

# SAM

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# School Administrators of Montana BULLETIN

VOLUME XXXIX

June 2017

NO. 264

## *Mindset of Conflict*

by Jenifer Cline, MCASE President

Conflict is a part of everyday in both our personal and professional lives and can be difficult and uncomfortable. However, conflict is the catalyst for growth and change therefore we need to understand a bit more about conflict and how to handle it when it comes our way. We need to see conflict as an opportunity to grow and become better at what we do. Easier said than done...well, maybe. In his book "*The Dynamics of Conflict*", Mayer discusses the thought that at the center of any conflict is human need. Often the struggle in understanding the other person's need is due to a number of factors that can cloud the true issue(s), therefore, making it difficult to come to resolution. These factors may include culture, personality, power, data, emotions, history, communication, structure, and values. In order to get to the true issues, you must first work to address and level the factors blocking the true "need" in the conflict.

When addressing conflict between yourself and another administrator, colleague, or parent you must work to first understand the true need. This may mean you will have to consider where they are coming from in regard to the factors listed above and work to see the issues from their perspective. This does not mean that you have to agree with their stance, but if you can first seek to understand, then you will be better equipped to move forward with a solution. It is hard to put our own needs, beliefs and desires on the back burner while we seek to understand another's. But, until that can be done, you may be struggling with an extenuating factor, not get to the "root of the problem."

In the book "*Start with the Why*" by Simon Sink talks about "the golden circle." This concept is that people don't buy what you do, they buy why you do it. Even though this is a perspective on business, it is also worth consideration in the field of education and addressing conflict within the educational setting. Here is a link to watch a short clip <https://www.youtube.com/watch?v=l5Tw0PGcyN0>. If you are able to clearly communicate why "you do what you do" and your decisions and behaviors remain true to this "why," it is easier for those who are not like-minded to see your "need" and minimize the conflict. But first you must also understand the other person's "need".

Conflict often gets us down and we feel exhausted dealing with it. Over the summer, I urge you to watch the Simon Sink video and think about your "why". This will be a great starting point in changing your perspective of conflict and help you turn conflict into an opportunity to grow.

Have a great summer everyone!

Jenifer

## SAM Administrators Institute 2017

July 31 - August 2, 2017 - Radisson Colonial Hotel - Helena, Montana

“Leadership of Transformational Change & Personalized Learning to Impact the Whole Child”

**SAM LPLP 2017-17 Summit -- July 31st** - *For those that have signed up for the program, those who have participated in the past, and those who may be interested.*

- Induction and professional development for the leader new to their administrative role and those interested in personalizing their learning for leadership and the students they serve.
- LPLP’s multi-faceted blended learning approach consists of a rich online resource center; collegial cohorts that meet both virtually and face-to-face allowing participants to share challenges, successes, and thought leadership with like-minded Montana leaders experiencing similar job roles, situations, and context; and personal learning networks, including one-on-one coaching/mentoring with experienced Providers.

**MTASCD Summit -- Leading Learning Organizations -- July 31st** - *For ALL Administrators, Teachers, ASCD Members, Curriculum Directors and Educators across Montana.*

- General Session:
  - o Principal Kafele - The Intentionality of School Leadership Effectiveness
- Breakout Sessions:
  - o The Teacher 50
  - o The Principal 50
- MTASCD Annual Membership Meeting



Principal Kafele



Bill Daggett

**Instructional Leadership Summit -- August 1st - 2nd** - *For Administrators, Educational Leaders, Teachers, University Colleagues, State Officials and all individuals who support the education of Montana’s children!*

**August 1st – Transformational Change & Personalized Learning for Teacher Teams & Administrators**

- “Creating Future-Focused Schools” – Dr. Bill Daggett, CEO International Center for Leadership in Education will describe and provide vivid examples of future focused rapidly improving schools and strategies employed to from classroom to board room will be discussed.

**August 2nd – Leadership for the Whole Child**

- Mike McKay, Director Canadian Self-Regulation Initiative - Accountability & Leadership related to Self-Regulation - *Safe, Caring and Successful Schools: Learning Environments That Achieve Results for All Students*
- Break out session Focus Zones
  - o Transformation & Personalized Learning
  - o Social Emotional Learning
  - o Leadership of Contemporary Issues
  - o Leadership Using Technology
  - o Social Media Lounge
- Closing Inspiration - Coach Mike VanDiest, Carroll College Head Football Coach.



