



SAM Bulletin - February 2022

1 message

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Tue, Feb 1, 2022 at 4:18 PM

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School Administrators of Montana

BULLETIN

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

Volume XLIII

February 2022

No. 315



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Upcoming Conferences, Meetings, & Events

March 20, 2022 (in Helena):

- **MASS Board Meeting**
- **META Board Meeting**
- **MCASE Board Meeting**

March 21-22, 2022 (in Helena):

- **MASS/META/MCASE Spring Conference**

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

Parsing Conflict and Building Capacity in Your Servant Leadership Role

by Dr. Greg Dern, MASS President

The past several years have ushered in controversies, which are now believed to portend a prolonged period of conflict in education. Historically, conflict in education has always been a part of our system of public education that is built upon a wide-ranging set of values and interests. Nonetheless, schools have, despite past and contemporary conflicts, made a positive and enduring impact on teaching-and-learning and on the instrumentally appropriate developmental trajectories, which have matched sets of school-based adolescent experiences to future, adult-oriented behaviors. Leading these efforts are the dedicated, servant leaders at all levels in our nation's school districts. For those same leaders, identifying the type of conflicts, which may enter or arise in education is an essential skill and it is also critical to not miss the step of simultaneously identifying the source of conflict. For this discussion, we will define *type-of-conflict* as (1) that which involves deeply held views, and (2) another which centers on competing interests. In the case of the former, the conflict is less likely to be easily resolved or mediated, because value-based conflicts aren't isolated conflicts. In fact, they are a series of conflicts based on a similar set of issues, and the embitterment – acrimony – is relatively high by the time it reaches you (assuming your role as a facilitator of conflict resolution). On the other hand, conflicts of competing interests arrive with less acrimony, but with their own sets of complexity. Specifically, conflicts of competing interests raise two issues for the conflict resolution facilitator – from now on, we'll refer to this role as the mediator. First, the mediator must delineate the character of the conflict along the *win-win* and *win-lose* dimensions. In other words, the mediator must accurately discern if the conflict has the possibility of transforming win-lose into win-win. Second, based on the prior outcome, the mediator must apply an appropriate set of mediator strategies and tactics. Now that we have a sense of the types of conflict, let's turn to the sources of conflict.

Sources of conflict differ from types of conflict in a distinct way. Whereas the type of conflict is either value-based or interest-based, the source of either a value-based or interest-based conflict is that underlying set of factors, which give conflict energy. To make this newsletter article useful for your practice as a school leader, I am going to list some sources of conflict so that you can perceive conflicts with a focused lens of understanding.

The sources of conflict I will outline here will be a set of sources, which fall under two different sets of categories called *attractors*. Attractors are those things, which attract the dynamics of a system. For example, if you yell at me in an argument, I am likely to yell at you. Our behaviors – our socially-oriented relationship – both induce and are induced by the yelling in this example. And our behaviors can be one of two types: cooperative-oriented or competitive-oriented. Given this dichotomous set of behaviors, we can begin to roll out the different sources of conflict based on the attractor type (i. e., cooperation-attractor or competition-attractor). An important note is needed at this point: despite the suggestion or inference made that a cooperative attractor begets cooperation, it is the level or degree to which the indices of cooperation are mutually present among the disputants of a conflict and the degree to which they are developed and conversely underdeveloped that make cooperation a source of conflict. In other words, if you're attempting to resolve a conflict, it's the strength of cooperative elements you must consider; the weaker the strength, the more work you're going to need to put in to strengthen cooperative approaches. Here's the list of some cooperative and competitive attractors, which you will need to recognize so that you can develop your mediation strategies and tactics. Cooperative attractors: fair treatment (i. e., fair treatment induces and is

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induced by fair treatment); perceived similarity in beliefs and preferences; friendly attitudes; a desire to balance the power between self and other. Competitive attractors: tactics of coercion, threat, or deception; suspicious or hostile attitudes; minimizing of awareness of similarities; creating power differentials.

This is a shortlist of cooperative-attractors and competitive-attractors, but I wanted you to see them as the sources of conflict whether the conflict is either the values-type or the interest-type. While this newsletter article can't describe at length the different strategies and tactics associated with any single combination of type-and-source of conflict, I hope that this brief overview helps you to perceive conflict complexity differently so that the energy of your day is enlightening and potently available.

Dr. Greg Dern
MASS President

SAM - Strategically Focusing on the Future!

by Kirk Miller, SAM Executive Director



February brings that time of the school year where the second half (semester) for focus on student academic, social emotional, and whole child achievement hits the long stretch. Like in a marathon, our students and educators are in mile 13, digging deep for that determination to stay on pace to reach their goals. The continued impact of the pandemic requires us to stretch our thoughts to include positive intent with every interaction and action. Now is a time for encouragement, the kind that comes from inside, through reflection on each child, their successes and needs, to see the path ahead to help them reach their full potential by the end of the school year. Our school and district administrators have all of this in mind for their school team as they create an educational atmosphere that allows focus on the main things – the success of each child in striving for their full potential. Thanks for that!

