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## *School Administrators of Montana*

# **BULLETIN**

*Visionary leaders united in providing, advocating, and creating education excellence for Montana students!*

**Volume XL**

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**Montana Recruitment Project Update**



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## **Upcoming Conferences and Meetings**

**June 13:** Da Rud Cup Golf Scramble - Helena - [Info. and Registration](#)

**June 14:** SAM Board Meeting

**June 14:** SAM Delegate Assembly Caucus - Helena - 2:00 - 5:00

*by Karen Underwood, MCASE President*

Graduation is in the air! This is a time filled with excitement and anxiety as we look to the low number of graduates in the fields of special education personnel. The shortage of special education personnel is not new. In 2005 MCASE initiated the Montana Recruitment Project under the passion and guidance of Lori Ruffier. The vision of the Recruitment Project is to increase the pool of candidates for special education positions.

Through deliberate, concerted efforts, our recruiters Lori Ruffier and Kaitlin Sonderer, provide an extensive human resource service to our Montana Recruitment Project members. Through our recruiters' conference attendance Montana is represented at strategic national, regional and state conferences and college fairs. They are present in social media and have initiated attendance in virtual career fairs. They actively recruit teachers, directors, speech pathologists, school psychologists, and both occupational and physical therapists.

Given the sliding scale for membership, grant support through the Montana Office of Public Instruction, and MCASE funds, the service is quite accessible. My membership is less than advertising in one major state newspaper one weekend. Plus, through this service there is a personal touch reflective of our "Montana style" and timely follow up communications by our recruiters.

While collecting data on the numbers of successful vacancies filled through the project is difficult to ascertain, from my personal perspective I know at least five recent hires at my cooperative learned of openings in part through the project. As both my time and financial resources are limited, I appreciate that these connections were made at the National School Psychologists conference, college fairs in Colorado and Washington, and through college personnel who have come to know our recruiters. These are connections I would not have been able to make myself.

An added benefit to our continued presence at key college fairs and conferences, where our recruiters have become familiar faces, is that professors with graduating candidates seek out our recruiters. They recognize the service recruiters provide candidates. Having university personnel knowledgeable of our schools, positions, and communities assists in filling vacancies where retention factors are increased.

If you are needing to reacquaint yourself with the project or are new to the hiring role, I invite you to review the [Montana Recruitment Project on our SAM website](#).

*Karen Underwood, MCASE President*

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## **Preparing for the Future - Reflecting on the Past - Now is the Time to Make a Difference!**

*by Kirk Miller, SAM Executive Director*

The present is the time when educators can make a difference. I have found early June in the education business to be the very best time

## **Reminder to Renew Your SAM Affiliate Memberships and Get New School Leaders Registered!**

*by Pat Audet, SAM Associate Director*

As many of you are busy putting another school year in the books and gearing up for some summer relaxation, please check with your

**June 15:** SAM Delegate Assembly Caucus - Helena - 8:00 - 4:00

**July 30 - August 1: SAM Administrators Institute - Helena - [Registration](#)**

**SAM Leaders Professional Learning Program (LPLP) 2018-19: [Find Out More](#) and [Register](#)**

**\*\* [View the full SAM Calendar](#)\*\***

Thank you to this month's featured Business Partners!



of year because for a school administrator it allows reflection on the past year that leads to preparation for the future. Your ability to acknowledge successes, recognize areas where improvement can help your students and schools provide

better opportunities, and use this to prepare for the next school year is where you can make a difference today. In the past year each of our schools have encountered unique challenges, and have embraced those challenges by engaging their education team to focus on meeting the needs of the students served – keeping the main thing (student learning) – the main thing. Thank you, Montana education administrators for making his happen while continuing to work collaboratively with your families and community to partner in meeting the educational needs of your children. This is what great leaders do in our public schools across the state, and we are thankful for your service.

At SAM, this process of reflecting and preparing in the here and now is underway as well. June is a time for completing the final reports on the SAM Strategic Plan 2017-18, the SAM Leaders Professional Learning Program (LPLP) 2017-18 Executive Summary, review of all six affiliate Strategic Plans, advocacy review/planning, and identifying/recognizing the participation of SAM members on all efforts that impact the education of the students in our state. It is also the time when our Strategic Plan and direction is renewed, professional learning opportunities for the future will be set into action, and advocacy priorities are reviewed/discussed and renewed.

