


**SAM Bulletin - December 2019**

1 message

School Administrators of Montana <saom@memberclicks-mail.net>  
 Reply-To: samks@sammt.org  
 To: samkm@sammt.org

Mon, Dec 2, 2019 at 3:31 PM

## School Administrators of Montana

# BULLETIN

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

**Volume XLII**
**December 2019**
**No. 291**

**In This Issue...**

1. [MACSS President Message](#)
2. [SAM Executive Director Message](#)
3. [SAM Membership](#)
4. [Awards Open for Nominations](#)
5. [2019-20 MT District Leadership Staffing Report](#)
6. [Montana Principals Conference 2020](#)
7. [Professional Learning - CoSN](#)
8. [SAM Needs Assessment Survey 2020](#)
9. [SAM Welcomes New Business Partners](#)

**Upcoming Conferences, Meetings, & Events**

**December 4: GotZoom Webinar - [Register HERE](#)**

**January 26-28: Montana Principals Conference - Fairmont Hot Springs Resort**

**February 19-21: MCEC Conference - Missoula**

**March 23-24: MASS/METAtechEd Conference - Helena**

**June 11-12: SAM Board Meeting and Delegate Assembly - Helena**

## Thanksgiving Message

*by Cathy Maloney, MACSS President*

Thanksgiving Greetings and Salutations!

My Thanksgiving message for you: May you be thankful for the powerful work that is meaningful, purposeful, sensible and significant. When you take the time to reflect and be thankful, ponder the thought that your work is affecting your very own future.

I am thankful for the opportunities for travel and rich educational exposure this past year. MACSS in Lewistown, MCEL in Billings; provided me with Jamie Vollmer's List of "Look What We're Doing to Our Schools," please look at [www.jamievollmer.com](http://www.jamievollmer.com) for an actual accounting of ALL we do in our schools. I also attended the National Forum to Advance Rural Education in Louisville, KY, this reminded me of my gratitude for teachers and education.

In my rural rounds, I recently observed a wonderful teacher, there was only one student that came to school that day. How fortunate for the child to have an individualized education plan for every moment of the day; how unfortunate for the teacher to be under extra scrutiny at the same time. As I observed, I wondered if he got bored waiting for the child to sound out the words. What I saw was something like divine grace. He used phrases like "Please don't put candy in your mouth, as it makes it hard for me to hear your lovely voice." This wasn't a directed uttering, he truly meant it.

The mutual affection was obvious, the teacher adores and cares for his student and the student was engaged and learning to the best of the abilities given. There were real life connections and positive assurances that made the time pass as if we were in a dream. There were many distractions, but the teacher gently refocused the child and cheered too, "Let's go ahead and finish off strong!" These interactions were very uplifting and reminded me that our children only get one childhood, and how fortunate they are to receive a good education. They will be tomorrow's leaders and responsible to take care of us.

To bring it home for you, in Kentucky, I was visiting with a long-time, gifted speaker and powerful educator. His passion for his profession was contagious, his numerous examples of unique projects reached all students of all ability levels. His presentation was convincing enough to make a believer in education out of anyone. Then he reported that his wife was recently involved in a very serious car accident, and the first responders to the scene were all former students that he had taught. Wouldn't it be wonderful to have your loved one's life in the hands of a student that you did your absolute best for, especially in a situation like this?

Your work is so important. No matter how you feel, get up, dress up and show up. We have all seen and felt the differences that attitude and effort make. I concur with the thought that you should treat others as you would like to be treated. Someone important to you may need the competent care of a child that has been in your charge, grown up and become a decision maker that affects you.

Being an educator is one of the highest callings, be thankful. May grace and peace be with you in all you endeavor and all that you are.

Warmest Regards and Thanks,

*Cathy Maloney  
 MACSS President*

**Thankfully Reflecting  
 on this Great**

**SAM Reaches All-  
 Time Record**

July 27-29, 2020: SAM Administrators Institute 2020 - Helena

\*\* View the full SAM Calendar\*\*

Thank you to this month's featured Business Partners!