Our SAM team is here for you, education leaders, as you focus on the achievements, successes and challenges set out for this second half of the school year. Through the SAM Strategic Plan, our goals... 1) insuring administrators are involved in decisions that impact education, 2) equipped with accurate information and prepared to use it to advocate for our children, and 3) professional learning through professional development, mentorship and member services ... help us focus on the main things. Our collective membership of all six affiliates of SAM have done exceedingly well in accomplishing the strategic objectives and actions outlined in each goal area during the first half of the school year. If you want to go deeper in understanding that progress please review the [SAM Strategic Plan 2018-22 Report for 2nd Quarter 2021-22](#). The Strategic Plan serves as a great way to help our entire SAM organization focus on the main things this second half of the school year.

As you focus on the main things, please consider some of the resources SAM is making available for your use. The importance for our schools and school leaders to tell the story about the great work accomplished for each child, every day in our schools is very important in 2022. Important enough, that SAM has developed a webpage intended to assist you in "Promoting the Value Your School Brings to the Community" (click [HERE](#) to go directly to the resources on the webpage). The [SAM strategy for promoting the value your school brings to the community](#) outlines the four components of the strategy. The MT-PEC developed [GREAT 2021, Volume IX](#) provides you with information and data you can use to tell the story of your school in a framework that will engage your community to connect with the work you are doing for students.

In the coming weeks SAM will be preparing strategies for Advocacy for the education of our Montana children. The work of the Delegate Assembly Steering Committee and then the Delegate Assembly (June 9-10, 2022) will ensure our advocacy platform is ready prior to the 2023 legislative session (begins in January 2023). This advocacy is equally important in promoting the value our schools bring to the community!

If we collectively work together to tell this local story of rich and diverse opportunities provided to our children we will make a difference in capturing back a positive, supportive attitude about our schools all across the state. Accomplishing this support is most certainly SAM (administrators all across the state) strategically focusing on the future!

Thanks for all you do to serve your children, school and community with expertise, compassion and passion!

Kirk D. Miller

SAVE the DATE: MASS/META/MCASE Spring Conference

MASS, META, and MCASE are joining together to offer exceptional professional learning and an opportunity to network and connect with colleagues at the **MASS/META/MCASE Spring Conference in Helena at the Delta Colonial March 21 - 22, 2022: [Hand in Hand - Together](#)**

The EmpowerED Superintendent edWebinar Series



The Consortium for School Networking (CoSN) and its Montana state affiliate chapter,

President

META
Everett Holm
President

SAM Office
Kirk Miller
Executive Director

Kim Scofield
Director of Member Services &
Professional Learning
Marcus Meyer
Director of Operations,
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An outstanding agenda is being developed by the affiliate leadership with keynote speakers, Dr. David Schuler (AASA Superintendent of the Year and Chair of the EmpowerED Superintendent Advisory Panel), Dr. Paul Imhoff (AASA President), Andy Hanks (MT Chief Information Officer), Dr. Kerrie Cissna (Professor - Pepperdine University), Jeff Patterson (President & CEO - K12 MT, former META President). Eighteen breakout sessions, awards banquet, business meetings, and socials will also be on the agenda.

Watch for more information and registration coming soon.

MAEMSP/MASSP Award Winners Honored at Montana Principals Conference

The 2022 National Distinguished Principals and 2022 Principal of the Year were honored recently at the Montana Principals Conference:

- Bonner Elementary principal, **Shelley Andres**, was honored as the 2022 MAEMSP National Distinguished Principal. Shelley, along with representatives from each state, will travel to Washington, D.C. in October to be honored for their excellence in implementing programs that are designed to meet the academic and social needs of all students and for supporting firmly established community ties with parents and local business organizations.
- Billings Senior High School principal, **Jeffrey Uhren**, was honored as the 2022 MASSP Principal of the Year. Jeffrey will be recognized for his outstanding school leadership in providing high-quality learning opportunities for students as well as demonstrating exemplary contributions to the profession at the Principals Institute in October in Washington, D.C. The National Principal of the Year program recognizes success, inspires greatness, and celebrates excellence in our nation's schools.

We congratulate Shelley and Jeff for their outstanding leadership and commitment to educating Montana's children. We are proud to have them represent MAEMSP and MASSP at the national level.

Current Award Opportunities

The following awards are open for nomination:

META Awards (Deadline March 4, 2022)

- [META Technologist of the Year Nomination](#) -
- [META Empowered Superintendent of the Year Nomination](#)

MCASE Awards: (Deadline March 4th)

- [MCASE Outstanding Administrator of Special Education Award](#)
- [MCASE Special Education Teacher Award](#)

[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.

