

# **MAEMSP BOARD OF DIRECTORS**

## **MAEMSP Reorganization Meeting Minutes - DRAFT**

**SAM Office • Helena • Friday, April 29, 2016**

The meeting was called to order at 10:12 by Brenda Krueger, President of MAEMSP.

Members in attendance were: Brenda Krueger, President-Elect; Jon Konen, President-Elect; Lance Boyd, Vice President; Chris Stout, Incoming Vice President; Dale Olinger, SAM Board Representative; Rick Chrisman, SAM Board Representative; Carole McKittrick, Federal Relations Director; Matthew Lewis, Past President and State Representative; Ron Ricketts, Southwest Director; Shelley Andres, Western Director; Bruce Whitehead, Retired Representative; Steve York, OPI Representative; Dave Wick, Middle School Representative; Pat Audet, Associate Director; and Kimberly Scofield, Communication Specialist.

Members absent were: Tad Schye, Northeastern Director; Courtney Bake, Northcentral Director; John Gorton, Eastern Director; Kirk Miller, Executive Director.

### **Introductions**

Theme: Principal Health and Well-Being

### **Additions/Deletions to Agenda**

None

### **Approval of Minutes**

The minutes from the Board Meeting held on January 26, 2016 were presented. A motion was made to approve the minutes as presented.

Motion: Lance  
Second: Matt  
Vote: Passes Unanimously

The minutes from the Business Meeting held on January 28, 2016 were presented. A motion was made to approve the minutes as presented.

Motion: Dale  
Second: Carole  
Vote: Passes Unanimously

1. [MAEMSP Board Meeting Minutes 1-26-16](#)
2. [MAEMSP Business Meeting Minutes 1-28-16](#)

### **President's Report/Message – Brenda Krueger**

Brenda reported the results of the 2016 MAEMSP Elections – Vice President, Chris Stout); State Representative, Carole McKittrick; Federal Relations Coordinator, Brenda Krueger; and Western Regional Director, Shelley Andres. Steve York has reported his plan to retire and Dick Trerise may take his place. Without a commitment today, the appointment will take place at the next meeting. Brenda stated that the MAEMSP Winter conference held in January was a great conference. Brenda, Jon, Carole, and Dave attended the National Leaders convention in Washington DC. The national conference made Brenda feel like the MAEMSP voices have been heard on the national level. She stated that in the new ESSA documentation, principals are mentioned 147 times, therefore, support for principals is necessary. Brenda also mentioned that SAM Board elections will take place next week.

### **President-Elect's Report – Jon Konen**

Jon reported that planning needs to begin early for conferences in order to get national speakers to attend. MAEMSP contracted with schools for winter pre-conference and conference this year, however, some schools paid registration money and did not send anyone to the conference. These contracts did help lower cost of speaker Steven Layne whose topic of the importance of the read aloud in elementary and middle school brought positive comments. The officers will review conference comments in order to plan for upcoming conferences. Jon thanked Brenda for her efforts to enhance communication and mentioned that there are now 100 Facebook followers. Jon

went on to say that the concept and rationale of the Facebook page is to celebrate and encourage people across our state. He said that MAEMSP needs a strong voice in order to ward off attacks on education. Jon describes the importance of his theme; *One Call, One Story, One Montana*; both before and during legislative session. He commended the great people on the MAEMSP board that are willing to put in time and stating more people who are willing to step up and be part of SAM and MAEMSP for great professional development and support are needed.

#### **Vice President's Report – Lance Boyd**

Lance reported that he had the honor of attending the national conference last year. It allowed him to make direct connections with national speakers. Lance mentioned that school culture is changing and principals' stories need to be told. Lance mentioned books by author Pete Hall that have had a positive impact on his faculty: *Fostering Resilient Learners: Strategies for Creating a Trauma-Sensitive Classroom*, because trauma that students have had inflicted on their lives impacts teachers and principals and *Building Teachers' Capacity for Success: A Collaborative Approach for Coaches and School Leaders*, that discusses the possibility of a strong relationship between principals, teachers, and coaches. Lance mentioned the need to encourage people to come to conferences to network, connect, and receive professional development. Lance mentioned that he has learned phenomenal things by being part of the MAEMSP board.

#### **Past President's Report – Matt Lewis**

Matt thanked the regional directors for helping with awards and Pat for organizing the process in order to recognize members around the state. He commended the board for looking out for one another.

#### **State Representative's Report – Matt Lewis**

Matt reported that NAESP is looking at how to improve national membership. He posed the question: How do we show people the benefits of being a member? With this being Matt's last board meeting, he wanted to thank the board. He mentioned that he has learned more by being on the board than he could have hoped and he will encourage others to join the board.