Mike McKay

**To Register, copy and paste: <http://www.sammt.org/sam-administrators-institute>**

## *Finishing in Style While Planning for the Future!*

by Kirk Miller, SAM Executive Director

I have always enjoyed this time of year in our chosen career, education! The culminating activities of a school year, celebrating the progress of students and kudos to the education team who creates an atmosphere of accomplishment, help you understand the important work you do for your students and community. At the same time planning for a new school year is well underway – creating optimism for the future of your school and the great team of folks who will work together to provide outstanding opportunities to students in 2017-18. This is a cycle in our Montana schools, and many of you have experienced this many times, for some this is your first experience through the lens of an administrator. My thoughts for you are to take a few moments to reflect and enjoy the breadth and depth of all you do for children, as it will help you to understand and appreciate the career you have chosen is noble and second-to-none in importance for the future.



The 2017 Legislative Session is over, and I find myself reflecting on the intense 85 days of effort our SAM members put forth in keeping advocacy in the forefront of the many things you have accomplished this school year. We have prepared the SAM 2017 Legislative Session Summary (follow the link at [https://saom.memberclicks.net/assets/Advocacy/SAM\\_Legislative\\_Updates\\_2017\\_Session/sam%202017%20legislative%20session%20summary.pdf](https://saom.memberclicks.net/assets/Advocacy/SAM_Legislative_Updates_2017_Session/sam%202017%20legislative%20session%20summary.pdf)) under the ‘Advocacy – SAM Legislative Updates 2017’ tab on the SAM website. The document provides an overview with links to a deeper description of key elements. Interesting that our organization is now ready to look deeply at our advocacy priorities, resolutions and positions as the annual SAM Delegate Assembly convenes on June 15-16 at the SAM office in Helena. This is the first step in preparing for the 2019 Interim and legislative session as well as the many federal education issues in front of us.

Outstanding professional learning opportunities are being planned for you in 2017-18. I hope you will consider joining your colleagues by registering for the SAM Leaders Professional Learning Program (LPLP). Personalized learning for administrators is the hallmark of the SAM LPLP, which will be entering its 5<sup>th</sup> year of success next year. You can learn more about this opportunity for you and your administrative team on the SAM website under the ‘Prof. Learning – Leaders Professional Learning Program’ tab (follow the link at <http://www.sammt.org/leaders-professional-learning-program>). The SAM Administrators Institute 2017 is going to be key opportunity for you and your team to look at transforming education, personalized learning, and social emotional learning to prepare for the 2017-18 school year. The program developed is the best ever for the SAM AI scheduled for July 31-August 2 at the Helena Radisson Colonial Hotel. You can learn more about this great professional development and register on the SAM website under the ‘Prof. Learning – SAM Administrators Institute’ tab (follow the link at <http://www.sammt.org/sam-administrators-institute>).

Reflecting on the progress of the SAM Strategic Plan, I am heartened to recognize the work of our SAM members this school year to make a positive difference for education and the community and children served. You can review the progress of the SAM Strategic Plan in detail on the SAM website under the ‘About SAM – SAM Strategic Plan’ tab (follow the link at <http://www.sammt.org/sam-strategic-plan>). With record membership, SAM members have worked to have a seat at the table for all discussions in Montana that impact the education of our children! The ability to have strong, well-prepared administrators’ input on many issues, challenges and opportunities for education in our state is making our schools stronger. My thanks to all SAM members for contributing to your professional association by being actively involved in any number of issues that your expertise help resolve in the best interest of our children!

A handwritten signature in blue ink that reads "Kirk D. Miller". The signature is written in a cursive, flowing style.

**Register Your Team Now!  
There is still time.....**



**.....before you take off for a well deserved  
summer vacation.....**

**July 31st -- August 2nd, 2017.  
Radisson Colonial Hotel, Helena, MT  
SAM Administrators Institute 2017**

**Principal Kafele, Dr. Bill Daggett, Mike McKay  
and Coach Mike VanDiest!**

**Copy and Paste the link below to Register**  
**<http://www.sammt.org/sam-administrators-institute>**

**We hope to see you there.**



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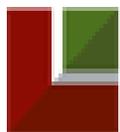
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## *Reminder to Renew Your SAM Affiliate Memberships and Get New School Leaders Registered!*

by Pat Audet, SAM Associate Director

The SAM membership Drive that started last April is still in full swing! As many of you are busy putting another school year in the books and gearing up for some summer relaxation, please check with your district clerk to see if your SAM membership dues have been paid and that you are renewed for another fiscal year. Your district clerk is the key contact that can renew your membership online with the new SAM renewal system.



