

SAM Board Web Meeting DRAFT Minutes

Thursday, October 21, 2021

5:00 – 7:00 pm



In Attendance: Cal Ketchum, Shelley Andres, Dale Olinger, Nicole Trahan, Erin Lipkind, Sara Novak, Dave Wick, Shawn Hendrickson, Barb Droessler, Ted Miller, Casey Klasna, KJ Poepping, Julie Hornby, Justin Helvik, Kirk Miller, Kim Scofield, Marcus Meyer

Not in attendance: Dr. Greg Dern, Everett Holm, Rick Duncan, Marlin Lewis, Sheri Heavrin

SAM President Cal Ketchum Presiding Officer

President Ketchum called the meeting to order at 5:02 PM.

Agenda

1. Introductions

2. Deletions/Additions to Agenda

None noted.

3. Approval of Minutes/Notes

1. [SAM Board Meeting DRAFT Minutes 6-10-21](#) [Action]

Casey Klasna made a motion to approve the minutes; Sara Novak seconded the motion. The motion passed unanimously.

2. SAM Executive Board Web Meeting [Notes](#) 8-25-21
3. SAM Executive Board Web Meeting [Notes](#) 9-2-21

Kirk stated that these notes reveal the SAM process that is followed when there is an emergency. The Executive Board met and recommended that the fall conferences should be held virtually as well as discussing the politicization of COVID-related issues. The Executive Board recommended that SAM should interfere with the current political environment. Following this recommendation, Kirk penned a letter promoting the value of public schools to communities across the state. This process has led to the creation of the four components of the SAM strategy for promoting the value schools bring to the community. The four components are also included in the GREAT 2021 Volume IX publication that was released at MCEL.

Mega Issue Discussion

1. [SAM Strategy – Promote the value your school brings to the Community. Resources](#)

Cal introduced the mega issue discussion by sharing his personal story about the change he has experienced as new board members have been elected as trustees in his district. He asked the board for suggestions for how to change the tone begin taken toward public schools in Montana while staying motivated both physically and emotionally to do the job of a school administrator. How do we promote the value of our schools?

Nikki: Nikki thanked Kirk for writing the open letter to Montanans. Her district conducts an “educator for the day” and invites members from the business community into schools. These visitors then go on to share the great things going on in the schools with community members.

Dave: It is everyone's responsibility to not stay silent as we have let the loud voices of the minority control how we feel about things. At the last board meeting, Dave expressed that the community members are all partners in education. He wants to listen to parents' concerns but does not let them control the education system, especially when the parents are not the educational experts. He encouraged board members to stay in the profession.

Julie: The school year began with a masking issue, however, it was a small percentage of parents who were actually part of the protests that took place. She encouraged educators to not let the small percentage change the great things that are happening in Montana schools. Board members visit schools in her district on a monthly basis.

Casey: The school year began with a small group causing issues, attacking the school and sending letters to the editor. He sends a weekly newsletter that always contains a portion that encourages unity and positivity. He personally calls community members who post negative comments on social media so he can initiate a conversation. He is starting to see a positive change with community members.

Shelley: Bonner has a supportive board of trustees. Board members took it upon themselves to encourage candidates who have the best interest of children in mind to run for open trustee positions. There are still some negative social media posts. The district changed its website and post something positive each week. She suggested using social media as a platform to share the positive things happening in the district. The majority of the population is supportive of the teachers and district.

Erin: Posted in chat: I want to share that in Missoula County, I have found myself surprised by the lack of awareness around the severity of the Covid situation in our state and region. We are currently 1st in the nation for cases per 100,000. And yet, when I am out in the community, which is as seldom as possible, nobody is wearing masks. And the conclusion I have come to is that people don't watch the news, they don't read the newspapers, they aren't aware of what is happening on the national stage, let alone in MT or locally. And that includes our teachers and certainly parents and students. So when it comes to our work to keep our students safe, which to me means masking and vaccination, it is a very steep road that includes educating teachers so they adhere to district policies, educating boards using scientific data, educating students who are more easily reachable when they are little and pliant but more difficult when they are in middle school and rebelling. It is hard to not get depressed when working w/ kids I have known for years, talking about how dangerous Covid can be for people in their community (parents or family members who are immunocompromised), AND they have seen teachers, staff, or classmates get really sick from Covid, and we still can't get them to wear their masks properly and consistently. And then, in another district, they adopted a masking policy when cases get to 100 per 100,000! After looking at local, scientific data! I feel despair as an administrator that this just keeps going. I did not expect folks at all levels within our schools (student to school board members) to reject science entirely, disregard tenets of public health, and finally, demonstrate a lack of caring for fellow humans when they've personally experienced suffering within their families and/or school communities. On a positive note, I am heartened by the many thoughtful and supportive board members who remain un-swayed by our toxic national and state political climate.

