

Region VI MASSP Meeting, Shawnda Zahara-Harris, Region VI Director presiding
October 5, 2021

Zoom Meeting 1pm-2pm

Agenda:

1. Welcome and Introductions: Name, Position and District/School: 10 members present
 - a. Alison Evertz, Joliet; Jeril Hehn, West High School
 - b. Cameron Barber, Absorakee; Gordon Klasna, Lockwood
 - c. Justin Klebe, Laurel Middle School; Rod Gotula, West High School
 - d. Matt Clouser, Billings Senior; Riley Mayo, Laurel HS
 - e. Stacy Hall, Laurel HS; Shawnda Zahara, Laurel HS

2. National Principals Month
 - a. How does your district celebrate?
 - i. Not celebrated much in smaller districts where there is only one admin, Can be awkward.
 - ii. Other districts it was an email to admin thanking them.
 - iii. Conversation moved more to celebrating teachers.
 1. Coffee Fridays hosted by a department, admin provides coffee, rest of the team provides treats or breakfast items
 2. Morning announcements: random facts about a staff member
 3. Some districts still not allowing gatherings of large groups so no group celebrations yet.
 4. Monthly Breakfast group: organized by volunteers on staff to celebrate all birthdays for the month. Treats are available all day.
 5. Post-It notes with positive thoughts left with individual staff members
 6. 12 Days before Christmas-White Elephant or other themed gift. Staff at LMS enjoy this event. Could be carried over to the 12 days of Halloween; 12 Days of Valentines Day, 12 Days of St Patricks day/ Etc.
 7. City Brew has a Coffee Card appreciation program for teachers. Contact the City Brew district/region office for more information. One school got 50 gift cards to give away at staff meetings and such.
 8. Cover classes for staff throughout the year.
 9. Admin cooks breakfast for staff
 10. Board cooks xmas dinner and luncheon
 11. Provide donuts
 12. Notecards with Admin names. Send positive note to teacher before they arrive.+
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3. Montana Assistant Principal of the Year Deadline Extended to Oct 15th
 - a. How do you encourage your colleagues/community to nominate for awards?
 - i. Shawnda encouraged all administrators to nominate a deserving candidate and to spread the word.
4. MCEL 2021: Oct 20-22 Virtual conference: Shawnda reminded about the conference to the group. Also reminded them that it is virtual this year.
5. Teacher/Staff Shortages:
 - a. What are you still missing from your school/district?
 - i. Joliet is missing a math teacher
 - ii. Laurel HS still missing Math and History
 - iii. Laurel MS still missing FACS teacher
 - iv. Others filled most of their openings.
 - v. Lots of Aide positions open, custodians, bus drivers
 - b. Are any of you having difficulties with sub shortages? Most schools are reporting significant shortages in subs
 - i. What are some strategies you are using to cover classes?
 1. Paying teachers an extra period of pay if they cover. Most districts report this has helped immensely. Many districts are using ESSR funds to help. Reduction in class sizes.
 2. Using aides to cover, calling it a Math Lab in collaboration with Math teacher support to continue learning momentum. Has been very successful.
 3. Move classes to study hall area where aides cover the class in a larger setting and access learning materials through google classroom.
 - ii. One question that came up is for the TEAMS report and if there will be any grace due to the licensing departments long delays with applications?
 - iii. The discussion also came up with the concerns about OPI and teacher licensure taking so long.
 - iv. Additionally the group discussed the interesting uptick in applicants from the Philippines for teaching positions.
 1. Some concerns shared: translation to licensure
 2. Language barrier: It was shared that English is a first language
 3. Visa sponsorship: How does that work for a district?
 4. Shelby Public Schools hired several teachers from this country: there is a cultural aspect to this, if there is more than one teacher from the Philippines the likelihood of success goes up versus if it is a lone teacher from the Philippines.
 5. It is a full time job to support foreign teachers.

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6. COVID-19 Challenges [Skipped this agenda item due to lack of time, will add to next meeting.](#)
 - a. What are some of the challenges you are facing?
 - b. Any tips or tricks to help maneuver the COVID waters?
7. Membership: [Skipped this agenda item due to lack of time, will add to next meeting](#)
 - a. Are there any changes in leadership that have not been reflected in the MASSP Region VI mailing?
 - b. Many members still have not renewed. IDEAS that might help get members registered
8. What would be helpful in the future for our monthly Region VI meetings? [Skipped this agenda item due to lack of time, members are asked to share ideas via email for next time.](#)
 - a. Training?
 - b. Information?
 - c. Other stuff? We really are looking to make these a valuable meeting worth attending.
9. Tik Tok Challenges:
 - a. Has your school been the victim of any “Devious Licks”
 - i. [Most schools reported some type of vandalism during these challenges:](#)
 1. Lockwood: signs taken, vandalism charges used
 2. Billings: bathrooms vandalized, vandalism charges used
 3. Absarokee: Soap dispensers, students fined
 4. Laurel: Soap dispensers and signs, suspensions and law enforcement used.
 - b. How has your school/district handled these? Any advice from SROs/ law enforcement?
 - c. Posted challenges for the future, what are you doing to be proactive to prevent destruction/harassment etc related to these tik tok challenges?
 - i. [Most Districts are taking a proactive approach that does involve SRO's.](#)
 - ii. [Cautious about believing the list that has been spread about upcoming challenges, may be a hoax.](#)
10. How are YOU taking care of YOU?[Skipped this agenda item due to lack of time, will add to next meeting](#)
 - a. Strategies for de-stressing during these hectic times
11. Other topics to discuss: [Nothing was brought forth by members](#)
12. Possible agenda items for November: [Members are asked to share via email](#)
13. Next meeting will be Nov 2 @ 1pm-2pm via ZOOM: [WE will keep the time the same for this one.](#)
14. Thank you everyone for attending.