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*School Administrators of Montana*

# BULLETIN

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

**Volume XL**

**FEBRUARY 2018**

**No. 271**

**The Super Bowl, "Gassers", and Advocacy**



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## **Upcoming Conferences and Meetings**

**Feb. 28 - March 2:**  
**[MCEC Conference - Missoula](#)**

**March 19 - 20:** MASS  
Spring Conference - Helena  
- **[Registration](#)**

by Tobin Novasio, MASS President

*"It's not the will to win that matters. It's the will to prepare to win that matters."* – Paul "Bear" Bryant

As the NFL season winds down and our nation's attention turns to Super Bowl 52 in the Twin Cities, the average fan is focused on the perfectly timed, seemingly effortless offensive stars and complex, disciplined defensive schemes (not to mention the million dollar commercials). However, true fans understand the reason teams reaching this championship level can execute their playbooks so efficiently is because of the foundation their players and coaches built in August during training camp; far away from the glitz and glamor of America's biggest spotlight.

The Jacksonville Jaguars are this year's surprise team in the NFL, rising up from a decade of futility to make the AFC Championship, one of the final four teams vying for the championship. I remember last August reading a couple of articles and seeing tweets, many of them mocking in tone, about how the Jaguar coaches had their team run "gassers", a colloquial term for wind sprints, following joint practices with other NFL teams. For anyone that has played high school football the word "gasser" evokes strong memories of running conditioning drills, likely at the end of practice, in the August heat, feeling like your lungs were going to explode while your pads and clothing were weighed down by your own sweat. "Gassers" are a staple of football and a rite of passage for American boys.

The media and other players thought it was amusing and somewhat silly the Jaguar coaches were having finely tuned million dollar athletes, who have personal trainers, run the same simple drill middle school teams finish practice with. What these experts forgot but the Jags coaches knew is that "gassers" aren't really about physical conditioning. "Gassers" build mental toughness and the team mindset. You have to force your body to keep going when it wants to quit. You encourage and are encouraged by your teammates, helping each other overcome adversity one rep at a time. The ability to overcome adversity and putting your team's goals ahead of your own are at the core of what makes a football player and team successful. It is in August when football teams build their foundation for success by pushing themselves and building comradeship.

As an advocacy organization, if we want to have success during the 2019 Legislative Session, these next several months are the equivalent of our training camp. This is when our foundation has to be built upon solid ground. SAM has made the call for Delegate Assembly Positions and Resolutions; any member can submit a resolution to address any issue that impacts our schools and students. Then in June forty-five of our colleagues will gather in the SAM Offices for the Delegate Assembly to finalize and prioritize our organization's advocacy platform for the next session. This platform gives Kirk and Pat guidance on how to represent our membership at the Capital.

However, to build a truly strong foundation we as members have to go further and not just expect our Directors to handle all of the advocacy efforts. The coming months are also the time we need to build relationships with our local legislators. Your phone call or email to a legislator during the session has much more impact on them if they already know you and your school. It is key to build that relationship and this is a perfect time, reach out to your Senator and invite them to school activities, just start with the positives to build a rapport. Every seat in the House is up for election in November; take this opportunity to get candidates on to your campus. Remember in most Montana communities, our schools are the largest employer and connect with more voters than any other community organization! It is no secret that in the current political climate, both locally and nationally, we need to find candidates that are supportive of public

**March 19 - 21:**  
METAtechED Conference -  
Helena - [Registration](#)

**April 4 - 6:**  
MAEMSP/MASSP Spring  
Conference - Fairmont  
[Registration](#)

**April 17-19:** MACSS  
Spring Conference -  
Whitefish - [Information](#)

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Calendar](#)\*\***

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schools and who will be more accountable to their constituents (that's us!) than they are to their political party.

I know all of your time is precious, but just like those “gassers” pay off in a close game at the end of the football season, your efforts to get involved with advocacy now will pay off for Montana’s students when the legislature returns to Helena next January. And I promise it won’t make your lungs explode.