#### **Federal Relation Coordinator's Report – Carole McKittrick**

Carole reported that a great meeting took place with Representative Zinke, Senator Daines and Senator Tester during the national convention. The new ESSA documents reference formula funding vs competitive funding and provides funding and professional development specifically for principals. Carole, Jon, and Brenda stressed the importance of funding education as set forth in ESSA, while speaking to the senators. Steve commented that educators' voices are heard, especially by Senator Tester. Brenda commented on IDEA funding. While visiting with Senator Tester, the group mentioned funding IDEA to the full 40%. Senator Tester took action and sent a letter, along with 29 signatures from other senators, encouraging congress to fully fund IDEA and ESSA. She reinforced the comment that MAEMSP voices can be heard. Bruce mentioned that it is helpful to work with other educators who personally know or are related to legislators in order to get them to listen.

#### **Regional Directors' Reports:**

##### **Southwest Region – Ron Ricketts**

Ron reported that the Southwest Region had one meeting. Steve York and Frank Podobnik were in attendance. Discussions focused on ESSA and SPED issues and which direction to follow to avoid pitfalls. Ron recounted that the meeting had good attendance and was productive. No other meetings are planned but more will be scheduled for next year.

##### **Western Region – Shelley Andres**

Shelley reported that the Western Region is focusing on membership roundup. A meeting is scheduled for May 17<sup>th</sup>. Barb Dressler from Target Range is the new president of the region. Steve York may be speaking at that next meeting. The focus for next year will be on suicide prevention.

##### **Northeastern Region - Tad Schye (absent)**

No report.

##### **Northcentral Region – Courtney Bake (absent)**

In Courtney's absent, Jon reported that attendance is difficult for this region and most communication takes place online with Jon and Carole doing much of the corresponding. Jon is trying to use Facebook and email to get more

people involved in face to face communication which can be powerful. The region has had two Twitter sessions and emailed seven or eight times. Carole mentioned that the Question of the Week has generated a lot of response depending on the topic of the question. They feel that they need to get out and meet the other members to develop relationships.

### **Other Representative Reports:**

#### **SAM Board Representatives' Report – Dale Olinger & Rick Chrisman**

Rick did not attend the last meeting so Dale reported that the SAM Executive Board completed all reviews. The office is fully staffed with all job descriptions corrected. He reported healthy financials for SAM. The SAM Board discussed professional development and the funding of LPLP and SAM AI. Discussions took place at the SAM Board meeting about the supplementation of these programs. The SAM Board decided that they want to continue funding these programs. A good financial review was put into place. Dispersing of Youth Endowment funds created a lengthy discussion at the SAM Board meeting and deciding what types of spending fit SAM's values. Dale felt it was a great discussion about what SAM feels is important. Finally, Dale mentions that the July Administrators Institute will be a good one. Pat mentioned that SAM has received a thank you card from the recipients of the Youth Endowment gifts. Brenda stated that we make decisions based on what is best for the kids and the 7-5 vote was for the kids. She also stated that eight gifts for a total of \$6800 were given Youth Endowment.

#### **Middle School Representative's Report – Dave Wick**

Dave thanked everyone for the blessing of the years he has spent and the opportunities he has had both locally and nationally. He reported the results of the national election: 710 votes nationally, which is less than last year. 85 votes were cast from Montana, which is 25% of the MAEMSP membership. However, Michigan had 185 votes and carried the election. Dave lost by 70 votes. Dave mentioned that it is difficult for a rural state to win because such a small percentage of members vote. There were only 150 views on YouTube speeches. He posed the question, "How can we change the process?" Jon offered that a possible solution could be to use an electorate vote that would consist of an Electoral College or the state representatives. He also suggested assigning a handicap or multiplier for each vote based on population. He feels that this would even the playing field. Bruce announced that MAEMSP is honored that Dave represented Montana at the national level stating that it was huge for Montana and Zone 7 and that Dave should be proud.

#### **Retired Representative's Report – Bruce Whitehead**

Bruce reported that while out in the field he continuously encourages others to stay active in MAEMSP after their retirement. He reminded the board that their retirement comes from TRS and that Gianforte could change this if elected governor. He mentions that each legislative year, there is a group wanting to raid TRS. Bruce encourages superintendents to ensure that all of their principals are members of MAEMSP for the training, in-service and collaboration provided. Brenda stated her appreciation of Bruce's communication to superintendents around the state.