### SAM Leadership

#### SAM

**Peter Hamilton**  
President  
**Dale Olinger**  
President Elect  
**Laurie Barron**  
Past President

#### MASSP

**Jake Haynes**  
President  
**Justin Helvik**  
President Elect  
**Shawn Hendrickson**  
Vice President  
**Peter Hamilton**  
Past President

#### MAEMSP

**Craig Crawford**  
President  
**Shelley Andres**  
President Elect  
**Nicole Trahan**  
Vice President  
**Pam Meier**  
Past President  
**Marlin Lewis**  
**Barb Droessler**  
SAM Representatives

#### MASS

**Mike Perry**

## Profession!

by Kirk Miller, SAM Executive Director



In the midst of the holiday season, it is a good time to reflect on the amazing profession you have chosen. The passion, expertise and work ethic of Montana school administrators is a credit to the education profession. As you create and implement an educational environment for the students and education team you serve, the holiday season is a great way to showcase your school and the value it provides to the community. From holiday programs at the center of gathering your community, to the kind giving projects and community service, to the educational focus on supporting others at this time of year, your schools and the work you do with your students are critical to the future of your community. Please consider this as you go about your work this month, knowing that you have a substantial purpose in helping students grow into healthy, happy productive citizens, and the impact of that great effort on your community.

At SAM, we are coordinating efforts to assist our profession, and the administrators we serve, with professional learning and advocacy efforts. Professional learning opportunities are at an all-time high. We have 90 administrators in the SAM Leaders Professional Learning Program (LPLP) this year. Each of these administrators are working on their personalized professional learning plan that they have developed to impact their students, school and district. Great work is being accomplished in so many areas as evidenced through 11 Collegial Learning Networks collaboratively involved in studying and finding solutions to key areas for their students and community. SAM assists in the development of 11 conferences annually that are important for our Montana administrators to gather to learn together and plan together. The [Montana Principals Conference 2020](#) is the next conference on the schedule, January 26-28, at Fairmont. I hope all principals are planning to attend this outstanding agenda of contemporary issues that will help you with your work for students. District leaders please urge your principals to join their colleagues at this professional learning event. Click on the [LINK](#) to register.

Advocacy work to support a great education for each child, every school continues to be a priority. Please review the [GREAT VII 2019](#) publication developed by MT-PEC, and use this for reference to advocate in your school community. SAM recently established a business partnership with Jamie Vollmer, Inc. that will provide SAM members with access to Jamie's work to engage your community in support of your school and the education you are providing. "The Great Conversation" strategies and set of tools, videos, documents and books can help you strategically advocate for the great work your team does for each child, every day! See how to access Jamie Vollmer's work in this Bulletin. Another recently developed advocacy tool is the [MT-PEC Flexibility PD Series](#). This access to deep professional learning about the many efficiencies and flexibility provided in legislation, law and administrative rules is intended to help you advocate for programming necessary in your schools to meet the needs of the children served. This Bulletin also references the 2019-20 Montana District/School Leadership Staffing Report for your use in advocacy discussions with community members and legislators. This report emphasizes the effective and efficient administration of Montana's schools, giving you valid information to disprove the popular but inaccurate refrain that there is too much administration in Montana's public schools.

SAM efforts in professional learning and advocacy are examples of our collective effort to improve our great profession! Thank you SAM members for your

## Membership!



via GIPHY

SAM membership for 2019-20 has reached **1074**, the new all-time record for membership in our association! Thanks to all of you for being a member of your affiliate and SAM. This is important because we know that our core purpose and goals of SAM are accomplished in a big way by working diligently with all administrators in our state. Your membership and engagement are critical to the ongoing progress being made for the education profession and serving our children.

The most up-to-date membership listing is on the SAM website! The SAM School Leadership Directory 2019-20 is a list of renewed SAM members as of 12-1-19. The Leadership Directory gives you access to the contact information for all SAM members. The SAM School Leadership Directory 2019-20 can be found on the SAM website on the [Member Landing Page](#). You will be required to log in as this information is for SAM members only.

## Awards Open for Nominations

Please consider nominating someone you would like to recognize for their outstanding service to the education of Montana's children. **MAEMSP**: The following 2020 MAEMSP awards are now open for nominations. Nomination forms must be completed by **December 20, 2019**. Find out more about each award and nominate/apply by clicking [2020 MAEMSP Awards](#).

- **National Distinguished Principal Award**
- **Adrian Langstaff Award**
- **Friends of Education Award**
- **Aspiring Principal Scholarship Award**
- **NAESP Conference Incentive Scholarship Award Appreciation Award**

**MASSP**: The following 2020 MASSP awards are now open for nominations. Nomination forms must be completed by **December 20, 2019**. Find out more about each award and nominate/apply by clicking [2020 MASSP Awards](#).