The EmpowerED Superintendent edWebinar Series:

Interoperability: Seamlessly Sharing Data, Content, and Services Within School District Systems or Applications

The next episode of Season 4 of the EmpowerED Superintendent Webinar series airs on Monday, February 14, 2022, at 3:00 pm Mountain Time and is titled, "Interoperability: Seamlessly Sharing Data, Content, and Services Within School District Systems or Applications". Interoperability is key for the successful use of multiple sources of digital content and assorted e-learning technologies. This is especially true as schools continue to rely on technology to meet the evolving education needs and goals in their school districts. Even though technology-based products have the ability to make positive impacts on teaching and learning and school district operations, at times gaps in the integration and interfaces of the variety of applications can be problematic. At its core, interoperability is the seamless sharing of data, content and services among a variety of technology based data, content and services.

In the upcoming February 14, 2022, EmpowerED Superintendent webinar, three leading-edge school leaders share leadership strategies for solving the challenges of interoperability. You are invited to join in the conversation with Dr. Doug Brubaker, Superintendent, Texarkana Independent School District (TX); Dr. Michael T. Conner, Superintendent, Middletown Public Schools (CT); and Dr. Mary Wegner, Assistant Professor and Superintendent and Educational Leadership Coordinator, School of Education at the University of Alaska Southeast. Free registration for the February 14, 2022, webinar is now available at <https://home.edweb.net/supers/>

Leadership Strategies for Scaling, Sustaining, and Budgeting for Education Technology Innovations

The previous episode of the EmpowerED Superintendent edWebinar series aired on January 10, 2022. In this webinar broadcast Superintendents Dr. Karen Cheser, Superintendent, Durango School District 9-R, Durango, CO, Dr. Heath Morrison, Superintendent, Montgomery ISD, TX, and Mr. Marlon Styles, Superintendent, Middletown City School District, OH, shared how they lead the processes in their school districts to successfully budget, scale and sustain technology innovations.

Free access to webinar recording: If you missed the Monday, January 10, 2022, EmpowerED Superintendent Webinar, co-hosted by CoSN, AASA and edWeb.net, and sponsored by ClassLink, you can still access the free webinar recording at Free access to webinar recording: <https://home.edweb.net/supers/>. You will also be able to access free recordings and podcasts of multiple previously broadcast webinars in the EmpowerED Superintendent series at <https://home.edweb.net/supers/>.

**CoSN Resources:
Resources Referenced During the
January 10, 2022, EmpowerED**

- [MCASE General Education Teacher Award](#)
- [Lori Ruffier Legacy Award](#)
- [MCASE Nomination for CASE Awards](#)
 - [Harrie M. Selznick CASE Distinguished Service](#)
 - [CASE Outstanding Administrator of Special Education](#)
 - [Outstanding Service to CASE CASE](#)
- [Early Career Special Education Administrator Award Nomination](#)

MACSS Awards (Deadline March 15, 2022)

- [2022 Montana Rural Teacher of the Year Application](#)
- [2022 MACSS County Superintendent of the Year](#)

SAM Welcomes New Business Partners



ClassLink

ClassLink is a leading provider of cloud-based education products that connect educators and students with their classroom, their curriculum, and each other in richer, more powerful ways. As leading advocates for secure open data standards, we offer instant access to apps and files with single sign-on, streamline class rostering, automate account provisioning, and provide actionable analytics. ClassLink empowers 16+ million students and staff in over 2,000 school systems and 15 countries. Visit the [ClassLink website](#) for more information.



Linewize

Linewize is 100% dedicated to K12 Cyber Safety with 4 main platforms. 1. Content Filtering - We are now the only one that allows schools to choose if they would like to be 100% cloud or run in a Hybrid format with very little overhead. 2. Classroom Management - Having this built in and connected to the filter, allows IT to move away from having to make curriculum decisions. 3. 24/7 (Human) Student Safety Monitoring - This provides schools the ability to prevent several growing dangers from happening, Suicide, Violence, Self-Harm, Bullying, Terrorism, Grooming and many more. 4. (Free) Community Portal and Parent App - This is a site created by us but branded through the school district as a source for staff and families to educate themselves on what their kids are downloading and if they feel it's applicable. The Parent App can also be used on their own personal home devices. Visit the [Linewize website](#) for more information.

Superintendent edWebinar: CoSN Critical Focus Area One Pager: *Strategic Technology Planning and Investment, Aligning Priorities. Balancing Choice Cost & Outcomes Financing Technology Innovations - Strategies and Tools:*

Links to tools to assist in calculating Total Cost of Ownership & Value of Investment are listed on the CoSN EmpowerED Superintendent web page at <https://www.cosn.org/edtech-topics/empowered-superintendents/>

CoSN 2022 Annual Conference:

The CoSN 2022 Annual Conference will take place on April 11-13, 2022, in Nashville, Tennessee. The conference will be a hybrid experience to accommodate all who wish to meet safely in-person as well as those who elect to participate remotely. You can preview the conference program and access registration information at <https://cosnconference.org/>.

CoSN Membership:

If you, your school or district would like more information about joining CoSN or getting more involved with CoSN, please contact membership@cosn.org.



Thank you to SAM's Business Partners!

Please take time to visit their websites.

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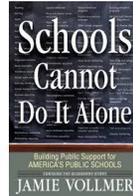
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