

Small Group Sessions

Wednesday, October 16 - 11:30 a.m.-12:45 p.m.

Conference Pre-Session #1

Navigating Difficult Dialogue: From Avoidance to Win/Win

Room - Granada HK's Club Room

(Administrators, Board Members)

Presenters: Kevin Daniel, FiredUP Consulting, Dr. Heather Gross, Johnson Co. R-VII Superintendent, & Dr. Merlyn Johnson, Cassville R-IV Superintendent

Avoiding hard conversations is **NOT** a strategy. It is a recipe for disaster. This session covers the key elements of successfully navigating difficult dialogue. Steps to take and skills to deploy before, during and after hard conversations will be shared as well as de-escalation skills to be utilized when you don't have time to prepare.

Conference Pre-Session #2

Change Requires Energy: Can You Sustain Energy/Motivation to See Change Occur?

Room – Seville

(Board Members, Administrators)

Presenters: Stephanie Bailey, Lynn Proctor & Craig Hounsom, MLDS Specialists

One common struggle with leading change is that change efforts stall. Energy for change is often plentiful early in the process, but after the initial hoopla, change efforts frequently derail. Participants will develop strategies using a change formula to design/redesign current or future change efforts to increase the likelihood of success.

Wednesday, October 16 - 2:10-2:50 p.m.

Moving Upstream: Preventing Sexual Violence Against Children & Youth in School

Room – Granada A

(Board Members, Administrators, Instructors)

Presenter: Jenny Dodson-Weihl, Missouri Network Against Child Abuse

Children and youth can experience sexual violence in schools, but there are steps educators, administrators and BOE members can take to minimize this risk, while ensuring child safety and well-being. This presentation will provide the best practices for creating policies, procedures and cultures that prevent harm for happening in our schools.

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Wednesday, October 16 – 2:10-2:50 p.m. (Continued)

Enhancing Cognitive Function Through Indoor Environment Quality & Building Automation

Room – Granada B

(Administrators, Board Members, Instructors)

Presenter: Chris Ruth, Controls Manager, Integrated Facility Services

Unlock peak cognitive performance and learning by mastering your indoor environment. Ideal temperatures, optimal lighting, and fresh air quality are game-changers. Building automation fine tunes these factors in real-time, boosting focus, retention, and learning. Transform any space into a productivity powerhouse with these smart solutions.

Where Does Our Money Come From & Where Does It Go?

Room - Granada C

(Administrators, Board Members)

Presenters: Jason Hoffman, Retired CFO, Dr. John Jungmann, Retired Superintendent & Dr. Paul Ziegler, Retired Superintendent

Come and learn the basics of how the foundation formula works along with where else districts get their money from and where they spend it. With the pandemic provision going away and the SAT (State Adequacy Target) going up, understanding what student count to use along with other aspects of the formula is again an important topic for the first time since 2020 when COVID began. There are many other moving parts of a district budget that we will discuss.

All About Health Insurance – Information for Board Members

Room – Valencia A

(Board Members, Administrators)

Presenters: Dr. Kyle Kruse, Retired Superintendent & MEUHP Executive Director, Drew Beaugard, FTJ & Company

This session will give Board members the information they need to make good decisions about district-provided health insurance. We will discuss PPO and HAS plans, what drives the cost of health insurance, and the various options for purchasing health insurance for employees. The session will include time for Q & A.

Federal Programs Elements – 2024 Updates

Room – Valencia B

(Administrators, Federal Programs Coordinator, Title I Staff)

Presenter: De Frink-Hedglin, DFH Consulting, Owner

This session will focus on the elements of an LEA's federal programs, including Title IA, Title IIA, Title IVA, etc. Content will also include how to incorporate and utilize funding from available programs, annual program requirements, the triennial tiered monitoring process,

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Wednesday, October 16 – 2:10-2:50 p.m. (Continued)

and yearly plans and actions to set LEA programs up for continued success. Content will be appropriate for new or returning federal programs administrators or directors.