*Tobin Novasio, MASS President*

## Passionate About, and Thankful for, Montana's Great Administrators!

*by Kirk Miller, SAM Executive Director*



School Administrators of Montana is the professional association of Montana school leaders for over 40 years. SAM represents the interests, aspirations, and professional leadership of over 1040 administrators networked under six affiliate associations proudly demonstrating the Core Purpose – “SAM ... Visionary leaders united in providing, advocating and creating education excellence for Montana students!” In my sixth year as the Executive Director of SAM, I find that the people in this great association have fueled my passion for the important work outlined by the Core Purpose and practiced through the implementation of the SAM Strategic Plan. This work leads to a deep appreciation for the outstanding effort and commitment of our Montana administrators to create learning opportunities for students in schools and communities all across the state. I want to thank our school and district administrators for their passion, intelligence, drive, and expertise to create a system that works to educate the children in their community and for their extra effort to advocate for the education of our children!

## What’s Going on in Your SAM Affiliate?? Check it Out!

*by Pat Audet, SAM Associate Director*

### MASS Members

- The **President-Elect** position, on the MASS Board of Directors, is now open for application. This position moves up in the ranks each year from President-Elect (18-19) to President (19-20) to Past President (20-21). This position will also serve on the SAM Board of Directors. If you are interested in providing your service to the MASS leadership, please fill out the online application that was emailed out to all members on January 31. If you know someone that would be good in this position, please contact them and encourage them to apply. You must be a current MASS/AASA joint member to apply for candidacy of this elected position. To apply for candidacy to this position, click [MASS PRESIDENT-ELECT APPLICATION](#). The deadline for application is Friday, March 9, 2018.
- **Calling all Retirees!** If you are a current MASS member and looking to retire at the end of this year, please contact MASS President-Elect, Cal Ketchum at [cketchum@westvalleyschool.com](mailto:cketchum@westvalleyschool.com) or



## **SAM Leadership**

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**Laurie Barron**  
President-Elect

**Paul Furthmyre**  
Past President

### **MASSP**

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**Peter Hamilton**  
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### **MAEMSP**

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**Pam Meier**  
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**Craig Crawford**  
Vice President

**Jon Konen**  
Past President

To see a glimpse of the great work you are involved in I encourage you to review the [SAM Strategic Plan Report for 2<sup>nd</sup> Quarter 2017-18](#) paying particular attention to Goal 1 – “Professionalism, Integrity, and Leadership: SAM models and promotes the highest levels of professionalism, integrity and leadership of its affiliates to create a foundation vital to success” – progress. The short version of this goal is SAM members working together to literally have a seat at the table (input) on all efforts that impact the education of Montana’s children. You will find that through the commitment of our members, administrators going above and beyond in their service are accomplishing the goal of having a voice to positively impact the education of our students.

In 2017-18, SAM members have established a strong voice for the actions on: [Montana ESSA Plan](#), [Suicide Prevention](#), PK-12 School Funding Adequacy and Equity, K-12 Vision Group, [Interim Education Committee](#) Priorities, [Preschool](#), [Montana EPAS](#) (Educator Performance Appraisal System), [Montana Afterschool Alliance](#), [Montana Farm to School Leadership Team](#), [Broadband Access Initiatives](#), Study of Special Education Funding and Services ([HJ 1](#) 2017 legislative session), Recruitment and Retention of Quality Educators ([RISE4MT](#), [MUS Rural Educator Recruitment and Retention Task Force](#), and others), [Montana Digital Academy](#), and [SAM Delegate Assembly](#) to name a few! More than 100 SAM member education leaders are participating in these efforts – you can see why I’m so thankful!