Kirk reviewed the resources available to SAM members on the website through the following link that can be found on the SAM website homepage: [SAM Strategy - Promote the Value Your School Brings to the Community](#) This webpage will continue to be updated with pertinent information. He asked board members to share this information with their affiliate members. It is the marketing plan for getting the attention of the community members who support their local schools. Kirk stated that he believes the root of the negativity currently coming to Montana public schools is a national effort to privatize schools with public funds.

4. Old Business

1. [SAM Strategic Plan 2018-2022 Review - Executive Director Strategic Plan 2018-22 Report 1st Qtr 2021-22 10-21-21](#)

Kirk reviewed the reports stating that the work that SAM does to support Montana public schools is based on the SAM Strategic Plan and the goals around leadership involved in decisions that impact education,

advocacy, and professional learning and services. He invited board members to review the progress being made on the SAM Strategic Plan.

2. [SAM Annual Business Meeting Agenda 10-22-21](#) Review

Cal reviewed the agenda for the meeting scheduled for 10-22-21 at 8:00 AM. Kirk reported that the membership will vote on the advocacy package recommended by the SAM Delegate Assembly. He encouraged affiliate presidents to prepare a short report for the meeting.

3. SAM Executive Director Succession Planning Discussion ([DRAFT Thoughts](#))

Cal reviewed the succession planning document. Kirk recommended that the candidate be very familiar with education in Montana. Kirk provided rationale for the plan to create an environment that would lead to the success of the new executive director. Cal recommended the possibility of including a moving expense allowance for the new executive director. Dave stated that it will be impossible to find a new executive director that will be of the same quality as Kirk. He believes that the search could expand farther than Montana. Erin stated that the candidate needs to understand local control and rural education in Montana. She feels the candidate could be personally recruited. Cal reviewed the application timeline and process outlined in the document. Barb stated that she hopes to find a candidate that has the same presence on the national stage that Kirk has. Kirk recommended that the SAM Executive Board serve as the hiring panel. The SAM office will determine the job description of the new SAM Communications Specialist. He stated that this position could be a contracted service. Kirk's consultant position could also be a contracted position. He suggested increasing the in lieu of benefits for the SAM office staff from 15% to 20% to assist in purchasing health insurance. The board acknowledged that this is a plan they would like to pursue and gave Kirk the direction to continue to proceed with creating a plan from the draft document.

4. SAM and Affiliate Conferences 2021-22 Delivery Format Discussion

Cal stated that the MAEMSP and MASSP boards would like to consider holding the Montana Principals Conference in person. Kirk described the rationale for holding the fall conferences virtually. He recommended that the Montana Principals Conference be held in person and virtually due to the fact that the conference sites are no longer allowing for cancellations since many organizations are holding conferences in person. In a recent survey to MAEMSP and MASSP members, 82% of respondents stated that they plan to attend the principal's conference in person.

5. [SAM AI 2021](#) Review – [SAM AI 2021 Evaluation](#), [SAM AI 2021 Focus Zone Evaluation](#), and [SAM AI Profit/Loss History](#)

Kirk reviewed the conference landing page that is available to all conference attendees. He reviewed the evaluations. Dave stated that he thinks the hybrid model is a great option to continue to offer. Shelley stated that it is a nice option but not all presenters are willing to offer both the hybrid and in-person options.

6. SAM LPLP Update – [SAM LPLP 2020-21 Executive Summary](#), [SAM LPLP 2021-22 1st Quarter Data Collection](#), [SAM LPLP 2021-22 1st Quarter Provider Reflection Report](#), [LPLP Financial Report](#)

Kirk reviewed the documents stating that 70 members participated during the 2020-21 program year. Kim reviewed the executive summary stating that SAM LPLP has served nearly 550 members since 2013. The 2020-21 program year included 32 collegial learning webinars and 10 monthly Huddles. The average application time of each participant was 41 hours compared to 30 hours per participant the previous year.