Unlocking Potential: The Powerful Impact of Certified School Librarians on Student Learning

Room – HK's Club Room

(Board Members, Administrators, Instructors)

Presenters: Dr. Bryan McDonald, Dr. Charlene Atkins, Dr. Rene Burress, Professors at the University of Central Missouri

Build a future where every rural school student has access to resources and support needed to thrive academically. Join us to learn about the significant impact of school librarians on student achievement. Through data-driven insights, discover how these professionals enhance student equity and achievement across disciplines and grade levels.

Marketing You: Building Your Personal Brand

Room – Seville

(Administrators, Board Members, Instructors)

Presenter: Garrett Bender, Business Development Consultant, Aptegy

All Superintendents have a personal brand. Are you in control of yours? The better your stakeholders know who you truly are as a leader, the more they will trust you and support your leadership. The key is to tell your own story with intentionality, to center it around your core values and make it a guidepost for your leadership. In this session, we will explore real examples and content from SchoolCEO to get a better understanding of what a personal brand is (and is not) and how it can help you better lead your district forward.

MASA First-Year Superintendent & Mentor Roundtable

Room – Malaga

(Administrators)

Presenter: Kelly Hinshaw, MASA Director of Leader Development

This roundtable discussion is for first-year Superintendents and any MASA mentors that are in attendance. The meeting will focus on current issues that first-year Superintendents are facing. The agenda will be based on input from those in attendance, as well as recent survey results. Attendees will have the opportunity to discuss best practices and possible solutions when attempting to address their concerns.

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Wednesday, October 16 – 3:00-3:40 p.m.

Building Better Humans: The Power of Prosocial Education – Research for Leaders

Room – Granada A

(Board Members, Administrators, Instructors)

Presenter: Dr. Jen Foster, eMINTS National Center, University of Missouri

This research-based session dives into the power of prosocial education. Discover how cultivating kindness and empathy in students leads to: 1) Improved academic performance, 2) Reduced discipline problems, 3) Enhance teacher and student well-being, and 4) A stronger, more positive school culture. Don't miss this opportunity to learn how prosocial education can benefit your school.

Facility/Maintenance Planning and Budgeting

Room – Granada B

(Board Members, Administrators, Instructors)

Presenters: Cory Bextermueller & Amy Miller, Navigate Building Solutions & Dr. Mike Mabe, Union R-XI Superintendent

How do I plan for projects if I don't know the budget??? Learn how to effectively manage facility maintenance and construction projects before the budget has been set. Join our presentation to discover strategies for creating the roadmap to success in your district's maintenance and budgeting process.

Negotiating: How to Get More in Your Profession and Life!

Room - Granada C

(Administrators, Board Members, Instructors)

Presenters: Darren Morris & Chris Parsons, Schooley Mitchell

There are many misconceptions about negotiating, from Win-Win to Splitting the Difference. Join us for a window into tools that might help in negotiating employment reviews, business deals, and understanding the opportunities in front of all of us. Darren has spent a lifetime negotiating, from matchbox cars and multi-million dollar deals to setting curfews with his 16-year-old daughter. From the boardroom to the living room, the art of negotiating is about getting a little bit more.... more of what you want and can thrive from.

Small Group Sessions

Wednesday, October 16 – 3:00-3:40 p.m. (Continued)

How to Implement Strategies That Actually Work to Reduce Student Vaping

Room – Valencia A

(Board Members, Administrators, Instructors)

Presenter: Christy Inskip, MDHSS, Youth Tobacco Use Prevention Specialist

Keeping up with countering the tobacco industry's tactics to addict youth to nicotine can seem impossible. Traditional discipline and vape detectors are failing to reduce student vaping. This interactive session will cover how to implement specific policy, procedures, and programs to successfully prevent and reduce student vaping and tobacco use.

