



# MASS Board Leadership Web Meeting DRAFT Minutes

## Tuesday, December 14, 2021

### 9:00 – 10:00 am

In Attendance: Dr. Greg Dern, Dave Wick, Casey Klasna, Hannah Nieskens, Dan Schmidt, Allison Evertz, Thom Peck, Cal Ketchum, Nick Schumacher, Dr. Mike Perry, Elliott Crump, Dr. Laurie Barron, Tony Warren, Tobin Novasio, Kirk Miller, Kim Scofield, Marcus Meyer

Not in attendance: Rick Duncan, Scott Kinney

In Dr. Dern's absence, Past President Casey Klasna called the meeting to order at 9:05 AM. Dr. Dern joined the meeting at 9:12 AM

#### Items for Discussion - MASS President Dr. Greg Dern, Presiding

1. Consideration of [MASS Board Web Meeting DRAFT Minutes 11-9-21](#) [Action]  
Dan Schmidt made a motion to approve the minutes; Thom Peck seconded the motion. The motion passed unanimously.
2. MASS Strategic Planning Working Group Update - *Dr. Greg Dern*  
Kirk reviewed the progress made by the working group at the last meeting. The next meeting will be scheduled for January 2022
3. 2022 MASS/METAtechED Spring Conference Planning - *Dr. Greg Dern*  
Kirk reviewed the planning that has begun for the conference that is scheduled for March 21-22 at the Delta in Helena. Dr. Dave Schuler has been contacted about speaking at the conference. MCASE may hold their spring conference at the same time co-located at the Delta but will not be held jointly with MASS.
4. Discussion of [SAM Strategy – Promote the Value Your School Brings to the Community](#)  
Kirk voiced his appreciation to the MASS Board members for everything they are doing in their regions to promote the value of public education. The tools available to assist with this effort are posted on the website. The goal of posting the events on the website is to inform SAM members about what is going on around the state. He emphasized the importance for all educators to engage with local community members to communicate the value of the school to their community.
5. MASS [Regional](#) Information
  - Approaching Conflict Management Discussion - *Dr. Greg Dern*  
Dr. Dern introduced the discussion topic and asked board members to share their strategies for conflict resolution.
  - Tobin shared that his team is attempting to always assume positive intent when working with community members. He has also worked to adopt the philosophy of “solve it, don't win it.”, a strategy he learned from Randy Russell and Harry Amend.
    - Tony shared that his strategy is to pose questions to create a discussion.
    - Casey stated that he prefers a face-to-face discussion and recognizes that occasionally the parties must agree to disagree. He also stressed the importance of transparency.
    - Dr. Perry stated that listening and allowing people to vent is a strategy that he uses. Allowing people to be heard and responding to questions is important.
    - Nick stated that trying to see the situation the other party perceives it is an important strategy.
    - Allison stated that staying neutral and keeping open body language while listening are strategies that she implements. She also tries not to react and continues to ask questions.
    - Dan stated that many of his strategies are founded in the “love and logic” process of shared control and logical consequences. He communicates the 10/90 rule - spend 10% of the time on the problem and 90% of the time on the solution. He has also participated in de-escalation training.

- Elliott stated that his team’s main strategy is to build community rapport by listening and communicating effectively. His team tries to focus on the positive things happening in the district. This year they are focusing on “hope” and “fun”.
- Dave stated that he has tried to develop a reputation for listening in the community. He also sees his role as one to educate community members about issues such as social emotional learning.
- Hannah stated that she believes conflict resolution needs to be timely. She tries to listen and validate even if she doesn't agree. When validating, she tries to remove the emotion from the discussion.
- Cal stated that persistence is important and he encouraged board members to “persist longer than they resist”. He received an invitation from OPI meet with the state superintendent. He plans to listen during the discussion and will report the result of the discussion back to the board.
- Laurie shared that she tries to handle all communication the same day she receives it - “don’t let the sun set”. She also does not conduct any negative communication in writing, only positive and informative information is put in writing. Lastly, she stated that she tries to keep the big picture in mind during conflict. She focuses on the standard first and then applies the standard to the individual.
- Thom stated that authentic listening and listening for understanding are important strategies. He tries to always center conflict resolution around doing what is best for all kids.

6. [Advocacy Issues](#) Update– *Rick Duncan and Kirk Miller*

7. AASA Executive Committee and Governing Board Updates – *Tobin Novasio, Dr. Laurie Barron, Dr. Mike Perry, Cal Ketchum*

Tobin encouraged board members to attend the National Conference on Education (NCE) in February in Nashville. Dr. Perry stated that he has found that educators across the country are all facing the same issues. NCE provides a great opportunity for members to connect with other administrators.

8. [MASS Financial Report](#) and [Membership](#) Update – *Kirk Miller*

Kirk asked region presidents to contact members who have not renewed their SAM membership.

9. 2021-22 Professional Development Update – *Kirk Miller*

- [2022 Montana Principals Conference](#) on January 23-25. Bozeman Gran Tree and Virtual. Kirk reported that Dr. Ruby Payne will be one of the keynote speakers at the conference and will be presenting on social emotional learning, conflict resolution including techniques to help administrators to de-escalate issues in their schools. He requested that superintendents encourage superintendents in their regions to allow their principals to attend the conference and consider attending themselves.

10. [SAM Update](#), [Executive Director Position](#), and Update on SAM Office Transition Plan – *Kirk Miller*

Kirk invited board members to review the SAM Update. He stated that the Executive Director position has been posted. The process will be kept confidential and no announcements will be made until a new executive director has been hired. Kirk will stay on at the SAM office through the end of the year to assist with the transition. Also will possibly be hiring additional SAM team members to meet the needs of our growing association.

11. Future Meeting Dates – MASS Board Leadership Web Meeting 1-11-22 @ 9:00 am

- [SAM Web Calendar](#)
- [2021-22 SAM Conference-Meeting Schedule](#)
- [2021-22 SAM and Affiliate Board Meeting Schedule](#)

12. What’s on Your Mind ...

13. Adjournment

Allison Evertz made a motion to adjourn; Dave Wick seconded the motion. The meeting was adjourned at 10:07 AM.