
- ▮ Principal, Andalusia High School, 1972-80

- ▮ Principal, Cloverdale School, 1967-70 and 1972-80
- ▮ Classroom Teacher and Assistant Principal, Montgomery, AL, 1964-67
- ▮ Recipient of Outstanding Superintendent Award, Alabama PTA, 1986-87
- ▮ Honorary Life Membership, Alabama PTA, 1996
- ▮ Member, Alabama Council for School Administration and Supervision
- ▮ Representative for Alabama, BellSouth Corporation Global Leaders of the South Program, 1989-96
- ▮ Friends of Children Award, Children's Health Systems, 1997
- ▮ Governor's Education Liaison, 1987-91
- ▮ National Educational Leadership Award, Jobs for America's Graduates, 1996
- ▮ Leadership Alabama, Class V
- ▮ Member, Southern Regional Education Board, 1989-Present

IMPORTANT PHONE NUMBERS

Governor's Office

Don Siegelman(334) 242-7100

State Board of Education Members

Don Siegelman(334) 242-7100
Ella B. Bell(334) 242-3278
Stephanie W. Bell(334) 272-2777
David F. Byers Jr.(205) 263-2400
Bradley Byrne(334) 433-3234
Mary Jane Caylor(256) 228-6822
Ethel H. Hall(205) 923-6093
G. J. "Dutch" Higginbotham(334) 887-5528
Sandra Ray(205) 758-7777
Ed Richardson(334) 242-9700

State Department of Education

Office of State Superintendent(334) 242-9700 of Education

Gordon Persons Building
50 North Ripley Street (36104-3833)
P.O. Box 302101 (36130-2101)
Montgomery, AL

Secretary to the State Board of Education

Judy Mansel(334) 242-9704

Deputy State Superintendent of Education

Joseph B. Morton(334) 242-8154

Assistant State Superintendents of Education

Feagin Johnson Jr.(334) 242-9716
Eddie R. Johnson(334) 242-9960
Robert L. Morton(334) 242-9755

General Counsel(334) 242-1899

Michael R. White

Communications(334) 242-9950

Mitch Edwards, Director

Alabama State Board of Education



STANDING (L TO R): *Bradley Byrne*, District 1; *G. J. "Dutch" Higginbotham*, District 2; *Stephanie W. Bell*, District 3; *David F. Byers Jr.*, District 6; and *Ed Richardson*, State Superintendent of Education and Secretary and Executive Officer to the Board.

SEATED (L to R): *Dr. Mary Jane Caylor*, District 8; *Dr. Ethel H. Hall*, Vice President of the Board, District 4; *Sandra Ray*, District 7; and *Ella B. Bell*, District 5.