As we prepare advocacy for the education of our students in Montana, our members will play a vital role. Advocacy for schools is a year round activity with the best successes created when we build relationships with those elected to local and statewide office to represent our schools and community. Every administrator has the opportunity to build those relationships by inviting you legislator to your schools – I request that you do that. The formal [SAM Call for Positions and Resolutions](#) will lead to our school and district leaders having an opportunity to

give him a quick call at 406-755-7239. The MASS Board of Directors would like to recognize retirees at the MASS Spring Conference being held March 19-20 at the Radisson Hotel in Helena.

- To read more about and register for the 2018 MASS Spring Conference on March 19-20, please click [MASS SPRING CONFERENCE REGISTRATION](#).

## **MAEMSP Members**

- The following awards are still open for nomination/application: You can read more about each award plus nominate or apply by clicking [2018 MAEMSP AWARDS](#). Nominations/applications are due soon by February 9. If you are a current MAEMSP member and you are **planning on retiring** at the end of this year, please contact MAEMSP Past President, Jon Konen at [jon\\_konen@gfps.k12.mt.us](mailto:jon_konen@gfps.k12.mt.us) or give him a quick call at 406-268-6803. The MAEMSP Board of Directors would like to honor retirees at the MAEMSP-MASSP Combined Spring Conference on April 4-6 being held at Fairmont.

- **2018 Adrian Langstaff Award**
- **2018 Friends of Education Award**
- **2018 Aspiring Principal Scholarship Award**
- **2018 NAESP Conference Incentive Scholarship Award**
- **2018 Appreciation Award**
- **2018 National Distinguished Principal Award**
- To read more about and register for the MAEMSP/MASSP Combined Conference on April 4-6, please click [MAEMSP-MASSP CONFERENCE REGISTRATION](#).

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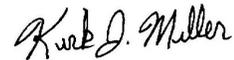
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**Pat Audet**  
Associate Director  
**Gary Wagner**  
Operations Manager  
**Kim Scofield**  
Communications Specialist

create the advocacy priorities for the 2019 Legislative Session. I invite you to get involved in this important work – another way to use your expertise to help our organization advocate for our children.

This brief glimpse of the great work of our members creating a strong voice for action is a core value of SAM. This collective effort drives the passion and appreciation I have for our members and the SAM organization's role in providing, advocating and creating education excellence for Montana students!



## Midyear Update: 5 Questions for Reflection + 2 Asks!

by Jon Konen, SAM President

When the first semester ends, it is a fantastic time to reflect. How is your school year going so far?

As we dig deep and buckle up for the hectic events that spring brings, taking time to determine our effectiveness is important. What questions should we ask ourselves? Here are five questions that can lead to powerful reflection:

- 1) What made me smile this first semester?
- 2) What can I work on the second semester to increase the number of smiles?
- 3) If I were to think back to the most stressful event(s) that occurred first semester, what would I do differently?
- 4) How can I increase my self-care practices?
- 5) How can I increase support for those I work with at school?

Being able to reflect openly and honestly is a true virtue. The better we can reflect the more effective we can be with our changes. As I reflect, I

## MCASE Members

To read more about and register for the MCEC Conference on Diverse Abilities on February 28 – March 2, click [MCEC CONFERENCE](#). The 2018 MCASE Distinguished Service Award winners will be announced at this conference.

## META Members

- The **President-Elect** position, on the META Board of Directors, is now open for application. If you are interested in running for this META Board position, you can click [META PRESIDENT-ELECT CANDIDACY APPLICATION](#). Please understand that this is a six-year commitment - 2 years as President-Elect (FY19-FY20); 2 years as President (FY21-FY22); 2 years as Past President (FY23-FY24). **This application is due by Friday, March 2.**
- The following awards are still open for nomination: You can read more about each of these awards plus nominate by clicking [2018 META AWARDS](#).
  - **META Technologist of the Year (nominations due February 16)**
  - **META Empowered Superintendent of the Year (Nominations due February 23)**
- To read more about and register for the METAtchED Conference on March 19-21, please click [METAtchED CONFERENCE](#).