**A quick reminder that if you are an MCASE member, you will need to complete your own electronic renewal form, even if you are associated with a school district.**

Current school leaders that are SAM members or renewable SAM members - please share the following with any new school leaders coming into your building for 17-18 or anyone that finds that they have not been associated with a school district and not linked to a key contact but would like to join:

**If you are a new member signing up for a membership to your relative affiliate for the first time, you will not be associated with a school district or linked to a key contact until you have completed the SAM membership form. To do so, you will need to do the following steps to become a member:**

- o **Copy & Paste <http://www.sammt.org/join-here> to go to the SAM Membership Information page on the website where you can click the link to become a new 17-18 SAM member plus gain access to information about the affiliate you would like to join. When you click on the link to become a member, you will be using the following:**
  - o **Your email address will be your Username.**
  - o **Follow the instructions to create your password. Once established, you will be able to register for and complete the membership form to the affiliate of your choice and create a profile. You will be able to also use your username and password to access the resources in the SAM Database and the SAM Website.**

While you are completing your SAM membership form, you will also have the opportunity to register for the SAM Leaders Professional Learning Program (LPLP) 2017-18. Copy & Paste <http://www.sammt.org/leaders-professional-learning-program> for more information.

Once you have completed the membership form, an invoice will be emailed to you reflecting your membership and the amount owed. Even though you received the membership invoice electronically, membership dues will still need to be paid by check and not credit cards. Please print your updated invoice and mail it with a check to SAM.

If there are any questions at all, please feel free to call or email Kim or Pat.

*Patricia L. Audet*

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*AdvancED in Montana*

by Laurie Barron, Superintendent, Evergreen School District

AdvancED is a regional accreditation school improvement model serving over 35,000 institutions in 37 states and 71 countries. The AdvancED accreditation process focuses on school improvement in three domains: Governance and Leadership, Teaching and Learning, and Resource Support. Four years ago, Northwest Accreditation merged with the North Central Association and Southern Association who had merged 10 years prior to form AdvancED. One of the major differences after the merger took place was the ability of school districts to become System Accredited, which means all schools in the district are following the same improvement process K-12. This is a powerful model supported by best practices research.

According to AdvancED State Director Dr. Daniel Sybrant (former Corvallis Superintendent), the systems model of regional accreditation is growing fast in Montana. In fact, there are now 14 systems that are either accredited or in the process of becoming accredited according to Sybrant. These include Anaconda, Chinook, Colstrip, Corvallis, Darby, Evergreen, Hamilton, Laurel, Libby, Somers/Lakeside, St. Regis, Stevensville, Three Forks, and Troy. Montana is approaching 100 schools that are using this improvement model either as a single school or as a system. This is not about “input” accountability; it is about finding our baseline in research based best practices and moving toward regular continuous improvement.

In Evergreen, we are seeking this accreditation because we want quality assurance that our strategic planning efforts are in fact leading us to meaningful continuous improvement and growth as a district. We also want to understand and be able to address areas of needed growth so that we can best meet the needs of all students. From my experience, communities appreciate schools and systems that go above and beyond what is required to ensure that students have excellent educational experiences.

If you are interested in which schools or systems are accredited through AdvancED, go to the AdvancED website at <http://www.advanc-ed.org/> and click on “Find Accredited Schools.” You might be surprised at how many of our neighbors use this process as their improvement model.

Respectfully,

Laurie Barron, Ed.D.  
Superintendent  
Evergreen School District (KalisPELL)

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Visit <http://www.mcel.org/registration> to Register as an Attendee

Visit <http://www.mcel.org/exhibitors> to Register as an Exhibitor

Visit <http://www.mcel.org/callforclinics> to Submit a possible Presentation

### WEDNESDAY, OCTOBER 18, 2017

12:00 pm – 5:00 pm                      Registration – DoubleTree (2nd Floor)

1:00 pm – 5:00 pm                      Innovative Virtual Learning Experience (Six 30-minute sessions)  
-Recap of the 2017 Legislative Session  
-School Law

