SAM Leaders Professional Learning Program 2016-17

School Administrators of Montana is proud to offer innovative professional learning opportunities to district and school leaders across Montana. A combination of the SAM Mentor Program and the SAM 21st Century Leadership Institute (21 CLI), the SAM Leaders Professional Learning Program (LPLP) is unlike any program available today. Entering our 4th year, the LPLP provides a unique opportunity for those who register for the program(s) to receive **one-on-one coaching/mentoring** and **innovative, student learning focused, blended professional learning opportunities** while working with experienced, highly qualified Montana administrators (mentor/coaches called Providers) in each of the 9 MASS region areas of the state.

SAM Mentor Program

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

21st Century Leadership Institute

Montana takes the lead . . .

SAM 21 CLI is a unique approach to professional learning and 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 your everyday work and professional goals and growth plans
- Individualize, Personalized and Differentiated - Utilize a powerful ONLINE 21st Century Professional Learning Center with teaching modules and a wealth of resources: hundreds of books, articles, videos and more
- Learning Teams - Participate in teams with opportunities for networking, collegiality
- Learning Cycles - Designed to provide a framework for continuous collegial dialog with a well-organized, user-friendly interface and methodology
- Coaching & Mentoring - A critical element of professional learning that includes guided practice with available providers that are experienced and adept in educational processes
- High Impact - Achieve measureable improvement in student learning

Learn more about the SAM Leaders Professional Learning Program by visiting 'www.sammt.org' under Announcements click 'SAM Leaders Professional Learning Program 2016-17'

SAM Leaders Professional Learning Program Executive Summary 2nd Quarter 2015-16

Collaboration, relationship building and networking have created an outstanding opportunity for Montana education administrators to support their professional learning. School Administrators of Montana, the Montana Office of Public Instruction, Montana University System Ed Leadership Programs, the Department of Administration, and individual Montana business partners, working together, launched the SAM Leaders Professional Learning Program (LPLP) in 2013-14! In its third year, the new program for 2015-16 combined the research on successes of the SAM 21st Century Leadership Institute and the SAM Mentor Program to provide a unique opportunity for Montana administrators to receive one-on-one mentoring and innovative, focused, personalized, blended professional learning opportunities.

This Executive Summary Report contains an overview and history of the program to give the reader context for the progress described in the SAM LPLP 2015-16 Executive Summary section below. Please contact us if you have questions about this report or the SAM LPLP.

Overview and History

What is the SAM LPLP?

- An innovative approach to professional learning for Montana education administrators.
- A combination of the SAM Mentor Program and the SAM 21st Century Leadership Institute, the SAM Leaders Professional Learning Program is unlike any program available today.
- SAM, the Montana Office of Public Instruction, Montana University System Ed Leadership Programs, the Department of Administration and individual Montana business partners have worked together to support a cost effective model for Montana's school administrators to participate in this innovative professional learning opportunity.
- You can review the program details at http://sammt.org/Page/559

Why do we need the SAM LPLP?

- Montana has had over 100 administrative positions open the spring of 2014 and 2015, so there are 200+ administrators new to their positions in our schools over the past 2 years.
- Research and common sense reveal that mentoring is a major key to building leadership capacity and those who are mentored exhibit greater success and retention than those who are not.
- Montana administrators are committed to their school and community and there are ever increasing demands on their time to meet the needs. Professional learning is an area that gets placed on the back burner when it should be up front for effective problem solving.
- Research and common sense show that the most powerful professional learning is inquiry-based, aligned to real-world applications, and embedded in the work environment.

So how did the SAM LPLP happen?

- SAM strategic plan goals for professional development led to seeking innovative ways to meet the professional learning needs of Montana administrators.
- Seeking innovation led to great people working in this environment –
  - Godfrey Saunders for mentoring
  - Tom Unwin for innovative, project-based learning
- A year of research and project development led to launching a pilot Mentor Program and 21st Century Leadership Institute (21 CLI) in 2013-14.