- **Future Administrators Scholarship**
- **Community Partner**
- **Principal of the Year**
- **Conference Incentive Award**

**MCASE**: The following 2020 MCASE awards are now open for nominations. Nomination forms must be completed by **January 10, 2020**. Find out more about each award and nominate/apply by clicking [2020 MCASE Awards](#).

- **Special Education Director**
- **Special Education Teacher**
- **Regular Education Teacher**

President  
**Casey Klasna**  
 President Elect  
**Cal Ketchum**  
 Past President  
**Rick Duncan**

Federal Relations Coordinator

**MACSS**

**Michelle Halberg**  
 President

**MCASE**

**Cathy Maloney**  
 President

**META**

**Brian Norwood**  
 President

**SAM Office**  
**Kirk Miller**

Executive Director

**Gary Wagner**

Director of Operations,  
 Membership & Finances

**Kim Scofield**

Director of Member Services &  
 Professional Learning

participation in professional learning and advocacy;  
 your efforts are making a difference!

Have a great December and Holiday Season. Merry  
 Christmas and Happy New Year to you from your  
 team at SAM!

*Kirk J. Miller*

## 2019-20 Montana District/School Leadership Staffing Report

The **2019-20 Leadership Staffing Report** has just been completed and is a compelling story of how efficient/effective the administrative structure is for our Montana public schools, and disprove the popular but inaccurate refrain that there is too much administration in Montana's public schools. We hope this is useful for you in discussions with your community and with your legislators.

The following press release will be sent to all major Montana newspapers and media sources next week:

### **2019-20 Montana District/School Leadership Staffing Report Complete**

*School Administrators of Montana (SAM) has created the organization's annual analysis of school administrator staffing in Montana's schools. The 2019-20 Montana District/School Leadership Staffing report indicates that the administration of our Montana schools is effective and efficient with 1087 students per Superintendent and 246 students per Administrator (Superintendents and Principals).*

*Each Administrator supervises an average of 21.0 licensed professional and paraprofessional staff. These ratios compare very favorably to the following public and private sector industries: 11.7 employees per healthcare administrator, 6.5 employees per construction manager, 5.6 employees per manufacturing manager (U.S. Bureau of Labor Statistics/Educational Research Service) and disprove the popular but inaccurate refrain that there is too much administration in Montana's public schools.*

*SAM hopes this report will be useful information for discussions with community members and legislators across the state. The 2019-20 District School Leadership Staffing Report can be found in its entirety on the SAM website at [www.sammt.org](http://www.sammt.org) under Headline and Features.*

## Montana Principals Conference 2020

### *It Only Takes One!*

**January 26-28**

### **Fairmont Hot Springs Resort**

**Sunday, January 26:**

- Keynote: **Ryan Sheehy** - *Be the One for Kids*

**Monday, January 27:**

- Keynote: **Adam Welcome** - *Kids Deserve It*

### **Watch Adam Welcome Video**

- MAEMSP and MASSP Business Meetings
- Breakout Sessions
- Leader to Leader Event



## Professional Learning

The **Consortium for School Networking (CoSN)** and its state affiliate chapter, **Montana Educational Technologists Association (META)** are pleased to continue to support the work of current and aspiring superintendents and district leadership teams in leading all aspects of digital learning transformations.

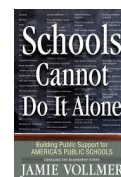
Last month we focused on [the top five reasons why schools and districts must make cybersecurity a priority](#) when leveraging technology to maximize student learning. This month we turn our attention to Professional Learning: The Secret Sauce for Successful Technology Integration.

Despite decades of existing research, school district professional development programs often fail to demonstrate any measurable improvement in teacher and student classroom practice. This issue is magnified when it comes to helping teachers leverage technology tools for learning, which often necessitates teachers having to learn new skills combined with a change in traditional instructional strategies and practices. One of the most critical keys to an effective, well-designed, professional development program is a coordinated leadership strategy for planning and delivering professional learning experiences within a school district. [CoSN's one-page guide for school leaders on effective professional development](#) offers school leaders three critical guidelines for professional learning that improve classroom practice and also presents an overview of the essential factors school leaders must consider when planning for and evaluating professional learning.