Reports

5. President's Report – *Cal Ketchum*

Cal thanked the SAM office team and the SAM board for all they do. He encouraged board members to continue to take care of themselves and remember the value of their work.

6. Executive Director's Report – Kirk Miller

1. [Executive Director Update 10-21-21](#)

Kirk invited board members to review the update that includes the strategic plan report, financial reports of SAM and affiliates, and a review of activities being accomplished around SAM's strategic goals including Chapter 57 and Chapter 58 reviews that many SAM members are participating in.

7. SAM Financial Report - SAM Investment/Finance Committee

1. [SAM Financial Report FY 20-21 and FY 21-22 1st Quarter](#)

Cal reported that the financial status of SAM looks great. Kirk reported that the balance at the end of 2020-21 is nearly \$100,000 due to the funds set aside in the compensated absence liability fund and from the receipt of a Paycheck Protection Program grant. These funds are currently in the SAM checking account. As indicated in the SAM Bylaws, the funds are dedicated to being used toward meeting the goals of the organization.

2. Review Affiliate Financial Reports – [MASS](#), [MAEMSP](#), [MASSP](#), [MCASE](#), [META](#)
3. [Review Investment Committee Balance Report 1st Quarter](#)
4. Review of SAM Business Sponsors 2021-22 – [webpage](#), [Business Partners 2021-22](#)

8. [Membership Report](#) – Kirk Miller

Kirk reported that the membership at the end of the first quarter of SAM is currently 1035, which is 38 more than the end of the first quarter last year.

9. Affiliate Reports – Affiliate Presidents

MAEMSP: Nikki reported that the NE Director position is still open. Ted reported that the planning committee has been working with Joe Sanfilippo, Ruby Payne, Rick Wormeli, Coach Vigen, and Coach Hauck are all secured as presenters for the Montana Principals Conference. Breakout session presenters are currently being planned.

MACSS: Erin reported that the fall conference was very successful and was held virtually. The Spring Conference is scheduled for April in Ennis. Erin stated that there are several new county superintendents in the state. She asked that board members are patient with these new officials as they learn their unique positions.

MASSP: Shawn reported that the conference will be held January 23-25 with the 25th being half day. Several activities are being planned around the presentations.

MASS: Dave reported that the MASS/MCASE virtual conference was successful. Dr. Kerrie Cissna presented Leading Innovation Through Collaborative Leadership. Also part of the conference was a Women in Leadership Panel, a Restorative Practices presentation, a legal Update, and a MASS Strategic Plan update. In recognition of National Principals Month, he thanked principals for their incredible work.

MCASE: Sara thanked Kirk, Kim, and Marcus for their work on a successful virtual fall conference. She stated that MCASE regional groups continue to meet. MCASE is trying to increase membership especially by recruiting directors from large districts. Sara and Taylor Salmi (MCASE President Elect) are attending the CASE conference from November 9 - 13 in Little Rock, AK.

META: No report

10. Advocacy Report – Rick Duncan (DA Steering Committee Chair) & Kirk Miller

1. [2021 Legislative Session](#) Update

Kirk invited board members to review the successes of the session.

2. [SAM Delegate Assembly 2021](#)

Kirk reviewed the Summary of SAM Delegate Assembly 2021 Actions that will be presented to the SAM membership and voted on during the SAM Business Meeting on October 22 at 8:00 AM.

3. [Interim 2021-22 Legislative Committees](#)

4. [Federal Advocacy](#) Update – *Affiliate Federal Relations Coordinators*

Kirk invited board members to review the federal advocacy webpage.

He pointed out that October is National Principals Month and encouraged board members to take advantage of the resources to celebrate principals in their districts.

11. Future Meeting Dates

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

12. Adjournment

Kirk encouraged board members to attend the business meeting that will include the recognition of award winners and the SAM Board members who left the board in June.

Julie Hornby made a motion to adjourn; Shelley Andres seconded the motion. The motion passed unanimously.

The meeting was adjourned at 7:01 PM.

Respectfully Submitted,
Kim Scofield
Director of Professional Learning and Member Services