Rural Resources Unlimited

Room – Valencia B

(Board Members, Administrators)

Presenters: Dr. Derrick Hartley, Sherwood R-VIII Superintendent, Dr. Calee McElwain, iCEV & Carey Drehle, Montrose R-XIV Superintendent

iCEV offers comprehensive resources for rural schools, with courses aligned to Missouri standards, customizable to meet individual district size and program needs. Help teachers streamline lesson plans and grading, saving them valuable time, thus aiding in teacher retention. The session includes an open-panel discussion with Missouri district leaders who have successfully used these resources.

Continuous School Improvement Plans: Develop/Implement/Monitor

Room – HK's Club Room

(Board Members, Administrators, Instructors)

Presenters: Dr. Jim Welker, Dr. Aaron Zalis & Dr. Chuck Garner, RPDC Directors with Dr. John Link, Dr. Kent Medlin & Mr. Mike Whittaker, DESE Area Supervisors

RPDC Directors will review the development and implementation of the CSIP. DESE Area Supervisors will assist by providing an overview of the process and timelines to monitor plans. The goal is to ensure that the CSIP is implemented with a commitment to positively impact the desired outcomes of the school community.

Small Group Sessions

Wednesday, October 16 – 3:00-3:40 p.m. (Continued)

The Case for Advanced Education & Ten Strategies Your District Can Implement

Room – Seville

(Administrators, Board Members, Instructors)

Presenter: Christine Nobbe, Director of Gifted Education

Every student deserves to be challenged. Advanced education strengthens our communities, as well as meeting the needs of students. You can cultivate school-wide support for advanced learning opportunities for all students by implementing ten strategies. This session will make a case for advanced education as it delves into the ten strategies.

Small Schools Committee

Room – Malaga

(Small School Committee Members Only)

Presenters: Mike Lodewegen, MCSA & Scott Kimble, MASA

This session is set aside for the 2023-2024 members of the Small Schools Committee to hold their annual fall meeting to discuss committee concerns and develop a schedule for activities for the 2023-2024 school year. Members only are invited to attend.

Thursday, October 17 - 10:40-11:30 a.m.

Board Refresher Training

Room – Granada A

(Board Members)

Presenter: Emily Omohundro, Attorney, EdCounsel, LLC

This session provides "refresher training" for Board members including the training requirements as stipulated below mandated by RSMO 162.203. Additional topics to be covered include relevant legal issues for this school year and Board member roles and responsibilities.

"Any school board member serving a term as of August 28, 2019, or elected or appointed after August 28, 2019, shall complete at least one hour of refresher training each year of any term in office; except that, the refresher training shall not be required in the year in which the member completes the initial orientation and training under subsection 1 of this section. The refresher training shall address concepts covered in the initial training including, but not limited to, the prevention of sexual abuse of children."

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Thursday, October 17 - 10:40-11:30 a.m. (Continued)

MSIP 6 Continuous Improvement Cycle 2

Room – Granada B

(Administrators, Board Members)

Presenters: DESE Area Supervisors & a Panel of Superintendents in the CSIP Pilot Program

As LEAs prepare for MSIP 6 Cycle 2 CSIP reviews, DESE Area Supervisors will provide an overview of the review process and timeline. A panel of administrators, who are currently serving as pilot LEAs for Cycle 2, will share CSIP implementation processes and how they are preparing for the CSIP implementation review.

Special Education Finance

Room – Granada C

(Board Members, Superintendents)

Presenter: Leslie Porter, Director of Special Education Finance

DESE special education finance staff will provide training on IDEA fiscal requirements, maintenance of effort, proportionate share obligations, and early childhood special education finance.

Elevating Rural Education Through Supportive Partnerships

Room – Valencia A

(Board Members, Administrators, Instructors)

Presenters: Dr. Charlene Atkins, Rural Schools Initiative Coordinator, UCM, Dr. Deanna Jurkowski, Concordia R-II Administrator & Roberta Carson, C-RPDC

Discover how UCM's Rural Schools Initiative, an alliance of K-12 partners, professional development leaders, and teacher educators, focuses on empowering rural districts. We're working to provide tailored support for educational challenges, including critical issues like teacher recruitment, retention and open AI, through professional development, advocacy initiatives, mentorship programs, and more.