Dave mentioned the fact that membership and involvement are two different things: membership in MAEMSP is high but involvement is not.

#### **OPI Representative's Report – Steve York**

Steve reported that he will be retiring after 39 years of service. He mentioned that MAEMSP is a powerful group and once people get involved they see the value of membership. He also thanked MAEMSP for providing the best conferences.

Steve discussed that ESSA and the fact that it does not show understanding of rural states. He reports that AYP will now be gone and also the title of Highly Qualified Teachers, which Steve said are good things. He reported that Montana expectations will still be in effect. Steve stated that with ESSA, determination for improvement will be a three year process instead of one. He stressed that ESSA was purposely designed to give control back to local schools. Steve also mentioned that Smarter Balanced testing will continue and he has heard it is going well so far this year and that state tests are necessary. He goes on to say that the state will be required to provide comprehensive intervention to bottom 5% of schools and provide targeted intervention to schools having a

large enough subgroup to qualify as a subgroup (30+ students) that scores the same as the bottom 5% of the schools. Steve posed the question that since SPED is a subgroup, will this intervention be targeted through Title 1? Dave commented that with local control, the bar needs to be set at an attainable height. He also mentioned that attendance continues to be an issue. He does not want districts to be penalized for trying to improve, but not having the proper resources. Steve reported that 118 people that put in to be on the statewide accountability group and he apologized that Brenda was overlooked. He also mentioned that Deb Lamb is part of the accountability group. Steve mentioned that OPI is waiting for regulations to come out and that grant writing that takes place next spring may not be signed off until the start of the next school year creating a problem with timing.

Concerning Title IV, Steve reported that what has currently been authorized will continue to be the funding level, but funding could be appropriated for a lesser amount. If the government were to fund at the authorized amount, Montana would receive at least \$8million and Title 1 distribution would take place. He stated the need to fight for Educators to fight for Title IV to be fully funded. Dave commented that we need to fight or stay away from going back to competitive grants – not good for Montana. Steve commented that Montana could end up with less funding and that funding will take place for the 2017-18 school year. Steve mentioned that could do a lot with Title IV money because it is meant to enhance a well-rounded education, provide student health and safety, and for technology.

Steve reported that the results of five student voice surveys will be available free of charge through the 2017-18 school year. Steve provided information about the OPI Teacher Hub which has provided 5317 continuing education renewal units to educators since November. Both facilitated and self-paced courses are available. He requested that members bring course ideas to OPI. Steve reported that a feasibility study is being launched to test the possibility of adding occupational therapy to the university system program offerings. OPI currently offers a \$7000 grant to speech pathologists and school psychologists if they stay and work in MT. Steve reported that OPI will work to use the inflationary formula to fund SPED during the next legislative session. He also mentioned that school tax credits are available now and a good thing for the seven large districts in the state. However, all of the smaller schools are part of consortiums and must split the money between all members of the consortium.

Steve mentioned that he has been working to inform the public how important principals are and that he was able to visit principal meetings in order to listen to the people in the field. He gave the directive that he would like the board to continue these visits once he has retired. Brenda mentioned that it has been beneficial to have Steve attend meetings to continue to create a connection with OPI. She went on to say that Steve will be greatly missed.

### **MAEMSP Delegate Assembly Steering Committee Report – Bruce Whitehead**

Bruce reported that the steering committee will be meeting May 5<sup>th</sup> to go over new resolutions. Jon wrote the following resolution for MAEMSP:

Link to proposed resolution:

<http://www.sammt.org/cms/lib03/MT15000278/Centricity/Domain/152/Proposed%20Resolution%20ANB%20for%20Tech%20Hardware%20Upgrades%204-22-16%20Final.pdf>

Jon stated that because school budgets have been cut, schools rely on community partnerships and PTA groups. Steve stated that Montana spends only 22 dollars per student for Career and Technical Education. Bruce remarked that superintendents and educators as a whole are looking for getting more money and technology is part of the pie. He also mentioned that the Delegate Assembly will take place June 16-17. Pat asked the group to think about how this resolution may impact other requests and how it could be to something that already exists? Bruce commended Jon for proposing a resolution that brings up awareness and raises the bar for awareness and suggests that board members to talk to superintendents about working with school boards and to work with SAM through the process. Bruce suggested thinking about how principals are perceived nationally and as a group communicating to the state the value of principals.

### **Executive Director's Report**

In Kirk's absence, Pat reported that Kirk apologizes for not being in attendance, but he is in New Orleans for the AASA conference. Pat continued by stating that the MAEMSP Strategic Plan was developed a year ago by the board creating goals and objectives for the organization and today actions to those developed objectives will be created.