CoSN, in partnership with edWeb.net, hosts *The EmpowerED Superintendent* monthly webinar series on topics that are essential for all educators engaged in leading digital transformations. The focus of the December 9, 2019 webinar (3:00 pm MT) is on how to create effective professional learning opportunities within a school district. Members of Connecticut's Meriden Public Schools district leadership team – including the Superintendent, the Director of Curriculum and Instructional Technology, and the Supervisor of Blended Learning - share the planning, collaboration and implementation strategies they use to assure that their district's professional learning programs are effective and have the desired impactful results. Learn more and register for this free webinar as well as access recordings of previously broadcast CoSN/edWeb webinars at <https://home.edweb.net/supers/>

If your school or district would like more information about joining CoSN or getting more involved with CoSN, please contact Brian Calvary, CAE, CoSN Director of Membership and Chapters, at [bcalary@cosn.org](mailto:bcalary@cosn.org).

## SAM Welcomes New Business Partners



**Jamie Vollmer, Inc:** Jamie Vollmer is an award-winning champion of public education. He is president of Vollmer, Inc., and Director of the Community Engagement Project. In both roles, he works to halt the erosion of public trust and build support for America's public schools. Jamie is the creator and producer of the ground-breaking video series, *The Great Conversation™*, now recognized as a "must see" by

- Cornhole Tournament
- Awards Banquet with Ugly Sweater Contest
- Live Music by Intermission

**Tuesday, January 28:**

- Breakout Sessions
- Closing Speaker: **Dr. Andy Jacks**  
- *Refusing to Fail*

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

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

## SAM Needs Assessment Survey

Later this week you will be receiving an email with a link to the 2020 SAM Needs Assessment Survey. The purpose of the SAM Needs Assessment Survey is to gather information about our members' needs for Services, Professional Development, and Advocacy (Goals of the SAM Strategic Plan). Please complete the survey by **January 6, 2020**. The time required to complete the survey is 15-20 minutes. We appreciate your responses to the survey and your assistance in making SAM the best it can be for your leadership needs. Please look for this email coming to your inbox in the next few days.



everyone who cares about the future of our schools. Through this partnership, SAM members will receive The Great Conversation materials at a drastically reduced rate. In less than thirty seconds a week, district and school leaders can share a positive, pro public education message with staff, interested parents, business leaders, elected officials, and community members. Visit <https://www.jamievollmer.com/> for more information.

**cognia**

**Cognia:** AdvancED and Measured Progress are now Cognia! Cognia provides Improvement Services to over 36,000 institutions in all 50 states and 85 countries. Since AdvancED's recent merger with Measured Progress, the new company now offers a wide variety of services to schools and systems that are seeking to move academics forward. Services we provide include Certification and Accreditation, Assessment Services, and Professional Learning and Consulting. We also specialize in Diagnostic Review Services to identify root causes of underperformance and provide targeted longitudinal professional development to improve school and district performance. Cognia is a global network of enthusiastic educators who help strengthen schools, so all students have the opportunities that knowledge brings. Visit <https://www.cognia.org/> for more information.

**GotZoom Informational Webinar** Student loan debt is at a crisis state in America. Not only is it taking a toll on our educators, but it has a significant impact on our school districts as well. Please join us in our effort to educate our members by registering for our 30-minute educational webinar on December 4, 2019 at 3:30 PM MST. The impact is real and, fortunately, there are cost-free options available for your district's consideration. May we suggest that you include your HR Director on this webinar as well. Please register at <https://bit.ly/2NK37er>. We enjoy serving our membership and look forward to sharing this much needed information with you.

## Thank you to SAM's Business Partners!

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

### Montana Big Sky Sponsors



Health Insurance  
P O Box 4579 - Helena, MT 59601  
[aholmlund@ms-sf.org](mailto:aholmlund@ms-sf.org)  
Phone: 406-457-4401



Technology Innovation  
1309 NW Bypass - Great Falls, MT 59404  
[bruce.wallace@vision.net](mailto:bruce.wallace@vision.net)  
Phone: 406-727-5994



Total Education Solutions in Technology (T.E.S.T.)  
PO Box 2900  
Missoula, MT 59805  
[liz@testkids.com](mailto:liz@testkids.com)  
Phone: 888-401-6950



Empowering Teachers To  
Drive Their Own Professional Learning  
84 Sherman Street  
Cambridge, MA 02140  
[jeff.liberty@betterlesson.com](mailto:jeff.liberty@betterlesson.com)

## Montana Glacier Sponsors



Infinite Campus is the largest American-owned student information system  
4321 109th Avenue NE  
Blaine, MN 55449  
stephanie.sondrol@infinitecampus.com  
763-458-1752



A unique approach to teaching K-6 math using hands-on, interactive games  
37 E 28th Street Suite 600  
New York, NY 10016  
719-510-9503  
john@slatescience.com