The activities during the SAM Celebration Week (June 13-15) in Helena help us to organize our associations' ability to reflect on the past year and engage in the current to develop plans for the future. June 13 is the DaRud Cup Golf Tournament allowing our members to come together informally to share stories of the successes of the past school year and enjoy the

district clerk to see if your SAM membership dues have been paid and that you are renewed for FY19. Your district clerk is the “key contact” that can renew your membership online with the online SAM renewal system. To ensure that your benefits stay intact and active, please renew your membership soon!

**A quick reminder that if you are an MCASE member**, you will need to complete your own electronic renewal form, even if you are associated with a school district or organization.

Current school leaders that are SAM members or renewable SAM members - please share the following with any new school leaders coming into your building for 18-19 or anyone that finds that they have not been associated with a school district and not linked to a key contact but would like to join:

**If you are new to a district and becoming a new member, you might not be associated with that school district or linked to a key contact until you have completed the SAM membership form for becoming a member to your relative affiliate. First, check with your district clerk to see if they have already linked you to the district and paid your membership. If not, you will need to do the following steps to become a member:**

- Click [HERE](#) to go to the SAM Membership Information page on the website where you can click the link to become a new 18-19 SAM member plus gain access to information about the affiliate you would like to join. When you click on the link to become a member, you will be using the following:
  - Your email address will be your Username.
  - Follow the instructions to create your password. Once established, you will be able to



## SAM Leadership

**SAM**

**Jon Konen**  
President

**Laurie Barron**  
President-Elect

**Paul Furthmyre**

company of their colleagues with a friendly competition. June 14, the SAM Board of Directors will come together with the current board members welcoming newly elected (appointed) board members to engage in the review of the progress of our association in supporting the Strategic Plan and to put in place the ideas that will make us stronger in the support of our members in the future. The Evening of Excellence, on June 14 is a time for reflecting and celebrating the great work of educators from all across the state who are making big difference in the lives of the children they serve! Finally, the SAM Delegate Assembly convenes on the afternoon of June 14 and on June 15 to collectively review the entire advocacy positions and resolutions of our organization and ultimately develop advocacy priorities for the next year. This brief overview of the SAM Celebration Week is SAM's way of reflecting on the past while planning for the future. I want to thank the many members of SAM who will be participating in the activities described for your great contributions to our association.

Here's to you for the great work you have done for your children, school and community this past school year! Please take some time to reflect and let this lead you to the great plans you have for your students in the next school year. Reach out to the resources of SAM to help you with this, e.g. attending the [SAM Administrators Institute 2018](#) and joining the [SAM LPLP 2018-19](#)! We are here to serve you and support you in your work for children!

**HAVE YOU MARKED YOUR CALENDAR?**

**SAM ADMINISTRATORS INSTITUTE 2018**

**JULY 30 - AUGUST 1, 2018  
RADISSON COLONIAL, HELENA**



**register for and complete the membership form to the affiliate of your choice and create a profile. You will be able to also use your username and password to access the resources in the SAM Database and the SAM Website.**

Once you have completed the membership form, an invoice will be emailed to you reflecting your membership and the amount owed. Even though you received the membership invoice electronically, membership dues will still need to be paid by check and not credit cards. However, SAM and affiliate conference registrations will be able to be paid by credit card. Please print your updated invoice and have it mailed along with a check to SAM.

If there are any questions at all, please feel free to call or email Kim or Pat.

## Are You Registered for SAM LPLP 2018-19?



The LPLP provides a unique and innovative approach to professional learning for school leaders to receive student-focused, solution-based professional development designed to be responsive to the challenges and issues

administrators face each day.

Connecting new, experienced, and aspiring administrators, SAM LPLP's multi-faceted blended learning approach offers

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**Karen Underwood**

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**Rich Lawrence**

*President*

## **SAM Administrators Institute 2018!**

### ***Empowering Montana Students - Transforming Education***

**July 30 - August 1, 2018 Radisson  
Colonial Hotel, Helena**

#### **Monday, July 30th:**

- SAM Leaders Professional Learning Program (LPLP) Summit
- MTASCD Summit featuring childhood trauma expert Kristin Souers

#### **Tuesday, July 31st and Wednesday, August 1st:**

- Eric Sheninger (International Center for Leadership in Education) - Personalized Learning
- Jana Frieler (NASSP Professional Development Faculty) - Social Emotional Learning
- Keith Krueger (CoSN Executive Director) - Cyber and Information Security
- Sue Meyer (Apple Education) - Transforming Education

Breakout sessions will be offered in each focus zone.