- Those administrators participating in the pilot programs provided great insight for creating the LPLP.
- Lessons learned from the LPLP 2013-14 were incorporated into the SAM LPLP 2014-15 that successfully worked with 72 Montana school administrators (34 Mentees and 38 21 CLI Members). Review the success of the program at SAM LPLP 2014-15 Executive Summary.

Putting Lessons Learned into Action

- Seek highly qualified Montana administrators who can serve a region of the state as an LPLP Provider. Seven of eight Providers from 2014-15 continued their service to the program in 2015-16.
- Partner with resource providers to gain access to the best of resources. All previous partners continued with the program.
- Train the LPLP providers so they can connect proteges (mentees) and 21 CLI cohort members to necessary resources in the most effective, efficient ways. Ongoing training for providers happened prior to the SAM Administrators Institute 2015 in July and continues on a regular basis with LPLP Provider Adobe Connect meetings and trainings.
- Build relationships for effective communication so that all involved can learn from each other. A key to the success of the LPLP is the relationship built between the Mentees and 21 CLI Members and their provider.
- Promote the ideas so that Montana administrators will seek to enhance their professional learning.

LPLP Providers and Regions Served

- Jeff Blessum - recently retired Superintendent of the Anderson Elementary District in Bozeman. Jeff also serves as the Curriculum Implementation Specialist at the Southwest Montana School Services regional education service agency. (4 Rivers, North Central)
- Mark Brajcich - recently retired Superintendent of Red Lodge Public Schools. (South Central, South East)
- Daniel Farr - Superintendent of Sidney Public Schools. Serves the eastern part of Montana while being an outstanding practicing superintendent. (North East and South East)
- Michael Redburn - retired Superintendent of Bozeman Public Schools. Mike also is an educational leadership professor and MSU and runs a Consensus Consulting company. (4 Rivers, South Central, South East)
- Darlene Schottle - recently retired Superintendent of Kalispell Public Schools. Darlene also is an adjunct faculty member at Flathead Community College and is a member of Montana's Board of Public Education. (North West and North Central)
- Joel Voytoski - recently retired Superintendent of the Evergreen Elementary District in Kalispell (North West, Hi-Line)
- Bruce Whitehead - recently retired Principal of the Hellgate Elementary District in Missoula. Bruce also serves as a professor in educational leadership at UM and is a board member for MAEMSP. (West, North West, 4 Rivers)

Great educators, experienced administrators, trained with the best research by our program directors, OPI partners, and the MUS Education Leadership program partners.

Investments made by Partners who Believe!

- Superintendent Juneau and Deputy Superintendent Parman saw the vision and committed to investing in the professional development of Montana's administrators.
- Governor Bullock and the department of administration support education leaders and the critical role they play in Montana communities.
- Montana University System Education Leadership programs support this program lending their expertise and resources.

- Montana businesses and private donors support the program because it impacts them and their community.

LPLP By the Numbers

- 8 is the number of partners who have assisted SAM in funding the program to make it possible for school districts to support the program and allow their administrators to participate in the program. The SAM LPLP Partners are – OPI assisted in receiving a Department of Administration grant (Superintendent Juneau and Deputy Superintendent Parman were significant in making this happen and allowing the SAM LPLP to launch in 2014-15), OPI Special Education Department, Montana GEAR UP, Education Leadership Programs at MSU, UM and Rocky Mountain College, NorthWestern Energy, and an anonymous donor.
- $500 is the investment for a participant to be in the Mentor Program.
- $1000 is the investment for a participant to be in the 21 CLI.
- 150+ administrators and education leaders across Montana participated in the SAM Administrators Institute 2015. A focus on the LPLP program included the New Leaders Summit (July 27) where 45 new leaders from across the state participated in the launch of the SAM LPLP Mentor Program and induction to resources available for education leaders. 6 administrators participated in the 21 CLI Summit (July 30) to begin working with their Provider and establish the blended learning project (professional learning focus) they are interested in pursuing to assist their schools.
- 2 Program Directors coordinated the work with Providers and program participants – Godfrey Saunders – Mentor Program Director and Tom Unwin – 21 CLI Program Director.
- 7 LPLP Providers provided services to program participants by MASS Region throughout the state.
- 36 Administrators new to their position are participating in the LPLP Mentor Program. Click HERE to review the roster of the participants
- 16 Administrators are participating in the LPLP 21 CLI. Click HERE to review the roster of the participants.
- 52 Administrators in all are participating. A breakdown of the participants looks like this …