MQEC is hard at work watching the structure of the tax credit bill. An April 1 ruling from Montana Department of Revenue stated that tax credits cannot go to private schools, however a judge did not agree, therefore a federal case is currently in order.

Concerning advocacy, Pat reported that the School Funding Interim Commission will be meeting May 4<sup>th</sup> and May 6<sup>th</sup> and SAM's Delegate Assembly Steering Committee will be looking at resolutions May 5<sup>th</sup>. Concerns include infrastructure needs and funding along with SPED funding and an inflationary formula.

Pat reported that the SAM Board continues to support SAM LPLP and recognizes the dynamic importance of what is being done with this program and he asked that MAEMSP please continue to promote this program. Pat reminded the board that the SAM website can be used as a tool to promote SAM LPLP. He reported that the SAM Administrators Institute will be a great conference with Bill Daggett providing information around the theme, *Leadership of Transformational Change for the Whole Child*. He also referenced the schedule of events taking place during SAM Administrators Institute. Pat reported that MAEMSP has 321 members, which is up from 317 last year and the current membership drive has begun. Early renewal is encouraged so members' benefits do not lapse. Pat reminded the board that there will be a SAM board meeting, Delegate Assembly Caucus, and the Evening of Excellence on June 16 and asked for current presidents to present awards for their affiliates during the Evening of Excellence, therefore Brenda will present NDP.

Pat communicated his appreciation of the staff at SAM for all they do and how fortunate he feels to work for Kirk. He also noted that the SAM office does all they do to support the members that are in the trenches.

### **Old Business**

1. Consideration of MAEMSP Proposed Budget 2016-17

Pat referenced the proposed budget and reminded the board that conferences are vital to the organization's ability to make money and allow for a balanced budget and referenced the expense of attending national conventions. Voting on the adoption of the proposed budget was postponed until discussions take place concerning new business.

Carole mentioned that the current donation to Zone 7 for the reception is \$500, but Zone 7 is asking members to increase this donation to \$1000. She stated that most states have said they will pay \$1000. Pat noted that this issue should be added to new business and hold voting on the budget until after discussion.

2. Appointment of SAM Board Representative (Dale Olinger) and OPI Ad Hoc Representative (TBD)  
Members of the MAEMSP Board – *Brenda Krueger* recommended that Dale stay this position.

Motion: Rick  
Second: Jon  
Vote: Passes Unanimously

3. Brenda took action on the appointment of Dick Trerise as OPI representative.

Motion: Lance  
Second: Carole  
Vote: Passes Unanimously

### **New Business**

1. Consideration of SHAPE Montana 150 Initiative

Pat referenced the SHAPE MT 150 Initiative sponsored by the American Heart Association and SHAPE. Helena PE teacher, Reg Hageman brought this initiative to Kirk and he is wondering if the leadership of MAEMSP recommends adjustments to the initiative and whether or not they would support it. Lance, whose school will pilot this program next year, stated that teachers need access to the PE content standards. Training will be provided for teachers to learn methods of implementing activities in the classroom. Lance also stated that this is a cross-curricular approach to health and movement, so could also include writing and talking about health. Lance also mentioned that SHAPE is paying for the training at a conference held at Great Falls High School July 31, August 1 and Lance suggested that Reg continues to clarify objectives because he feels the handout provided is not current. Pat said he would pass that information on to Reg and Brenda stated that more information would be helpful.

2. Consideration of MAEMSP President Elect attending the NAESP National Leaders Conference

Brenda began the discussion by stating that she was able to attend the conference as President Elect and it was extremely beneficial and that it goes hand in hand with our strategic plan for advocacy. She stated that MASS decided to add this to their budget for similar reasons. This addition would create the ability for 5 board members to attend, including someone from the SAM office. Carole agreed with Brenda stating that the Federal Relations Director and the State Representative attend the conference for three years, but it would be good for President Elect to see what happens while at the conference. Jon commented on the powerful information available at the national conference to participants and the ability to practice real conversations before going to Capitol Hill to speak with the legislators. He stated that he feels lucky to have gone two years in a row. Matt stated that building a relationship with legislators is huge. Brenda stated that advocacy goes beyond the trip to the national conference; it creates a dialogue with legislators to begin talking about local issues. Bruce stated that the relationship with legislators ties us both locally and state wide and that Carole has established a relationship with staff and congress members. He continued by stating that it is one of the most important things MAEMSP does as an organization. Matt stated that attending the conference allowed him to have the ability to stay composed when in the legislator's office and get MAEMSP's voice heard. Matt also feels that a relationship has been built with Senator Tester.