Mileposts™ cloud-based achievement & data management  
408 E. Parkcenter Blvd., Ste.300  
Boise, ID 83706  
rapp@silverbacklearning.com  
208-481-2300



★ An American General Company

Annuities, life insurance  
430 Ryman St., #102  
Missoula, MT 59892  
Brian.Olsen@valic.com  
406-329-5500



School property & liability insurance  
1200 North Montana Ave.  
Helena, MT. 59601  
rholman@paynewest.com  
406-533-1035

## Montana Mountain Sponsors



Energy Efficiency and Renewable Energy Solutions  
34 West 6th Avenue, Suite 2B  
Helena, MT 59601  
bsolan@ameresco.com  
406-461-7432



Lowest total operational cost clean buildings 2525 Overland Avenue  
Billings, MT 59102  
brucoeducation@gmail.com  
800-652-1020



School portraits, yearbooks & sports portraits  
2110 Overland Ave., #115A  
Billings, MT 59102 jvagner@lifetouch.com  
800-862-7183



C&C School Accounting  
Software For Schools  
In Montana Since 1980  
Help@CandCSchoolAccounting.com  
(800)-442-6107



Safe, Easily Managed School Networks  
106 East Sixth Street, Suite 500  
Austin TX 48701  
JArnold@lightspeedsystems.com  
512-904-0544



Auto, homeowners, life insurance and financial services  
617 W Stolley Park Road  
Grand Island, NE 68801  
keith.jorgensen@horacemann.com  
866-517-6870



School Workers' Compensation & Liability Coverage  
PO Box 7029 - Helena, MT 59601  
sbubb@mtsba.org  
Phone: 406-457-4418



College Assistance, Job Skill Training  
1956 MT Majo Street  
Fort Harrison, MT 59636  
todd.j.carver.mil@mail.mil



EDUCATION SERVICES™  
A leading provider of comprehensive Custodial, Grounds & Facility Operations and Maintenance services  
4702 Western Ave. Suite 101  
Knoxville, TN 37921  
gcaeducation@gcaservices.com



Connecting Schools, Parents, and Communities through Cloud-Based Communication Tools  
218 N. 3rd Ave  
Durant, OK 74701  
sales@gabbart.com  
580-931-6894



Professional Learning Organization  
1031 N. Academic Way, Ste. 242  
Coeur d'Alene, Idaho 83814  
hroggers@nccce.org  
Phone: 208-292-2529

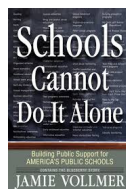


Amanda Burnette  
3001 Metro Drive, Suite 480

Bloomington, MN. 55425  
amanda.burnette@  
winsorlearning.com



Professional Preconstruction & Construction  
Manager  
Mark Qualman  
Billings, MT  
mark@costgurus.com  
406-412-7650



The Great Conversation Series  
Jamie Vollmer  
jamie@jamievollmer.com  
641-472-1558

### Montana Meadow Sponsors



A Kelly Services Company

Maya Burnaugh  
3001 Metro Drive, Suite 200  
Bloomington, MN. 55425  
mburnaugh@teachersoncall.com



School Accounting Software  
145 Southlake Crest, Suite 1  
Polson, MT. 59860  
sales@  
blackmountainsoftware.com  
Phone: 800-353-8829



Targeted Professional  
Development  
Daniel Sybrant  
557 Cow Creek Lane  
Corvallis, MT  
Daniel.Sybrant@  
measuredprogress.org  
888-413-3669, ext. 5776



Network and Communications  
Solutions  
904 C Avenue  
Circle, MT 59215  
Christine.Donnelly@midrivers.coop  
Phone: 406-234-7470



Technology planning, project  
& solution services  
2135 Charlotte Street  
Bozeman MT 59718  
bvanceeve@pinecc.com  
406-294-5470



Systems and applications to  
reduce the financial burden of  
federal student loans  
breck@essources.com  
833-468-9666

900 N. Montana Ave. Suite A-4 | Helena, MT. 59601 | Phone (406)442-2510 | Fax (406)442-2518

[www.sammt.org](http://www.sammt.org)

This email was sent to samkm@sammt.org by samks@sammt.org

School Administrators of Montana · 900 N. Montana Ave., Suite A-4, Helena, Montana 59601, United States · 406-442-2510

Remove My Email or Manage Preferences · Privacy Policy

powered by MemberClicks