

Executive Director's Report to the SAM Board of Directors
1st Quarter 2020-21 Strategic Plan Update
September 14, 2020



The [SAM Strategic Plan](#) webpage outlines the benefits being a SAM member affords each education leader through their contributions to the greater good of the education community to inspire our students. The SAM Board adopted an updated [SAM Strategic Plan 2018-22](#) on 10-18-18. This is the 1st Quarter 2020-21 report of progress on the Strategic Plan Goals ...

1. Leadership Involved in Decisions that Impact Education
2. Advocacy
3. Professional Learning and Services

Noted Progress on Strategic Plan Goals for 2018-22:

- This section of the report is intended to summarize what your SAM office team, the Board collectively & individually, and the association have accomplished from July through the present time.
- This information is in addition to the SAM Executive Director Updates sent electronically.
- This report is organized around the 3 Goals and Strategic Objectives in the Strategic Plan.
- 1st Quarter updates are added using black text.
- 2nd Quarter updates are added using green text.
- 3rd Quarter updates are added using blue text.
- 4th Quarter updates are added using purple text.

SAM Goals and Strategic Objectives

1. **Leadership Involved in Decisions that Impact Education:** SAM affiliate members modeling and promoting the highest levels of professionalism, integrity and leadership actively engage in impactful discussions on education.

Strategic Objectives:

- 1.1 SAM encourages integrity through being open and honest, fair, complying with the laws, promoting educational community interests, being open and adaptable, taking corrective action, and being consistent with supporting the organizations' values.
 - 1.1.1 Continued presence in educational conversations including but not limited to MT-PEC, the state legislature, federal activities.
 - SAM consistently requests that our members participate actively in all efforts (committees, task force, study groups, commissions, etc.) impacting the education of children in Montana.
 - SAM continues participation with integrity with our education stakeholders in [MT-PEC](#), the Governor's office, State Superintendent's office, Montana University System, Montana Congressional Delegation, and other professional groups and advocacy groups, has provided SAM a seat at the table when discussing important educational issues.

- Significant progress continues in developing relationships with MUS through the OCHE Rural Educator Recruitment and Retention Committee and the SAM LPLP; MT-PEC collaborated to develop the [MT-PEC Unified Professional Development Flexibility and Efficiency Series](#); Governor’s office in working on Broadband access for schools; and all advocacy priorities of SAM with Montana legislators and the Montana Congressional delegation.
- SAM communicated effectively with all partners, state officials and legislators during the legislative Interim. SAM advocacy priorities, positions and resolutions were upheld and promoted throughout the Interim and in preparation for the 67th Montana legislative session beginning in January 2021.
- During 1st quarter, SAM has continued representation of issues openly, honestly and in a fair manner at Interim Committees, with legislators, with MT-PEC, with the Governor’s office, DPHHS, DEQ and other administrative branches like the legislative services and fiscal divisions.
- Continued topics of importance were the implementation of [HB 745 protecting online student information](#), [DPHHS rules](#) on healthy learning environments in schools, Educator [Recruitment and Retention](#) issues, and a variety of [federal issues](#).
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM increase communication with MT-PEC, the Governor’s office, OPI, state and federal leaders and legislators. This resulted in collaboration to provide our members with access to streamlined, critical information for implementing school services during the pandemic. See [SAM COVID-19 Information for Schools](#) webpage.
- Extensive continued efforts to streamline the information flow and advocacy efforts related to COVID-19 continued through the end of the school year, through the summer and into the 2020-21 school year. Efforts continue on guidance for School Re-Entry and Resources After Pandemic for the reopening of Montana schools this fall and have included direct communication with MT-PEC, the Governor’s office, OPI, and several task force, study groups and advisory committees with SAM members contributing to the effort.

1.1.2 Explore and discern our methods for greater influence and recognize a 365-day calendar for action.

- SAM [Web Calendar](#) lists all of the events and meetings scheduled for SAM and Affiliates.
- SAM office has developed the [SAM 2020-21 Schedule of Conferences and Board Meetings](#) to assist our members with planning for the ever changing schedule of events this school year.
- Use of [SAM Update](#) and [SAM Bulletin](#) to report on actionable items.
- The COVID-19 pandemic impact on our communities and schools led to revision of the calendar of meetings, professional learning and conferences organized by SAM and affiliates.

