

*The role of education leaders in our schools and communities is critical to the success of our children and the continued strength of America! Thanks for all that each and every one of you do for Montana's children!*



## SAM Strategic Planning for Montana's Education Leaders

MCEL  
October 2016

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# Membership

*Nearly 1000 members strong,  
SAM Affiliates demonstrate  
the power of collaborating  
for Montana's children.*

**SAM FIRST QUARTER REPORT 2006-07**  
March 31, 07

State	Fourth Quarter 2006	Third Quarter 2006	Second Quarter 2006	First Quarter 2006	Year to Date 2006	Percent Change
<b>MT</b>	1,000	950	900	850	3,700	100%
Alaska	0	0	0	0	0	0%
Arizona	0	0	0	0	0	0%
California	0	0	0	0	0	0%
Colorado	0	0	0	0	0	0%
Connecticut	0	0	0	0	0	0%
Delaware	0	0	0	0	0	0%
Florida	0	0	0	0	0	0%
Georgia	0	0	0	0	0	0%
Idaho	0	0	0	0	0	0%
Illinois	0	0	0	0	0	0%
Indiana	0	0	0	0	0	0%
Iowa	0	0	0	0	0	0%
Kansas	0	0	0	0	0	0%
Kentucky	0	0	0	0	0	0%
Louisiana	0	0	0	0	0	0%
Maine	0	0	0	0	0	0%
Maryland	0	0	0	0	0	0%
Massachusetts	0	0	0	0	0	0%
Michigan	0	0	0	0	0	0%
Minnesota	0	0	0	0	0	0%
Mississippi	0	0	0	0	0	0%
Missouri	0	0	0	0	0	0%
Montana	1,000	950	900	850	3,700	100%
Nebraska	0	0	0	0	0	0%
Nevada	0	0	0	0	0	0%
New Hampshire	0	0	0	0	0	0%
New Jersey	0	0	0	0	0	0%
New Mexico	0	0	0	0	0	0%
New York	0	0	0	0	0	0%
North Carolina	0	0	0	0	0	0%
North Dakota	0	0	0	0	0	0%
Ohio	0	0	0	0	0	0%
Oklahoma	0	0	0	0	0	0%
Oregon	0	0	0	0	0	0%
Pennsylvania	0	0	0	0	0	0%
Rhode Island	0	0	0	0	0	0%
South Carolina	0	0	0	0	0	0%
South Dakota	0	0	0	0	0	0%
Tennessee	0	0	0	0	0	0%
Texas	0	0	0	0	0	0%
Utah	0	0	0	0	0	0%
Vermont	0	0	0	0	0	0%
Virginia	0	0	0	0	0	0%
Washington	0	0	0	0	0	0%
West Virginia	0	0	0	0	0	0%
Wisconsin	0	0	0	0	0	0%
Wyoming	0	0	0	0	0	0%
<b>TOTAL</b>	<b>1,000</b>	<b>950</b>	<b>900</b>	<b>850</b>	<b>3,700</b>	<b>100%</b>

## SAM FIRST QUARTER REPORT 2016-17

As of 9-30-16

	Fourth Quarter April 1-June 30	Third Quarter January 1-March 31	Second Quarter October 1- December 31	First Quarter July 1-September 30	1st Qtr 15-16	Year End 2015-16
<b>MASS</b>						
Full				70	59	69
Nat'l only				2	2	2
Small				69	67	74
MT only				45	50	52
Aspiring				1	2	2
Retired				11	12	12
				198	192	211
<b>MASSP</b>						
Full				198	182	204
State						0
Associate						1
Retired				4	2	2
Aspiring				1	1	1
NASSP Only				3	2	1
				206	187	209
<b>MAEMSP</b>						
Active				298	276	302
Emeritus				1	1	1
Associate					0	2
Aspiring					2	6
Retired				8	8	10
NAESP Only				2	2	
				309	289	321
<b>MCASE</b>						
Full				64	54	60
Partial				1		3
Associate				3		4
Retired						0
		0	0	68	54	67
<b>META</b>						
Active				79	71	81
Affiliate				13	8	9
Honorary				1		0
Senior						0
Student						0
				93	79	90
<b>MACSS</b>						
			0	53	53	53
	0	0	0	53	53	53
<b>INSTITUTIONAL</b>						
				33	35	36
				33	35	36
					15-16	15-16
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>960</b>	<b>889</b>	<b>987</b>