3:00 pm – 5:00 pm                      WCRRP Board Meeting

### THURSDAY, OCTOBER 19, 2017

7:30 am – 5:00 pm                      Registration – DoubleTree (2nd Floor)

7:30 am – 8:30 am                      Meet & Greet with Exhibitors - Northern Hotel -- Coffe & Pastries

8:30 am – 9:30 am                      Presentation of Flag & Awards Ceremony - Alberta Bair Theater

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9:30 am – 10:30 am	General Session - Alberta Bair Theater
10:45 am – 11:35 am	Clinic Sessions I
11:35 am – 1:00 pm	Lunch on Your Own, Visit with Exhibitors - Northern Hotel
<b>11:35 am - 1:00 pm</b>	<b>SAM Board Meeting</b>
1:00 pm – 1:50 pm	Clinic Sessions II
2:05 pm – 2:55pm	Clinic Sessions III
3:00 pm – 4:00 pm	Break - with Exhibitors - Northern Hotel ** 3:30 pm Exhibitor Drawings & Giveaways
4:00 pm – 5:00 pm	MTSBA Regional Director Meetings SAM Business Meeting MASBO Membership Meeting
5:00 pm – 6:00 pm	Indian School Board Caucus Board Meeting
5:00 pm – 7:00 pm	University Alumni Receptions (MSU & UM)
7:00 pm – 9:30 pm	MREA & MCS Reception – Everyone Welcome - DoubleTree Petroleum Club - 20th Floor

## FRIDAY, OCTOBER 20, 2017

7:30 am – 11:00 am	Registration – DoubleTree (2nd Floor)
7:30 am – 8:30 am	MTSUIP/WCRRP Membership Meeting and Breakfast
8:30 am – 10:30 am	MTSBA Annual Business Meeting - Trustees
8:45 am – 9:35 am	Clinic Sessions IV
9:50 am – 10:40 am	Clinic Sessions V
10:30 am – 11:00 am	MTSBA Board Meeting - Trustees
10:55 am – 11:45 am	Clinic Session VI
12:00 pm - 1:30 pm	General Session - Alberta Bair Theater

**\*\*Schedule subject to change\*\***

# BULLETIN



## DaRud Golf Tournament

June 14, 2017

Helena, Montana

### 2017 Registration

Please complete the information below to participate in the 2017 **DaRud Golf Tournament** at Bill Roberts Golf Course in Helena.

Put your teams together or pairings will be assigned.

Name(s): _____	2	3	4
Email: _____	2	3	4
Phone: _____	2	3	4
Address: _____	2	3	4
City/State/Zip: _____	2	3	4

**The cost to play 18 holes with a cart and dinner is \$20.00.**

This is the most affordable golf tournament there is...so please get a group and come play some golf. Prizes will be awarded at the dinner following the round.

Tournament starts at 11:00AM at Bill Roberts Golf Course

**Return completed submission with payment to:**

School Administrators of Montana, Gary Wagner, Operations Manager  
900 North Montana, Suite A-4, Helena, MT 59601

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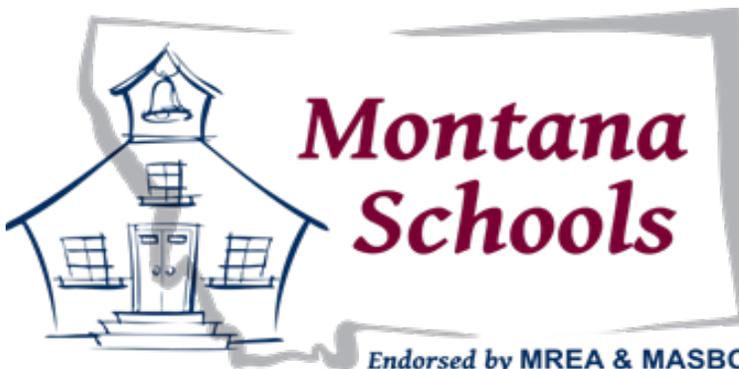
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Upcoming 2016-17 Conferences & Meetings

2017

June	14	DaRud Cup Golf Tourney	Helena
	15	SAM Evening of Excellence	Helena
	15-16	SAM Delegate Assembly	Helena
July/Aug	31-2	SAM Administrators Institute	Helena
September	18-19	MASS/MCASE Fall Conference	Bozeman
October	18-20	MCEL	Billings