1.1.3 SAM takes action to be the “go to” organization for the best information on Montana’s schools and school needs.

- SAM is a leading advocate for Montana administrators through our work with MT-PEC, the Governor’s office, OPI, legislators and our congressional delegation. We are also leaders in the national level discussions of AASA, NAESP and NASSP.

- Advocacy for education issues are found on the SAM website under the [Advocacy](#) tab and includes Advocacy Issues 2020-21.
- Professional learning opportunities are found on the SAM website under the [Professional Learning](#) tab, providing members with information about past, current and future [conferences](#), and the [SAM Leaders Professional Learning Program](#).
- SAM is a leader in the discussions to create the MT-PEC generated resources and guidelines to support professional learning and advocacy.
- META played a lead role through the Student Data Privacy Consortium/Terms of Service Agreement Project to work with OPI and all school districts to protect student data privacy, comply with [HB 745](#) passed in the 2019 legislative session, and provide training and easy access for our members and school districts to meet the student data privacy criteria. See [Student Data Privacy/Terms of Service META Project – Launch – MTSPA](#) (Montana Student Privacy Alliance).
- Continued follow up on implementation of the [DPHHS rules](#) on healthy learning environments in schools.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to develop a [SAM COVID-19 Information for Schools](#) webpage providing streamlined information for administrators to reference. SAM collaborated with MT-PEC to develop the [MT-PEC COVID-19](#) webpage, and work with OPI to develop the [OPI COVID-19](#) webpage for reference of school governance teams who are implementing strategies for our schools during school closure and off site delivery of education services. SAM worked extensively with the Governor’s office in to assist in Governor's office to check on the status of distribution of the Governor's Coronavirus Relief Fund ([CRF Information for Schools](#)) distribution of \$65 million to Montana public schools ([Gov CRF K-12 Distribution](#)).

1.1.4 Continued development of research based materials for school leaders for use in promoting the strength of Montana schools, school safety, suicide prevention, etc.

- The School Safety resources are now located on the OPI website [HERE](#).
- SAM was an active participant in the development of Suicide Prevention and resources now located on the OPI website [HERE](#).
- SAM Executive Director is involved in the Montana Safe Schools Advisory Council (MASSC). This Council will oversee actions of the state of Montana to support school safety. The Council is a transition from the former MT School Emergency Management and Planning (MTSEMP) advisory council, which SAM has participated on the past 5 years. The MASSC is facilitated by OPI office staff with Safe School Grant funding.
- Student data privacy is being addressed as a META project in collaboration with OPI and MTSBA, as mentioned in detail above.
- SAM is involved in conversations about interoperability standards for digital platforms that will insure student data security and school safety.
- In addition to the items of research and action in 1.1.3, SAM continues to work diligently with OPI on the implementation of HB 351 Transformational Learning Act, HB 387 Advanced Opportunity Act (See [Transformational Learning webpage](#)), Vaping, and a variety of other legislation that requires vigilant attention during implementation.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to focus attention on the Governor’s COVID-19 Advisory Committee

and the Montana School Safety Advisory Committee (MSSAC) to provide information and support for our public schools.

- SAM assisted in convening the MSSAC to consider the guidance for schools on [Education Supplies and School Meals during COVID-19](#). SAM advocated for protecting online student data and flexibility in meeting the law (20-7-1236) requiring Data Privacy Agreements for all technology platforms, software and apps. [Governor's Directive on 4/7/20](#) provided that flexibility (p. 3) for schools.
- SAM assisted in the effort for guidance on School Re-entry and Resources after Pandemic through participation on the Montana Safe Schools Advisory Council and the Governor's Committee for Reopening Schools. See [Reopening MT Schools Guidance 7.2.20](#) and [The Governor's Plan for Reopening Safe and Healthy Schools 7.2.20](#).