Motion: Dale  
Second: Shelley  
Vote: Passes unanimously

### 3. Consideration of MAEMSP One Call, One Story, One Montana Initiative

Jon commented on the importance of a theme for everyone to work on and said he wanted to come up with something new to get people connected and engaged. He proposed that he would like to make a 2 minute phone call to each MAEMSP member telling the story of the organization and asking for one good thing that is going on in the member's school. Jon stated that his goal is to get a collection of stories from every elementary and middle school principal in Montana describing what is going on in Montana schools. Jon would like to broadcast these stories through Facebook. Jon would like the voice of MAEMSP advertised before the next legislative session. Jon stated that this would take over 300 phone calls and he would like the calls begin in June, start again in August. A script about MAEMSP will be provided to those making calls. Jon stated that he has a goal of wanting more than 100 followers on Facebook. Jon mentioned that he read an article written by Randy Winegarten based on the current attach on education. Jon posed the question, "What can we do to counteract that?" He called for action for members to make calls, take part in Ed-Chat, tell their story, or create posts on Facebook.

Brenda: Template could be on a Google Doc to keep track of who is being called. Jon asked if SAM could provide a list of current members and list serve. Brenda suggested that lists that Pat sends to regional directors could be used. Jon mentioned that he does not want to add another task for people to do, but everyone in attendance stated they want to be part of the plan. Bruce suggested having the regional director help and Brenda mentioned that others could assist the directors of large regions and that registration forms should be available to nonmembers. Matt mentioned that MAEMSP did something similar during the last legislative session, but now is the time to be proactive and get the message of MAEMSP out there as to how successful the organization is. Jon asked how those in attendance envision the organization of the campaign and Matt suggested breaking it up by regions with other members supporting the directors. Lance asked if SAM could create a Google Sheet to assist in keeping track of who has been called. Pat confirmed that SAM could provide such a tool and suggested that Tad and Courtney are contacted and informed of the campaign plan. Jon volunteered to send out script and Pat offered that SAM could build take Jon's script and create a shareable Google document. Jon's goal is to have the calls and stories completed by January 2<sup>nd</sup> before the winter conference and the legislative session.

### 4. Zone 7 contribution from \$500 to \$1000 for reception.

Motion: Matt  
Second: Lance

Dale questioned whether this increase was for the current proposed budget or more permanent. Matt confirmed that it was only for the current proposed budget.

Vote: Passes unanimously

### Revisit of old business:

1. Budget: Gary will need to make the following changes to the proposed budget: Include the President Elect for the NAESP Leadership Conference and increase the Zone 7 reception contribution change.

Motion to accept the budget with the changes: Carole  
Second: Dale  
Vote: Passes unanimously

2. MAEMSP Strategic Plan Work Session

Time was provided for the members to work on their strategic plan in 4 groups. Each group will add their action items to the objectives that have already been set.

Goal 1: MAEMSP will empower leaders by recruiting quality educators into the principalship, developing induction practices, and promoting the importance of the principalship: Ron, Chris, Shelley

Goal 2: MAEMSP will promote and facilitate quality professional development: Jon, Steve, Rick

Goal 3: MAEMSP will train principals to advocate for state and national legislation to ensure Montana students will receive a quality education: Brenda, Carole, Bruce

Goal 4: MAEMSP will promote and demonstrate the highest level of integrity and professionalism: Lance, Matt, Dale

The word “public” was added to goal 3 and objective 4.2.

3. 2016-17 MAEMSP Board Meeting Schedule and Calendar of Events  
The document was referenced with no discussion.

**MAEMSP Board Reorganization**

1. Recognition of outgoing Board members – Matt Lewis, Steve York  
Brenda presented plaques to Matt and Steve.
2. Seating new Board members  
Chris Stout was seated as MAEMSP Vice President. Brenda thanked Carole for her work as Federal Relations Coordinator and recognized her as the State Representative. She also recognized Lance as President-Elect. Finally, Brenda accepted the position of Federal Relations Coordinator.
3. Recognition of outgoing President  
Pat recognized Brenda as outgoing President and into Past President. He commented that the plaque with the gavel was given to Brenda in January. He also thanked Brenda for all of her hard work throughout the year.
4. Seating of the new President  
Jon Konen was seated as President.  
Jon announced that Matt Lewis would be running for MAEMSP SAM Board Representative.

Motion to adjourn:

Motion: Dale  
Second: Rick  
Vote: Passes unanimously

The meeting was adjourned at 2:57pm.