## MASSP Members

- The following awards are now available for application or nomination (check SAM website – sammt.org). All

have two “asks” of our SAM membership for this new year.

**ASK 1 – MCEL – PK-12 Principals, we need you...would you sign up to present at MCEL?** -- One of the take-a-ways of over 200+ people who completed the SAM Needs Assessment Survey was adding to the offerings at MCEL for principals. Next October, MCEL will be in Missoula...a switch from Billings. If we want more offerings, we need some homegrown Montana principals to step up and present. We have so many fabulous things going on in our schools. I ask all PK-12 principals to present. I agree there have only been a few principal offerings. This will be my third year presenting at MCEL, and this fall I will be collaborating with an outstanding award-winning principal from Billings Public Schools, Beartooth Elementary Travis Niemeyer. The call for presenters recently went out in January. You should have received an email from Gary Wagner, from SAM. The theme this fall will be CLIMB: “Climb, Lead, Inspire, Motivate, Believe -- Be an agent of change.”

**ASK 2 – LPLP – Will you be part of some of the most effective and inexpensive professional development in Montana for SAM members, the Leaders Professional Learning Program (LPLP)?** Currently, many new leaders, over 60, have partnered with SAM for this professional development offering. I am asking for SAM members that may be mid-career or even veterans to take part. One of the true signs of an administrator that is a lifelong learner, one with a growth mindset, is to continually set personal and professional goals. The program partners you with a retired Montana administrator that can support the goals you set. In my 19th year in education, I took on this endeavor. My mentor is Jeff Blessum, a retired principal, and superintendent. As a mentee, I am able to set goals, collaborate, and reflect at a completely new level. Like the old mantra of Hairclub for Men, “Not only am I the owner, I am also a user.” As your SAM president, I

applications or nominations are due by March 3, 2017:

- **MASSP Future Administrators Scholarship**
- **MASSP Community Partner**
- **MASSP Principal of the Year**
- You can read more about each award plus nominate or apply by clicking [2018 MASSP AWARDS](#). Nominations/applications are due by March 2.
- If you are a current MASSP member and you are planning on retiring at the end of this year, MASSP Vice President, Jacob Haynes, needs to hear from you soon! Please contact Jacob at haynesj@ftsd.org or give him a quick call at 406-626-2670. The MASSP Board of Directors would like to honor retirees at the MASSP-MAEMSP Combined Spring Conference on April 4-6 being held at Fairmont.
- Again, to read more about and register for the MASSP/MAEMSP Conference on April 4-6, please click [MASSP-MAEMSP CONFERENCE REGISTRATION](#)

#### **MACSS Members**

- The 2018 MACSS Spring Conference is almost here! It will be held at Grouse Mountain Lodge on April 17-19, 2018 in Whitefish. For more information, please click [MACSS 2018 SPRING CONFERENCE](#).

This is a heavy dose of awards, elections, events, and activities that are happening now within each of the SAM affiliates! Please contact me if you have any questions. Thanks

am also a participant in our LPLP program. Please sign up for this tremendous SAM offering!

Continue to reflect, give what you can to others, and take care of yourself. Remember, the better shape you are in, the more you can give to others!

*Jon Konen, Principal  
SAM, President  
MAEMSP, Past President  
Lincoln Elementary  
Great Falls Public Schools*

## **META Website Accessibility Project**

META heard the concerns of our school district leaders about web accessibility and ADA compliance and set out on a process to develop resources for school leaders to use to move toward compliance. The development of resources is called the META Website Accessibility Project. The META board contracted an independent service provider through an RFP process charging them with the development of resources that could be used by administrators to address website accessibility. SchoolHouseIT (Jeff Patterson, et al) were awarded this contract, and under tight timelines produced what was requested. What was produced is actually a website -- [METAhelp.org](http://METAhelp.org) -- and an [instructional video](#) on how to use the website to move toward accessibility compliance.