BOE & Superintendents: Suggestions for Working Together Effectively & Successfully

Room – Valencia B

(Board Members, Administrators)

Presenter: Dr. Kyle Kruse, Retired Superintendent, Founder of Missouri School Expertise, LLC

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Thursday, October 17 - 10:40-11:30 a.m. (Continued)

This session will provide Board members and Superintendents with suggestions for building trust and working together to support students and schools. We will discuss having concise, effective meetings, how to work with parents, and common pitfalls that can derail the BOE/Superintendent relationship. The session will include time for Q & A.

HR Processes: Avoiding Hazards and Maximizing High-Leverage Practices

Room – HK's Club Room

(Board Members, Administrators)

Presenter: Sarah Schmanke, HR Advisors, LLC

Managing all of the aspects of employment can be a daunting task. This interactive presentation will help school districts maximize retention and avoid legal liability by identifying the high-leverage human resources processes districts should focus on including the key elements districts must have in place.

Protecting Your District's Assets from Extreme Weather

Room – Seville

(Administrators, Board Members)

Presenters: Dr. Matt Teeter & Grant DeShon, Education Consultants with Coryell Roofing

Roofs are one of the most important assets in a district. This presentation will provide detailed information on what you as a Board member, Superintendent or Facilities Director need to know to be successful in stewarding your district roofs in extreme climates.

Creating Student Success Systems in Local Schools

Room – Malaga

(Administrators, Board Members, Instructors)

Presenter: Dr. Rhonda Bishop, MSU Center for Rural Education

The Center for Rural Education (CRE) at Missouri State University is working with ten schools as part of a national project titled the "Grad Partnership from Johns Hopkins University. The project focuses on creating student success systems and is based on four essential components: Strong supportive relationships, real-time actionable holistic data, strategic improvement actions and student-centered mindsets. CRE leaders will share how they are collaborating with five other states who are also focusing on student success in rural schools. Creative ideas will be shared as well as some of the challenges encountered in implementing a student success system in schools.

Small Group Sessions

Thursday, October 17 - 1:20-2:10 p.m.

Board Meeting Jeopardy

Room – Granada A

(Board Members)

Presenter: Duane Martin, EdCounsel, LLC

Board meetings have many requirements and best practices can make things go much more smoothly, even with a variety of personalities around the table. In this session, Duane will host a game of jeopardy covering many topics related to the conduct of productive school board meetings.

Continuous School Improvement Plans: Develop/Implement/Monitor

Room – Granada B

(Board Members, Administrators, Instructors)

Presenters: Dr. Jim Welker, Dr. Aaron Zalis & Dr. Chuck Garner, RPDC Directors with Dr. John Link, Dr. Kent Medlin & Mr. Mike Whittaker, DESE Area Supervisors

RPDC Directors will review the development and implementation of the CSIP. DESE Area Supervisors will assist by providing an overview of the process and timelines to monitor plans. The goal is to ensure that the CSIP is implemented with a commitment to positively impact the desired outcomes of the school community.

Federal Programs 101

Room – Granada C

(Board Members, Administrators, Federal Program Directors)

Presenters: Stacy Hamlett, Director of Federal Programs & Dr. Kara Brennan, Director of Student Support Services

The participants will receive a general overview of the legislative purposes of Title I.A, Title I.D, Title II.A, Title III and Title VI.B of the Elementary and Secondary Education Act (ESEA). If you are new to Federal Programs, this is a great way to enhance your conference experience and expand your knowledge of ESEA requirements.

Building a Sustainable Pipeline of Qualified Teachers through Registered Apprenticeships

Room – Valencia A

(Board Members, Administrators, Instructors)

Presenters: Dr. Jon Turner & Dr. Reesha Adamson, Missouri State University

This presentation outlines a sustainable pipeline for training rural teachers through a registered apprenticeship program at MSU. By forming district cohorts and offering

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Thursday, October 17 - 1:20-2:10 p.m. Continued

comprehensive training and certification, the initiative addresses teacher shortages, supports professional development, and ensures high-quality rural education.