# Board Leadership

*SAM is led by a 20 member board of directors with representation from each affiliate -- MASS, MASSP, MAEMSP, MACSS, MCASE, and META. Each affiliate has a board of directors.*

School Administrators of Montana 2016-17 Executive Board		
President Paul Furthmyre	President – Elect Jon Konen	Past President Rick Duncan
MASS President Laurie Barron	MAEMSP President Jon Konen	MASSP President Dan Kimzey
MCASE President Chris Bilant	META President Rich Lawrence	MACSS President Jessica McWilliams
	Executive Director Kirk Miller	



## School Administrators of Montana 2016-17 Executive Board



President  
Paul Furthmyre

President – Elect  
Jon Konen

Past President  
Rick Duncan

MASS President  
Laurie Barron

MAEMSP President  
Jon Konen

MASSP President  
Dan Kimzey

MCASE President  
Chris Bilant

META President  
Rich Lawrence

MACSS President  
Jessica McWilliams

Executive Director  
Kirk Miller



# Bylaws and Policy

*SAM's Constitution, Bylaws and Policy provide a foundation for the operation of the association*

<http://www.sammt.org/Page/15>

by the state of the state

*operation of the asso*

<http://www.sammt.org/Page/15>

# SAM Strategic Plan 2014-18

*SAM Board developed the  
Strategic Plan 2014-18 to  
guide the association into  
the future*



# SAM Strategic Planning 2014-18

Adopted by SAM Board on 4-11-14



## Core Ideology = Core Purpose + Core Values

### Core Purpose

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

### Core Values

- **Leadership:** We believe that instructional leadership provided by school administrators is essential for empowering, inspiring, engaging, and helping students to grow, succeed, and lead.
- **Integrity & Professionalism:** We promote and demonstrate the highest level of integrity and professionalism, both organizationally and individually. We believe it is these traits that create the foundation vital for success.
- **Advocacy:** We serve as a united, proactive organization of educational leaders that advocate for State and National legislation to ensure Montana students will receive a quality education supported by adequate and sustainable funding. We strive to assure that all students have equal access, are safe and healthy, and will be successful.
- **Professional Learning & Services:** We believe that high quality professional development, mentorship, and supportive member services are critical to individual member and Montana student success.

# SAM Strategic Planning 2014-18

Adopted by SAM Board on 4-11-14



## Envisioned Future = Big Audacious Goal + Vivid Descriptions

### Big Audacious Goal

SAM is a member-led, model education organization dedicated to developing instructional leaders advocating for student success. SAM is held in highest regard by all stakeholders for providing strategies, resources and tools to positively impact educational excellence for *all* Montana students.

### Vivid Descriptions

- Instructional leaders are progressive professionals who work collaboratively with parents, educators, businesses, and communities to provide the highest quality of education and professional development possible.
- SAM is an organization that actively participates in the development and promotion of legislation and the securing of funding to aid all students in achieving their maximum potential through opportunity and resources.
- SAM has established effective networking, mentoring, and collaboration with members and all stakeholders to promote our core values – leadership, integrity and professionalism, advocacy, and professional learning and services.
- SAM provides Montana leaders with high quality professional development opportunities based on research and best practice. All educators embrace continual professional growth. Innovative professional learning strategies lead to nationally recognized, unique Montana cultural experiences for education leaders in our state and around the world.
- SAM's effort creates a positive perception that public education is the best for Montana's students by telling our story. All students are actively engaged in their education having access to appropriate resources to graduate college and career ready. There is a high level of trust and collaboration between the home and school, all students.

## Goals and Strategic Objectives

- 1. Professionalism, Integrity, and Leadership:** SAM models and promotes the highest levels of professionalism, integrity and leadership of its affiliates to create a foundation vital to success.

### 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.
- 1.2 SAM ensures that concern for the desired result does not subvert fairness, honesty, respect and courtesy for others with whom one comes into contact.
- 1.3 SAM enlists and guides the talents and energies of its membership towards promoting the goals of the organization.
- 1.4 SAM models these traits through advocacy at the local, state, and national levels.

- 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 maintain a united front with MT-PEC by SAM participation in MT-PEC meetings and communication to members through weekly SAM Update E-mail.
- 2.2 SAM will utilize the Steering Committee that includes one person from each SAM affiliate to identify current educational issues.
- 2.3 SAM will provide quality resources that contain current educational facts and implications to all stakeholders.
  - 2.3.1 Federal relations leaders of each affiliate will collaborate to develop the SAM federal advocacy package.
- 2.4 SAM will provide quality opportunities to learn about the resources available and training that leads to active advocacy.
- 2.5 SAM will research structure and staffing necessary to accomplish the advocacy goals.

- 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 Professional Development
  - Provide professional development using social media
    - 3.1.1 Montana Ed Chat on Twitter – Professional learning service OR SAM Ed Chat on Twitter – administrators got together once a week – track the number of -- Tuesday from 7-8 -- #MTedchat
    - 3.1.2 ED Camp – professional development provided to workshop attendees; defining SAM's role.

# SAM Strategic Planning 2014-18

Adopted by SAM Board on 4-11-14



- 3.1.3 Technology Professional Development – work with SAM members on social media and technology
- 3.2 Mentorship
  - 3.2.1 Extend the SAM mentor program
  - 3.2.2 Track the number of new members that participate in the SAM mentor program and other learning opportunities provided by SAM or affiliates
  - 3.2.3 Continue Needs Assessment Survey of membership to gain insight in satisfaction and needs
- 3.3 Membership
  - 3.3.1 Maintain stability with membership while administrative positions are cut
  - 3.3.2 Maintain current services while implementing new social media services





# SAM Business Partners 2016-17



Company	Description	Sponsorship Level
MUST/MSSF	Health insurance	Big Sky Sponsor
CoSN		Big Sky Sponsor
Vision Net, Inc.	Technology innovation	Big Sky Sponsor
NCCE	Professional Learning Organization	Big Sky Sponsor
ICLE	Professional Learning Provider - Rigor, Relavance, Relationships	Big Sky Sponsor
SchoolWires Inc.	Website development	Glacier Sponsor
Infinite Campus	Largest American Owned student information system	Glacier Sponsor
Silverback Learning Solutions	Mileposts cloud-based achievement data management	Glacier Sponsor
VALIC	Annuities, life insurance	Mountain Sponsor
American Fidelity Assurance Company	Education employee financial products & services	Mountain Sponsor
Lifetouch National School Studios, Inc.	School portraits, yearbooks, sports portraits	Mountain Sponsor
MSGIA	School workers' compensation & property/liability coverage	Mountain Sponsor
Teachers-Teachers.com	Education's premier recruitment service	Mountain Sponsor
BRUCO, Inc.	Facility supplies, equipment, educations & consulting	Mountain Sponsor
GCA Education Services Inc.	Facility Services	Mountain Sponsor
Olweus/Hazelden Publishing	Bullying Prevention Program	Mountain Sponsor
AMERESCO	Energy efficient upgrades, commissioning and professional design	Mountain Sponsor
Horace Mann	Auto, home, life insurance and financial services	Mountain Sponsor
PineCove Consulting	IT Soutlions	Meadow Sponsor
Schoolhouse IT	Technology Services Partner	Meadow Sponsor
Black Mountain Software	School accounting software	Meadow Sponsor
Western States School Program	School property & liability insurance	Meadow Sponsor
Lightspeed	School networks management	Services Agreement
MT ASCD	Professional learning for all educators	Services Agreement
<b>Total Amount</b>		<b>\$ 171,100.00</b>

## **SAM Builds Partnerships**

*SAM has worked productively  
with many education  
stakeholders to make a  
difference for the education of  
Montana's Children*

*MT-PEC*

*OPI*

*Governor's Office*

*MUS*



## Professionalism, Integrity, Leadership

*SAM models and promotes the highest levels of professionalism, integrity and leadership of its affiliates to create a foundation vital to success*

Actions supporting this Goal ... SAM's leadership in:

- Work Groups and Task Force involved in research and implementation following the 2015 Legislative session
- Montana Educator Performance Appraisal System (EPAS)
- Smart Energy Schools
- MTSS
- MPPLN
- MDPLN
- EducationSuperHighway broadband access initiative
- Every Student Succeeds Act (ESSA)

# Advocacy

*SAM members will be equipped with accurate information and prepared to use it to advocate for public education*

**Rick Duncan** - Delegate Assembly Steering Committee Chair

Actions supporting this Goal ... SAM's leadership in:

- MT-PEC
- K-12 Vision Group
- SAM Delegate Assembly (and Steering Committee)
- State Legislative Session - SAM Priorities
- Coordinating Advocacy on Federal Issues
- Proactive relationships developed with the Governor's office, State Superintendent and OPI, Montana University System, and Education Stakeholders
- Interim Committee advocacy for SAM Priorities

# 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*

Actions supporting this Goal ... SAM's leadership in:

- 13 Conferences of SAM and Affiliates
- Technology embedded solutions including website, cloud-based solutions, and social media - Facebook - [www.facebook.com/School-Administrators-of-Montana](http://www.facebook.com/School-Administrators-of-Montana), Twitter - [@MTEDLeadership](https://twitter.com/MTEDLeadership) and [#SAMedchat](https://twitter.com/SAMedchat)
- Member benefits: Affiliate regional meetings, SAM Bulletin and weekly SAM Updates, colleague networks, state and federal lobbying network, legal assistance, liability insurance to name a few
- SAM Leaders Professional Learning Program (LPLP)
  - **Godfrey Saunders** - SAM Mentor Program Director
  - **Tom Unwin** - SAM 21st Century Leadership Institute Director





Helping School leaders succeed...

The SAM Mentor Program uses trained, effective, recently retired and practicing administrators from each of the Superintendent Regions in Montana. Using a regional model allows SAM to take advantage of the knowledge and experience these leaders possess regarding the culture and values of the communities in their region. Understanding the culture and values of a community is key to the success of a school or district leader.

#### KEY PROGRAM COMPONENTS

- ✓ Trained mentors who are respected and successful in the field of educational leadership
- ✓ Mentors who are current and up to date on today's education issues and research
- ✓ Supported by the Montana University System, OPI and Private Business
- ✓ Online networking and webinars through the Resource Center at [sammt.org](http://sammt.org)
- ✓ One-on-one support
- ✓ Mentoring specific to the needs of the mentee
- ✓ On-site visits based on mutual agreement between mentor and mentee
- ✓ Confidentiality - what is discussed in mentoring stays in mentoring
- ✓ Renewal units through OPI

#### FOR MORE INFORMATION

Please email Kirk Miller [samkm@sammt.org](mailto:samkm@sammt.org) or Pat Audet [sampa@sammt.org](mailto:sampa@sammt.org) or phone SAM at 406-442-2510



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The banner features a blue and white geometric pattern of overlapping hexagons. In the center, there is a photograph of five diverse professionals (three men and two women) sitting around a table, looking at documents and laptops. The text 'SAM' is in a white box on the left, and '21st Century Leadership Institute' is in white text across the middle.

SAM

## 21<sup>st</sup> Century Leadership Institute

### *Montana takes the lead...*

SAM 21 CLI is a unique approach to professional learning & school improvement, incorporating all the critical elements of what we know is exemplary practice in professional learning.

#### **WHAT IS PROFOUND PROFESSIONAL LEARNING?**

Professional Development measured in terms of impact on STUDENT LEARNING!

- ✓ ***Learn by Doing***  
Connect your PD to our everyday work and professional goals & growth plans
- ✓ ***Individualize, Personalized and Differentiated***  
Utilize a powerful ONLINE 21st Century Professional Learning Center with teaching modules & a wealth of resources: hundreds of books, articles, videos & more
- ✓ ***Learning Teams***  
Participate in job-a-like teams with opportunities for networking, collegiality
- ✓ ***Learning Cycles***  
Designed to provide a framework for continuous collegial dialog with a well-organized, user-friendly interface & methodology
- ✓ ***Coaching & Mentoring***  
A critical element of professional learning that includes guided practice with experienced Montana providers
- ✓ ***High Impact***  
Achieve measureable improvement in student learning

#### **FOR MORE INFORMATION**

Please email Kirk Miller [samkm@sammt.org](mailto:samkm@sammt.org) or Pat Audet [sampa@sammt.org](mailto:sampa@sammt.org)  
or phone SAM at 406-442-2510



*Thanks for attending the MCEL 2016 and  
for your commitment to the Education of  
Montana's children!*

Contact: Kirk J. Miller/SAM Executive Director/  
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Pat Audet/SAM Associate Director/  
sampa@sammt.org/(406)442-2510