1.1.5 Members and staff need to continue to work to ensure fairness, honesty, respect, and courtesy in promoting professional learning and advocacy

- SAM members are cooperating with partners in the development of initiatives, committees, and task force to accomplish education goals.
- SAM members participated in representing many significant educational issues for the Legislative [Education Interim Committee](#) and other Interim Committees (see [SAM 2021 Interim Advocacy Report](#)).
- Continued active participation by SAM members on the many Committees, Task Force, Negotiated Rule Making Committees, and Councils insures that administrators' expertise and voice are part of the decision making process on most all of the education activities impacting the education of Montana students.
- On all items listed in 1.1.1 – 1.1.4, SAM members have acted with fairness, honesty, respect, and courtesy in promoting professional learning and advocacy.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to collaborate with fairness, honesty, respect and courtesy with MT-PEC, state and federal leaders and legislators, and the SAM membership.
- Extensive continued efforts to streamline the information flow and advocacy efforts related to COVID-19 continued through the end of the 2019-20 school year, through the summer and into the 2020-21 school year. Efforts developed guidance for School Re-Entry and Resources After Pandemic for the reopening of Montana schools in the fall included direct communication with MT-PEC, the Governor's office, OPI, and several task force, study groups and advisory committees with SAM members contributing to the effort. See [Reopening MT Schools Guidance 7.2.20](#) and [The Governor's Plan for Reopening Safe and Healthy Schools 7.2.20](#).
- The SAM Delegate Assembly Steering Committee (DASC) has effectively addressed necessary federal and state advocacy issues related to COVID-19 and its impact on our schools.

1.2 SAM ensures that concern for the desired result does not subvert fairness, honesty, respect and courtesy for others with whom one comes into contact.

1.2.1 Members and staff need to continue to work to ensure fairness, honesty, respect, and courtesy in promoting professional learning and advocacy.

- Setting a shining example of blending the SAM Strategic Plan with advocacy to cultivate a culture of collaboration, alliances and partnerships in the best interest of Montana's children!

- SAM's contributions to the work of the legislative interim (see [SAM 2021 Interim Advocacy Report](#)), [RISE4MT](#), [MUS Rural Educator Recruitment and Retention Task Force](#), the Zogby poll 2020, and production of the GREAT VIII publication (released at MCEL 2020) are prime examples of creating useful partnerships and tools for our members, keeping fairness, honesty and respect for all involved.
- Focus attention on the value our public schools bring to each community as described in GREAT VIII 2020.
- SAM Delegate Assembly 2020 held virtually on July 30, approved the [SAM Delegate Assembly 2020 Business Meeting Recommendations 10-14-20](#) for consideration of the membership at the SAM Annual Business Virtual meeting on October 14, 2020.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to collaborate with fairness, honesty, respect and courtesy with MT-PEC, state and federal leaders and legislators, and the SAM membership.
- SAM members serving on efforts to provide guidance for the COVID-19 issues impacting schools have acted with fairness, honesty, respect and courtesy with all audiences and stakeholders.

1.3 SAM enlists and guides the talents and energies of its membership towards promoting the goals of the organization.

- 1.3.1 Actively acknowledge and support our Delegate Assembly activities, attend our affiliate and SAM business and general membership meetings, and communicate our evolving perspectives to our SAM staff and fellow SAM members in accordance with established communications.
- SAM Affiliates have established regularly scheduled Board Leadership Web Meetings in order to allow Board members to discuss contemporary issues.
 - SAM Affiliate associations have established ongoing, regular regional web meetings to facilitate great dialogue about all issues related to COVID-19 implementation in our schools. This regional perspective has been extremely valuable for all affiliates and members in establishing direction for real time efforts in COVID-19 protections for our schools.
 - SAM community forums have been established for each affiliate and each affiliate Board in order to communicate contemporary issues impacting each affiliate.
 - SAM communications – [SAM Update](#), [SAM Bulletin](#), [SAM website](#), [Delegate Assembly](#) webpage have been used to actively support SAM activities, meetings and events in communicating evolving perspectives to SAM members.
 - SAM Delegate Assembly 2020 (virtually delivered) on July 30 established the [SAM Delegate Assembly 2020 Business Meeting Recommendations 10-14-20](#) for consideration of the membership at the SAM Annual Business Virtual meeting on October 14, 2020.
- 1.3.2 Continue to utilize the SAM Needs assessment to establish priorities for conference themes and meeting agendas.
- [SAM Needs Assessment 2020 Executive Summary](#) and the [SAM Needs Assessment Data Disaggregated by Affiliate 2020](#) provides information for our association's future professional learning, advocacy and items important to our attention toward.
 - SAM Needs Assessment results will be used in the planning of professional development and advocacy opportunities for the 2020-21 school year.

- SAM Needs Assessment results was used in the development and planning of the SAM Virtual Administrators Institute 2020, July 27-28.

1.3.3 Through the SAM Investment and Finance Committee, continue to review the financial well-being of SAM and its affiliates.

- The SAM Investment and Finance Committee is functioning successfully meeting on a quarterly basis to meet the fiduciary responsibility of monitoring SAM and affiliate finances and investments.

2. Advocacy: SAM members will be equipped with accurate information and prepared to use it to advocate for public education.

Strategic Objectives:

2.1 SAM will promote equitable access to quality education for all students through equitable, adequate funding of public schools.

- SAM Advocacy Priorities includes the Support of Adequate and Equitable School Funding.
- SAM Advocacy work in the 2021 Legislative Interim focused on both adequacy and equity in funding for our public schools.
- SAM members participated in representing many significant educational issues for the Legislative [Education Interim Committee](#) and other Interim Committees (see [SAM 2021 Interim Advocacy Report](#)).
- SAM Delegate Assembly 2020 (virtually delivered) on July 30 established the [SAM Delegate Assembly 2020 Business Meeting Recommendations 10-14-20](#) for consideration of the membership at the SAM Annual Business Virtual meeting on October 14, 2020
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to advocate for the [Federal CARES Act](#) impact on Montana schools - MT-PEC sent a [recommendation](#) to the Governor requesting the allocation and distribution of the Governor's Emergency Education Relief Fund (\$8.765 million) for our K-12 schools. MT-PEC made a [recommendation](#) for the 10% state office set aside in the State (SEA) Emergency Education Relief Fund (\$4.1 million) to be allocated and distributed to schools in an equitable and flexible use way. These efforts are intended to provide our school districts with the relief funds assistance that can be used to flexibly meet the local needs and provide access to the funding when needed.
- [Federal CARES Act guidance document](#) (on the [OPI COVID-19](#) webpage) and the [Estimated State School Emergency Relief Fund Allocations FY 2020](#) (\$41.3 million) is available for review to see the impact on your school.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to develop a [SAM COVID-19 Information for Schools](#) webpage providing streamlined information for administrators to reference. SAM collaborated with MT-PEC to develop the [MT-PEC COVID-19](#) webpage, and work with OPI to develop the [OPI COVID-19](#) webpage for reference of school governance teams who are implementing strategies for our schools during school closure and off site delivery of education services. SAM worked extensively with the Governor's office to assist in Governor's office to check on the status of distribution of the Governor's Coronavirus Relief Fund ([CRF](#)) [Information for Schools](#) distribution of \$65 million to Montana public schools ([Gov CRF K-12 Distribution](#)).

- The SAM Delegate Assembly Steering Committee (DASC) has effectively addressed necessary federal and state advocacy issues related to COVID-19 and its impact on our schools.
- SAM DASC took a lead in advocacy efforts on behalf of SAM on COVID-19 Cares Act relief funding – ESSER and GEER distribution to Montana schools.
- Equitable Services Allocations under Secretary of Education Guidance raised concerns about equity and fairness which was addressed by SAM and the review of the DASC. See [SAM Statement to National Associations](#). See [5/14/20 Sen Tester Letter to Secretary DeVos](#). See [Equitable Services LPI Report on CARES Funds](#) shift to non-public schools under Secretary DeVos Guidance -- released 6/10/20, showing a nationwide shift of \$1.3 Billion of CARES funds to non-public schools (Montana shift is estimated to be approximately \$3 Million). SAM effort to assist OPI in the work to recalculate the equitable share of CARES Act ESSER grant funds for private and home schools (failed Secretary of Education Interim Final Rule) with guidance on how to recalculate the equitable share and the cautions of the for being sure to document all of the contacts being made with private and home schools. Important documents to review for the work to recalculate include
 - [Revised equitable share process for ESSER 10.1.20](#)
 - [CARES Act Funds Equitable Participation Poverty Measurement Tools 10.1.20](#)
 - [ESSER Equitable Share Calculation Template rev 10-1-20](#) (possibly being revised 10/6/20 and sent to districts)

2.2 SAM will maintain a united front with MT-PEC (SAM, MTSBA, MASBO, MREA, MFPE, MQEC).

- SAM continues to be a leader in the MT-PEC discussions to focus on the key educational issues.
- SAM has taken a lead role in the RISE4MT recruitment and retention issues [RISE4MT Update January 2020](#) webpage. [OPI Educator Recruitment and Retention webpage](#)
- See [SAM Administrator Vacancy Report 2019-20](#) for the most comprehensive information on Administrator recruitment and retention.
- SAM and member administrators participated in the [K-12 Vision Group](#) Strategic Planning session, September 16, 2020 resulting in a revised, adopted Strategic Plan.
- META completion of the SDPC/TOS Project leading to the formation of the Montana Student Privacy Alliance ([MTSPA](#)) to protect online student information.
- Continued participation of SAM and MT-PEC on implementation plans for the [DPHHS rules](#) on healthy learning environments in schools.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to develop a [SAM COVID-19 Information for Schools](#) webpage providing streamlined information for administrators to reference.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to collaborate with MT-PEC to develop the [MT-PEC COVID-19](#) webpage, and work with OPI to develop the [OPI COVID-19](#) webpage for reference of school governance teams who are implementing strategies for our schools during school closure and off site delivery of education services.
- Extensive continued efforts to streamline the information flow and advocacy efforts related to COVID-19 continued through the end of the school year, through the summer and into the 2020-21 school year. Efforts continue to develop guidance for School Re-Entry and Resources After Pandemic for the reopening of Montana schools in the fall have included

direct communication with MT-PEC, the Governor's office, OPI, and several task force, study groups and advisory committees with SAM members contributing to the effort.

2.3 SAM will utilize a Legislative Network for accurate information sharing and two-way communication.

2.3.1 Develop a centralized communications system and spend time with each affiliate to ensure everyone knows how to get on and use.

- In preparation the 2021 legislative session, SAM will continue development of the SAM Legislative Network in order to successfully advocate for the priorities established during the delegate assembly. [SAM Legislative Network 2021 \(SAMLN21\) – Description & Forming the SAMLN21 & 2019 Info](#)
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to use the process for developing advocacy positions on federal issues similar to the actions of the Legislative Network during a legislative session. The SAM Delegate Assembly Steering Committee and Affiliate Federal Relations Coordinators review advocacy requests due to COVID-19 and establish action positions on the requests.
- The DASC (Delegate Assembly Steering Committee) met on June 9, 2020 to begin the development of the recommendation for SAM Delegate Assembly 2020 SAM Delegate Assembly 2020 held virtually on July 30, approved the [SAM Delegate Assembly 2020 Business Meeting Recommendations 10-14-20](#) for consideration of the membership at the SAM Annual Business Virtual meeting on October 14, 2020. That discussion included developing the SAM Legislative Network 2021 (SAMLN21) (see above) to assist in advocacy during the 2021 Legislative session.

2.4 SAM will build capacity of SAM membership to develop effective advocacy strategies.

2.4.1 Create or find a series of advocacy skill-building videos, 3-5 minutes long and distribute to affiliates.

- A virtual training for the 2019 Legislative Session was created and delivered to members of the SAMLN19. SAMLN19 Webinar training that occurred on 1-3-19 was [recorded](#) allowing all SAMLN19 members to review the training materials and strategies any time.
- Three videos were created to assist the SAMLN and were presented during the 1-3-19 training and are readily available for review of all SAM members.
 - [SAMLN19 Resources Video](#)
 - [SAMLN19 Effective Advocacy PowerPoint](#)
 - [SAMLN19 'How to Provide Testimony on a Bill' Video](#)
- A similar training for advocacy skill building will be prepared for the 2021 legislative session and provided for the SAMLN21 prior to the beginning of the session in January 2021

2.4.2 Create an advocacy strand at MCEL beginning in 2019.

- MT-PEC has collaborated in developing a unified plan for the professional development of our members on key topics related to funding, flexibility, efficiency, safety and security, community ownership and local control. The [MT-PEC Flexibility Professional Development Series](#) including a planned syllabus, with desired outcomes driving the content was delivered to our members and archived on the SAM website for future access by SAM members.

- At MCEL 2020, delivered virtually, the MT-PEC partners of MCEL will hold a clinic session targeting advocacy issues coming in the 2021 Legislative Session and the federal and state November election.

2.5 SAM will build Montana specific federal advocacy.

2.5.1 Provide monthly Montana specific advocacy talking points.

- Currently each affiliate national association is providing Federal Relations coordinators with monthly federal updates. The affiliates decide how to share with their affiliate members.
- Montana SAM affiliates are able to reference the [SAM Federal Advocacy Priorities 2019-20](#) for use when working with the federal congressional delegation on federal advocacy issues. This one page reference was developed from SAM Resolutions related to federal education issues. The SAM Federal Advocacy Priorities 2020-21 are included in the [SAM Delegate Assembly 2020 Business Meeting Recommendations 10-14-20](#). The one page reference will be updated and uploaded to the [Federal Issues](#) webpage following approval of the SAM membership.
- Federal advocacy information is available to all SAM members on the [Federal Issues Followed by SAM](#) webpage. Many updates to federal issues are described on the [Federal Issues](#) webpage.
- The COVID-19 pandemic impact on our communities and schools required action on behalf of SAM to use the process for developing advocacy positions on federal issues similar to the actions of the Legislative Network during a legislative session. The issues are described on the [Federal Issues](#) webpage.

3. Professional Learning and Services: SAM will extend and expand the professional learning delivery system using the expertise of the SAM affiliate's, as well as other service providers through professional development, mentorship, and other member services.

Strategic Objectives:

3.1 SAM will provide professional development using social media

3.1.1 Continued involvement in Ed Chats, Ed Camp, technology, and conferences.

- Each SAM and affiliate conference agenda considers the elements identified above as part of the conference.
- All SAM and Affiliate Conferences have established a Twitter feed for conference attendees to communicate ideas and thoughts during the conference.
- SAM has developed a Conference App for each affiliate conference that allows social media communication and pushing of key happenings during meetings and conferences.
- Virtual conference delivery has expanded the use of social media in communicating during the conferences. Virtual conference delivery required significant research into effective strategies for delivery and the technical capacity to deliver any size conference with keynotes, clinic sessions, exhibitor hall, and networking strategies. The SAM office team completed the research and have successfully held (facilitated and provided the virtual platform) the Association of State Executives (ASE) National Virtual Summer Conference (Executive Director Kirk Miller is the President of ASE for 2020-21), the SAM Virtual Administrators Institute 2020, and the MASS/MCASE Virtual Fall Conference 2020.

- SAM continues efforts to utilize Twitter and Facebook to mirror messages being sent to membership through email, newsletters and SAM Updates to support social media information for our members.

3.2 SAM will continue development of mentorship opportunities for members through the SAM Leaders Professional Learning Program (LPLP)

3.2.1 Continue tracking new leaders' participation and progress in the SAM Leaders Professional Learning Program formation of the New Leaders Collegial Learning Network (CLN).