META and SAM affiliates rolled this out to the SAM membership by announcing in the SAM Bulletin and SAM Update this week. MASS Region Presidents have also been asked to roll this out at MASS Regional Meetings in February. Additionally, the META Region Meetings will be addressing this at their regional meeting, and there will be a session at the MASS Spring Conference and METAtchED Spring Conference (March 19) to present the website that has been developed.

to all of the SAM membership now 1044 strong!



## **MASS Spring Conference March 19-20 in Helena!**



## **[REGISTER for the 2018 MASS Spring Conference!](#)**

## **METAtchED Spring Conference March 19-21 in Helena!**



## **[REGISTER for the 2018 METAtchED Spring Conference!](#)**

You can find more information on the SAM website under the META tab. Click on the [META Website Accessibility Project](#) webpage to learn about the website accessibility and the resources to move your website toward ADA compliance!

Check out these resources to assist your school district with website accessibility. Thank you to META for working to provide these resources to all SAM members.

## Did You Know?

Your membership now includes access to the exclusive SAM Community Forum area of the website.

The SAM Community Forum Communication Tool is an alternative to your affiliate E-List. E-lists are a notification tool in which responses are emailed to the entire affiliate membership and the Community Forum is a discussion tool. This new member benefit allows you to create topics to discuss the latest education and membership news. Post messages, documents, and subscribe to the topics that interest you the most!

You will automatically receive email notification when a new topic is posted but will need to SUBSCRIBE to each new topic if you wish to receive email notifications when a response has been posted. If you have not subscribed to a topic you will not receive email notification of new replies but you will still have the ability to log in to your SAM profile and view all topics and posts. This is true even if you are the author of a new topic. Click subscribe at the bottom of the editor before you post your new topic to receive notification of responses.

To get started, login to the [SAM website](#), click on your *Member Landing Page* and click on the *Community Forum* tab. We have prepared

**MAEMSP/MASSP Joint Spring  
Conference April 4-6, Fairmont Hot  
Springs!**



**REGISTER for the 2018**

**MAEMSP/MASSP Conference!**

**Welcome, Matific! SAM's New  
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Matific takes a unique approach to teaching K to 6 math using powerful learning activities, called episodes. These immersive, bite-sized apps for tablets and personal computers (as well as classroom, interactive boards) are based on a modular and progressive spiral learning system. Their extensive portfolio of nearly 2,000 (over 250 per grade level) of activities is entirely curriculum-driven. The richly indexed activities, worksheets, and lesson plans were developed to easily facilitate mapping/pacing onto popular Math Core Programs and standard math curricula. The Matific approach was designed to provide optimal support for educators to convey math concepts in an effective and engaging manner as possible. Matific episodes enable a blended

a [DOCUMENT](#) and [VIDEO](#) to provide you with more detailed instructions on the use of Community Forums. As always, please call the SAM office if you have questions.

**Ready, set, engage!**



learning approach. Having selected the relevant episodes, teachers can seamlessly integrate hands-on math explorations into their own class learning format. Progressing from fundamental math objectives to increasingly challenging activities, the Matific learning system encourages children to internalize mathematical insights and rules, leveraging a conceptual learning approach. A process of guided self-discovery deepens student cognitive understanding, as well as a sense of personal achievement. Matific understands the importance of transparent tracking and analytics capabilities. The system features an intuitive reporting system that monitors progress and provides real-time and periodical status reports at both the class and student level, as well as parent reports, with the ability to launch sessions at home.

Visit [the Matific website](#) for more information, to view a [2 min video to see a quick tour of Matific](#), or [a video from one of Matific's founders](#). SAM Members will receive a 10% discount on the purchase of an annual subscription.

Additionally, Matific is currently offering the product for free use in the months of January and February, as a part of our USA Math Games Competition (\$50,000 Cash Prize Money). Of all the mountain west states, Montana has the largest number of teachers, schools, and districts signing up for the competition, as of Jan. 10, 2018. View [Contest Flyer HERE](#).

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

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

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