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
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
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!
Membership

Nearly 1000 members strong, SAM Affiliates demonstrate the power of collaborating for Montana's children.
# SAM First Quarter Report 2016-17

As of 9-30-16

<table>
<thead>
<tr>
<th></th>
<th>Fourth Quarter</th>
<th>Third Quarter</th>
<th>Second Quarter</th>
<th>First Quarter</th>
<th>1st Qtr</th>
<th>Year End</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>April 1-June 30</td>
<td>January 1-March 31</td>
<td>October 1 - December 31</td>
<td>July 1-September 30</td>
<td>13-16</td>
<td>2015-16</td>
</tr>
<tr>
<td>MASS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full</td>
<td>70</td>
<td>59</td>
<td>69</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nat’l Only</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Small</td>
<td>69</td>
<td>67</td>
<td>74</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MT-only</td>
<td>45</td>
<td>50</td>
<td>52</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aspiring</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retired</td>
<td>11</td>
<td>12</td>
<td>12</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>198</td>
<td>192</td>
<td>211</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MASSP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full</td>
<td>198</td>
<td>182</td>
<td>204</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aspiring</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retired</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NASSP Only</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>206</td>
<td>187</td>
<td>209</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAEMSP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active</td>
<td>298</td>
<td>276</td>
<td>302</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emeritus</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td>0</td>
<td>2</td>
<td>6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aspiring</td>
<td>8</td>
<td>8</td>
<td>10</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retired</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NASSP Only</td>
<td>309</td>
<td>289</td>
<td>321</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MCASE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full</td>
<td>64</td>
<td>54</td>
<td>60</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partial</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td></td>
<td>3</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retired</td>
<td></td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MTA</td>
<td></td>
<td></td>
<td></td>
<td>68</td>
<td>54</td>
<td>67</td>
</tr>
<tr>
<td>Active</td>
<td>79</td>
<td>71</td>
<td>81</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Affiliate</td>
<td>13</td>
<td>8</td>
<td>9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Honorary</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Student</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>93</td>
<td>79</td>
</tr>
<tr>
<td>Total</td>
<td>93</td>
<td>79</td>
<td>90</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MACSS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>53</td>
<td>53</td>
<td>53</td>
</tr>
<tr>
<td>INSTITUTIONAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>33</td>
<td>35</td>
<td>36</td>
<td></td>
<td>33</td>
<td>35</td>
</tr>
<tr>
<td>TOTAL</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>960</td>
<td>889</td>
<td>987</td>
</tr>
</tbody>
</table>
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 Futchmyre
- President-elect: Jan Hansen
- Past President: Ross Carnan
- MSASS President: Lisa Becker
- MAEMSP President: John Hansen
- MCASE President: Chris Blakely
- MACSS President: John Lawrence
- Executive Director: Kim Miller

---

**Prezi**
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
key provision of the foundation.

operation of the association.

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
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.
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
   3.1.1 Provide professional development using social media
   3.1.1.1 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.
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 Builds Partnerships

SAM has established business partnerships and sponsorships to support services provided to members.
# SAM Business Partners 2016-17

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

| Total Amount                                 | $ 171,100.00                                       |
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, Twitter - @MTEDLeadership and #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
- 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 or Pat Audet sampa@sammt.org
or phone SAM at 406-442-2510
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 measurable improvement in student learning

FOR MORE INFORMATION
Please email Kirk Miller samkm@sammt.org or Pat Audet 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/samkm@sammt.org/(406)442-2510
Pat Audet/SAM Associate Director/sampa@sammt.org/(406)442-2510