- [SAM LPLP 2019-20 Executive Summary](#) provides specific details of the progress of the 90 SAM LPLP members and 10 Collegial Learning Networks during the 2019-20 school year. This program met the needs of personalized professional learning for about 9% of our SAM members.
- The [SAM Leaders Professional Learning Program \(LPLP\)](#) is a best practices professional learning delivery system that personalizes learning for Montana administrators. Over the past 6 years, SAM LPLP has supported 420 administrators in meeting their personalized professional learning needs.
- In 2019-20, 90 administrators joined the LPLP, forming ten [Collegial Learning Networks](#) with coach/mentors to personalize a professional learning plan enhancing their ability to serve their students, school and community! See the [SAM LPLP 2019-20 Executive Summary](#).
- [SAM LPLP 2020-21](#) is underway with 68 administrators registered (10/10/20) and 8 [CLNs](#) collaborative efforts in progress, and the [SAM LPLP Huddle](#) highlighting resources.
- The MASS board approved continued support of the SAM LPLP program for new leaders by agreeing to pay the SAM LPLP registration fee (\$500) for all superintendents new to their position in 2020-21. This action allowed the formation of a Collegial Learning Network of superintendents new to their position in 2020-21 ([NS CLN](#)) providing increased supports through mentoring, a main benefit of the SAM LPLP. The NS CLN has 27 superintendents participating.
- SAM LPLP 2020-21 has established a New Principal Collegial Learning Network ([NP CLN](#)) with 19 principals participating.
- SAM LPLP 2020-21 has established an Aspiring Superintendent Collegial Learning Network ([AS CLN](#)) with 11 principals/early career superintendents participating in this partnership with AASA – National Superintendents Association, served by National mentor David Schuler (former AASA National Superintendent of the Year 2018 and AASA President 2019).
- The SAM LPLP 2020-21 service to 68 SAM members is an added value for participants during the COVID-19 pandemic and school closure directives. The Providers report the upsurge in support provided to the administrators in the program.

3.2.2 Continue SAM Needs Assessment Survey to gain feedback and insight of members' satisfaction and needs.

- [SAM Needs Assessment 2020 Executive Summary](#) and the [SAM Needs Assessment Data Disaggregated by Affiliate 2020](#) provides information for our association's future professional learning, advocacy and items important to our attention toward.
- SAM Needs Assessment results will be used in the planning of professional development and advocacy opportunities for the 2020-21 school year.

- SAM Needs Assessment results was used in the development and planning of the SAM Virtual Administrators Institute 2020, July 27-28.
- [SAM Virtual Administrators Institute 2020](#) - “Tell Your Story” - School Re-Entry & Recovery After Pandemic Event on July 27-28, 2020 was a success. Until October 31, you can still register and earn up to 15 renewal units for participating in this outstanding Professional Learning. [SAM VAI 2020 Evaluation as of 10-8-20](#) and [SAM VAI 2020 Evaluation as of 10-8-20 Session Evaluations](#).
- [2020 MASS/MCASE Virtual Fall Conference](#) successfully held on September 21-22.
- [MCEL 2020](#) is going Virtual on October 15-16, 2020. [Schedule](#) and [Registration](#).
- [2021 Montana Principals Conference](#) is Virtual, January 25-26 in a format that will be great for professional learning and networking.

3.3 SAM will continue development of membership.

3.3.1 Maintain stability of membership and seek to involve administrators who are not members.

- [SAM Membership 2020-21 1st Quarter Report](#) shows 977 SAM members. This is 8 more than 1st quarter 2019-20, at record levels for 1st quarter, even considering the effects of the pandemic on associations.
- Strategies have been incorporated to draw members including the implementation of regional affiliate Google sheets of membership that are monitored and the responsibility of affiliate regional directors.

3.3.2 Develop consistent vacancy fill information and statistical information across administrative position openings.

- Vacancy fill information has been collected with reports located on the [Employment Opportunities](#) webpage.
- The SAM office team (lead by Kim Scofield) has developed the [Administrator Vacancy Report](#) presented to the SAM Board at their 4/9/20 Board meeting. This is the first report in a series to provide longitudinal data on the recruitment and retention of school administrators in Montana.
- The SAM office continues efforts to develop vacancy fill research and reporting that will assist in the development of strategies for the recruitment and retention of quality administrators for our Montana schools.

This 1st quarter 2020-21 report of progress on the SAM Strategic Plan 2018-22 describes significant effort of our organization to focus on the established goals during a time of disruption due to the COVID-19 pandemic. A big ... Thank you! ... to all SAM members for your attention and contributions to the successful implementation of the SAM Strategic Plan, and more importantly, for your great work to create a safe, healthy education environment for your students!

Respectfully submitted,



Kirk J. Miller
SAM Executive Director