SAM LPLP Participants by Program, Position and Region 2014-15									
	Mentor Program				**21 CLI Program**				**Total**
Region	Supt	Prin	AP	Other	Supt	Prin	AP	Other	
4R	4	5	3	2	2	0	0	0	16
C	1	0	0	0	0	0	0	0	1
HL	0	0	0	0	1	0	1	0	2
NC	2	4	0	0	0	1	0	0	7
NE	1	2	0	0	0	0	0	0	3
NW	1	2	2	1	1	4	0	0	11
SC	3	0	0	0	2	0	0	1	6
SE	1	0	1	0	1	0	0	0	2
W	0	1	0	0	2	1	0	0	4
Total	13	14	6	3	8	6	1	1	
	Mentor Program Total			**36**	**21 CLI Program Total**			**16**	**52**

Participants by Position	
Supt	21
Prin	20
Asst Prin	7
Other	4
Total	**52**

SAM LPLP 2015-16 Executive Summary

Services and Participation Summary

This summary is prepared to indicate the participation of Administrators in the SAM Leaders Professional Learning Program (LPLP) 2015-16. The Report includes:

- Administrators (Mentees and 21 CLI members) who participated in each service
- Dates of services i.e. webinars, meetings etc…. between July 1, 2015 and June 30, 2016
- Hours (to the nearest .25 hour) of service per session
- A brief description of each service

The SAM LPLP Program 2015-16 has 52 Montana Administrators participating in either the Mentor Program (36) or 21st Century Leadership Institute (21 CLI) (16). Seven experienced Montana administrators are serving as Providers (mentor/coaches) in the MASS regions of the state working with Mentees and 21 CLI Members.

The services provided with date and description, include:

- **SAM Administrators Institute 2015, New Leaders Summit**, July 27, 2015, 6 hours. All school administrators of Montana were invited to this day long orientation to Montana school and district leadership, introduced to the resources available to them, oriented to the Office of Public Instruction and contacts, review of school law, overview of school finance, and introduced to the SAM Mentor Program, meeting with the SAM LPLP Providers and experienced leader administrators.
- **SAM Administrators Institute 2015, Instructional Leadership Summit**, July 28-29, 2015, 12 hours. Summit featured Jim Warford (International Center for Leadership in Education) – creating clarity amid the fog of education initiatives, Paul Andersen – innovative uses of technology for education leaders, and nearly 40 breakout sessions on a variety of topics of interest to school and district administrators.
- **SAM Administrators Institute 2015, 21 CLI Summit**, July 30, 2015, 6 hours. Open to all current and new 21 CLI Members to organize the blended learning environment, network with each other, discuss requirements of the program, and to meet with the SAM LPLP providers to begin dialogue about a project to improve learning in the 21 CLI member's school.
- **MCEL** (Montana Conference on Educational Leadership) 2015, October 14-16, 2015, 18 hours. MCEL includes opportunities for professional learning for Montana administrators, school board members and business managers. Throughout the conference were sessions dedicated to the SAM LPLP where Mentees and 21 CLI members could meet with their Provider, discuss progress, receive content in areas they are working on, and network to find common strategies for implementation.
- **SAM Affiliate Conferences**, various dates in 2015-16, generally 9-12 hours. Conferences were an opportunity for SAM LPLP Mentees and 21 CLI Members to meet with their Provider and continue progress on their work and also to network with others while having access to conference presentations and breakout sessions.