Registered Youth Apprenticeships – For Districts of All Sizes

Room – Valencia B

(Board Members, Administrators, Instructors)

Presenter: Jim Pritchett, Registered Youth Apprenticeship Consultant

Why should your district consider Registered Youth Apprenticeships? This session will simplify starting a RYA Program and give your students a **Real-World** experience through **valued industry credentialing** that allows students to prepare for an occupation and go directly into the workforce.

Dual Employment of Staff: Absolutes to Know

Room – HK's Club Room

(Administrators, Board Members, Directors)

Presenters: Jessica Bernard & Anthony McDaniel, Guin Mundorf, LLC

This session will explore state and federal labor laws pertaining to exempt and non-exempt employees that occupy dual positions of employment within a District. This session will dive into the implications of employment classifications, FLSA overtime requirements, tax implications, and best practices.

Self-Performing Capital Projects

Room – Seville

(Board Members, Administrators, Directors)

Presenter: Ron Oliver, Daikin TMI

This presentation is a comprehensive look into the variables, associated risks and cost savings to self-perform capital expenditure projects. Discussion will review assessment of needs, priorities – internal and external, key components, timelines, funding opportunities, purchasing requirements, code compliance, post project evaluation along with an open dialogue for questions and answers.

Teaching Energy Flow in the Middle School Classroom Through School Building Design

Room – Malaga

(Board Members, Administrators, Instructors)

Presenters: Dr. Laura Zangori and Caiden Webb, University of Missouri & Rebekah Snyder, Northwest Missouri State University

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Thursday, October 17 - 1:20-2:10 p.m. Continued

We will introduce a new free Missouri science standard aligned 6-8th grade unit called “Build It Green! (BIG!). BIG! was designed for (and tested) within rural science/STEM classrooms. BIG! teaches energy flow through engineering design using a novel digital simulation. We will overview BIG! and present student learning gain data.

Thursday, October 17 - 2:20-3:10 p.m.

Jeopardy Beyond the Board Meeting

Room – Granada A

(Board Members)

Presenters: Duane Martin, EdCounsel, LLC

Lots of issues get raised for and with board members outside the board meeting context. In this session, Duane will host a game of jeopardy covering many topics related to the issues board members face away from the board table.

Fact or Fiction? 10 Truths About MSHSAA Sports & Activities to Keep You in the Game

Room – Granada B

(Board Members, Administrators)

Presenters: Dr. Jennifer Rukstad, MSHSAA Executive Director & Natalie Hoernschemeyer, Mickes O’Toole, LLC

You have heard all of the rumors about the “Gotcha” folks at MSHSAA. This presentation will cut through the speculation and give you solid ground from which to lead your district as a member in good standing of the Missouri High School Activities Association.

Where Does Our Money Come From & Where Does It Go?

Room - Granada C

(Board Members, Administrators)

Presenters: Jason Hoffman, Retired CFO, Dr. John Jungmann, Retired Superintendent & Dr. Paul Ziegler, Retired Superintendent

Come and learn the basics of how the foundation formula works along with where else districts get their money from and where they spend it. With the pandemic provision going away and the SAT (State Adequacy Target) going up, understanding what student count to use along with other aspects of the formula is again an important topic for the first time since 2020 when COVID began. There are many other moving parts of a district budget that we will discuss.

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Thursday, October 17 - 2:20-3:10 p.m. Continued

Rural Education and the Future of Rural Schools & Communities

Room – Valencia A

(Board Members, Administrators)

Presenter: Dr. David Ardrey, NREA President

Dr. Ardrey will provide insight on policy, funding and educational changes as they pertain to rural schools and communities.

Creating a Statewide Professional Learning System to Support Teacher Recruitment and Retention

Room – Valencia B

(Administrators, Board Members, