

Dear Elementary Member,

I hope this message finds you doing well and continuing to do the incredible work that makes such a difference for your students, staff, and community. You are receiving this message because when you applied for membership with the Pennsylvania Principals Association, you selected your national membership with the National Association of Elementary School Principals (NAESP).

I'm writing with an important update about some changes to our national partnerships and what it means for you as a PA Principals member at the elementary level. Most importantly, I want you to know this up-front:

**Your PA Principals membership, services, support, and legal protections remain fully intact.**

There will be **no lapse in the legal coverage you have accrued, no change in dues, and no reduction in benefits**. The PA Principals Association continues to be your home, your network and your advocate — just as we always have been.

### **Why this change is happening, what's changing and why**

PA Principals is a single, unified PK–12 association. That structure is part of what makes Pennsylvania strong — principals at every grade span share one professional community, one mission, and one statewide voice. It was not always this way. The voice of principals in Pennsylvania had been represented by separate elementary and secondary associations. However, in 2003, the two separate state associations realized the impact one association representing all PK-12 principals could have. Thus, they merged and became the voice for principals of all levels in the Commonwealth of Pennsylvania. The PA Principals Association is one of many unified associations across the country: principals across every grade span — elementary, middle, high school, alternative and beyond — are part of one connected professional community.

At the national level, however, school leader support has historically been divided between two separate organizations, National Association of Secondary School Principals (NASSP) and National Association of Elementary School Principals (NAESP). While both have contributed important work, this structure has created challenges for states like ours that operate as a unified PK–12 body.

In recent years, more and more states have expressed interest in a national association that mirrors how we work here in Pennsylvania: **one national voice that represents all school leaders across the entire PK–12 continuum.**

To meet that need, NASSP's Board recently voted to transition into a new **PK–12 National Principals Association (NPA)** — a national organization designed to serve and advocate for principals at every grade level. This creates an opportunity for a clearer, more cohesive national structure that aligns naturally with the PK–12 model the PA Principals Association has had for over two decades.

After thorough discussion, the Board of Directors of the PA Principals Association voted to disaffiliate from both existing national associations as of June 30, 2026, and reaffiliate with NASSP *once they complete their transition to the new PK–12 National Principals Association.* This would begin on July 1, 2026.

### **What this means for elementary principals**

I know that as an elementary school leader, you may be wondering what this shift means for your representation and your day-to-day support. After all, NAESP has provided support and resources for our elementary school leaders over the years, and we appreciate the partnership we've had with them.

### **Here are the essentials:**

#### ***1. Your benefits and coverage remain the same.***

Your legal protections, insurance, and access to PA Principals support are uninterrupted.

#### ***2. You continue to be fully represented.***

The new PK–12 National Principals Association is being designed intentionally to include elementary, middle, and secondary representation in its governance, recognition programs and advocacy work. We have made it very clear that we are not interested in having an association designed for secondary principals simply allow elementary principals to join. It must be a new, rebranded association for all school leaders from Pre-K to 12<sup>th</sup> grade.

#### ***3. You gain a national partner structured the same way Pennsylvania is structured.***

One unified association strengthens the visibility and influence of school leaders — especially at the national policy level.

#### ***4. PA Principals remains your primary source of advocacy, support and professional learning.***

Nothing changes about the resources, relationships, and advocacy you rely on here in Pennsylvania.

#### ***5. Elementary leadership remains central to this new national model.***

Not an afterthought. Not diluted. As a former elementary principal, it is my expectation and demand that the vision for this new national association includes equitable representation across grade levels, and I will personally monitor this to ensure that commitment is met.

### **What's next**

The NASSP Board has taken the initial step toward becoming the PK–12 National Principals Association. The next step is a membership-wide vote in early December. If that vote passes, PA Principals will move our members over to the National Principals Association.

### **Let's talk more**

I know this is a meaningful shift, and I want to make space for your questions and conversations.

I will be hosting a series of **Member Discussion Forums** via Zoom where I'll walk through the transition, answer questions and ensure you have clear information about what this means for you and for the PA Principals Association.

## Member Discussion Forum Dates

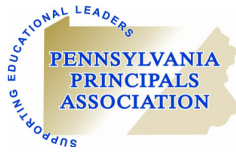
- **Wednesday | December 3 | 4:00-5:00 p.m. [Register on Wild Apricot at this link.](#)**
- **Thursday | December 4 | 7:00-8:00 a.m. [Register on Wild Apricot at this link.](#)**

Your leadership matters deeply — to your school community, to our state, and to this profession. Thank you for the incredible work you do every day, and please don't hesitate to reach out if there's anything I can clarify or support.

Respectfully,

A handwritten signature in black ink that reads "Eric C. Eshbach". The signature is written in a cursive style with a large initial "E" and "C".

**Dr. Eric C. Eshbach**  
Executive Director  
PA Principals Association



Dear Secondary Member,

I hope this message finds you doing well and continuing to make great things happen for your students and school community. You are receiving this message because when you applied for membership with the Pennsylvania Principals Association, you selected your national membership with the National Association of Secondary School Principals (NASSP).

I'm writing with an update about our national affiliation — one that strengthens your membership, brings our state and national structures into better alignment, and creates a clearer, more unified voice for school leaders across the country. NASSP is in the process of rebranding and becoming a PK-12 organization, pending an upcoming vote we invite you to participate in on December 10. **You might notice some changes ahead, but first and most importantly:**

### **Your PA Principals membership, support, services and legal protections will remain fully intact.**

There is no lapse in the legal coverage you have accrued, no change in dues and no interruption in what you rely on from us every day. The PA Principals Association continues to be your home, your network and your 24/7 support system.

#### **What this means for you**

- **Your PA Principals benefits stay exactly the same.**
- **Your national membership continues without interruption.**
- **Your legal protections remain fully intact.**
- **Your voice — locally and nationally — becomes stronger through clearer alignment.**
- **You gain a national partner structured the same way Pennsylvania is: unified, PK–12 and focused on the whole leadership continuum.**

This move creates a simpler, stronger, and more cohesive system for school leaders. Advocacy becomes clearer. Recognition programs become aligned. Communication becomes streamlined. And the role of school principals — at every level — is elevated on a national stage.

#### **Why this shift is happening**

PA Principals is a single, unified PK–12 association. That structure is part of what makes Pennsylvania strong — principals at every grade span share one professional community,

one mission and one statewide voice. It was not always this way. The voice of principals in Pennsylvania had been represented by separate elementary and secondary associations. However, in 2003, the two separate state associations realized the impact one association representing all PK-12 principals could have. Thus, they merged and became the Pennsylvania Association of Elementary and Secondary Principals (PAESSP). In 2015, our name was changed to the Pennsylvania Principals Association. At the national level, however, support and advocacy for school leaders have long been split between two separate associations, one for secondary leaders and one for elementary. While both have contributed important work, it has often meant two conferences, two advocacy calendars, two award cycles and two sets of messages being sent to Congress and federal partners. Over time, more and more states — including ours — have asked for a national structure that mirrors how we operate in Pennsylvania: **one K–12 association speaking with one voice.**

Recently, NASSP's Board moved to take that step. They have voted to become a new **PK–12 National Principals Association (NPA)** — a unified national organization representing and advocating for *all* school leaders. This is a major and forward-thinking shift at the national level, and one that aligns naturally with how PA Principals already serves principals here at home.

After extensive discussion, your PA Principals Board of Directors voted to disaffiliate from both national organizations and reaffiliate with NASSP once their transition to the new PK–12 National Principals Association is formally approved. That approval now moves to the NASSP membership — **which includes you.**

### **Your voice matters in the upcoming vote**

The NASSP Board has taken the first step. The next step is a membership-wide vote in early December to formally approve the transition to the new National Principals Association.

As a Pennsylvania member, your participation will be important. Pennsylvania has one of the strongest, most unified principal memberships in the nation, and your vote will help shape the future of national representation for school leaders.

***Please watch your inbox for the official meeting notice and voting instructions from NASSP.***

### **Let's talk more**

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### **We're here to support you through every step**

If you have questions, thoughts, or just want to talk this through, I'm always here. PA Principals remains committed — as we always have — to supporting every principal, assistant principal, supervisor and director in every school and district across Pennsylvania. This national realignment strengthens that commitment and positions our profession for a more unified future.

Respectfully,

A handwritten signature in black ink, reading "Eric C. Eshbach". The signature is written in a cursive style with a large initial "E" and a distinct "C" and "Eshbach" following.

**Dr. Eric C. Eshbach**

Executive Director

PA Principals Association