- **LPLP 21 CLI Learning Team Webinar Meetings**, live Adobe Connect webinars set by the 3 learning teams in the 21 CLI. Participants are provided with about 10 minutes of a topical situation and each 21 CLI Member describes their progress in the change cycle (Plan, Do, Check, Act) process on their professional learning focus (project) with feedback provided by learning team members. Click HERE to review the recorded webinar sessions.
- **Mentor Program Symposium,** January 18, 2016, 6 hours. Intended for all Mentees to meet with each other, their Provider, and the program leaders to discuss their progress, opportunities, and challenges this school year. Click HERE to review the agenda and materials from the Mentor Program Symposium.
- **21 CLI Symposium**, January 19, 2016, 6 hours. Intended for all 21 CLI members to meet with each other face-to-face and with their Provider to discuss content and progress of their projects and to network for finding resources they need. Click HERE to review the agenda and materials from the 21 CLI Symposium.
- **Mentee Application of Elements,** discussed with Provider, happens throughout the year, can be as little as 10 minutes up to cumulative of 100+ hours. Providers (mentors/coaches) are using multiple means of communication to meet the needs of their Mentees and 21 CLI Members. Each situation and communication is unique. The Providers are logging this data to determine common opportunities and challenges.
- **21 CLI Member Project (Focused Professional Learning) Work**, happens throughout the year, ranging from as little as 10 minutes up to cumulative of 100+ hours. 21 CLI members worked productively with their Provider and their own school team on projects (focused professional learning) to improve student learning. The Provider assists the 21 CLI Members with any elements that would improve the work they are doing. Most projects are building collaborative teams in their schools with a focus on improving student learning.
- **21 CLI Showcase Events,** will occur in April and May. The culminating sharing of the work accomplished by 21 CLI members. Eleven 21 CLI members shared their progress on focused professional learning and the impact it had on learning for their school environment through a recorded roundtable discussion with other 21 CLI members, Providers and program directors. This information is of benefit statewide as we look to find common strategies for improving student learning that can be shared widely with professional learning providers and the education community!

Progress Summary

The SAM LPLP 2015-16 Data Collection as of 12/31/15 Report consists of 470 entries and over 6100 data elements. The Report indicates the number of hours (to the nearest quarter hour) the Providers have spent in contact with their Mentees and 21 CLI Members as of December 31, 2015 – 318.25 hours. This report also shows the estimated application time spent by the 52 Mentees and 21 CLI Members as of December 31, 2015 – 575.5 hours. The Provider's assessment of those contacts indicated a 4.25 on a scale of 1-5 with 5 being the highest. Note that the commitment of the 52 SAM LPLP participants is an average of over 11 hours for each LPLP participant in the first half of the year to improving student learning through participation in the SAM LPLP.

Review of the SAM LPLP 2015-16 Provider Quarterly Reflection as of 12/31/15 Report will provide a description of the progress the Providers are making with their Mentees and 21 CLI members during the 1st and 2nd Quarter. The Providers assessed their progress over the first two quarters at 4.36 on a scale of 1-5 with 5 being the highest.

Where Do We Go From Here?

The SAM Board of Directors committed strong support to continue the SAM LPLP in 2015-16 and to assess providing the program in the future. The goal of providing high quality, embedded, professional learning meeting the needs of Montana's district and school leaders is the focus of this effort. This Executive Summary and the final program Executive Summary will provide important professional learning information for Montana and determine continuation of the SAM LPLP in 2016-17. Thank you to all for the support and commitment to the SAM Leaders Professional Learning Program!

Respectfully Submitted,

Kirk J. Miller, Ed.D.
SAM Executive Director