With three days of rich professional learning, you can expect to gain valuable insight into current education issues. The SAM Administrators Institute is designed to provide you with relevant information to enhance your planning for the 2018-19 school year.

- a rich online resource center complete with a vast collection of books, articles, videos, websites, and activities organized around the ten Professional Standards for Educational Leaders (PSEL);
- collegial learning networks designed to be dynamic allowing participants to focus on specific areas of interest;
- personal learning networks, including coaching/mentoring with experienced Providers.

Goals of the SAM LPLP are to provide intentional, personalized professional learning resulting in improvements in job satisfaction, administrator longevity, and ultimately increased student achievement through the quality of instruction positively impacting the education of students across the nation.

Be sure to register yourself and administrators new to your district!

**[Click HERE to Register and for more information!](#)**

## **Did You Know...**

**...you can update your information by logging in to your SAM profile?**

Keeping your contact information up-to-date ensures your continued communication with SAM.

Follow these steps to update your information:

1. Log in to the [SAM website](#).
2. Click on the [Member Landing Page](#) under Quick Links.
3. Click on "My Profile".
4. Click "Edit" to update your information if necessary.

**SAM Office**  
**Kirk Miller**  
Executive Director  
**Pat Audet**  
Associate Director  
**Gary Wagner**  
Operations Manager  
**Kim Scofield**  
Communications Specialist

**[Click HERE for more information.](#)**

**[Click HERE to register.](#)**



## **Da Rud Cup Golf Scramble**

**June 13, 2018**

**Bill Roberts Golf Course -  
Helena**

**\$20.00/person for 18 holes of  
golf with a cart and dinner!**

**[Register HERE!](#)**

## **SAM Welcomes Gabbart Communications as New Business Partner**

Gabbart Communications is one of the leading educational technology companies in the United States. The company is continually improving the quality and diversity of services with new

Note: Some information, such as your Affiliate Type, is for you to view but not edit. Please contact the SAM office if you have questions.

## **Deadline Extended to Complete the MT Recruitment and Retention of Quality Educators Survey**

Before you say farewell to this school year we hope you will take a few moments to complete the survey by using the link sent to your email address and in doing so support one of the most important endeavors around our profession. Thank you if you have previously completed the survey. **All data will remain confidential. Only REL Northwest researchers will have access to de-identified data.** The survey only takes a few minutes but your contribution to the data could have lasting impacts on Montana educators and students. **When you come to the end of the survey, you will have the opportunity to enter your email for the chance to win a free registration to the SAM Administrators Institute 2018, free registration to MCEL 2018, or a \$50 gift card.** Thank you for your time and your commitment to Montana education.

**The survey deadline has been extended to June 30, 2018.** You should have received a link to the survey in an email on May 2 and again on May 22, however, please call the SAM office if you are unable to locate the link.

We are also asking you to forward the teacher survey link to the teachers in your schools. The link below is not unique and can be forwarded to teachers so they can complete the survey. Please let the teachers know that all responses and data will remain confidential.

technology while adding clients in a competitive market. Gabbart Communications connects schools, parents, and communities through cloud-based communication tools that enhance parent involvement and improve public relations. Gabbart provides cutting-edge technology to over 475 school districts with over 1,000,000 students and 65,000 teachers in the central United States. Gabbart provides Harmony Content Management System, mobile apps, mass notifications (call, text, and email), and WISDOM Learning Management System to connect students, teachers, parents, and communities.

Gabbart Communications prides itself on providing the best support to our schools and the easiest content management system designed specifically for K-12 schools. Our Harmony CMS and WISDOM LMS conform to WCAG 2.0 to meet the requirements of Section 504 and Title II of the Rehabilitation Act. We are committed to providing websites and LMS that are accessible to all users.

Visit the [Gabbart Communications website](#) to learn more!



**Thank you to SAM's Business Partners!**

**Please take time to visit their websites.**

**Montana Big Sky Sponsors**

<https://www.surveygizmo.com/s3/4313584/MT-Teacher-Survey>

Thank you for contributing to the work to recruit and retain quality educators for our Montana schools by completing the survey!





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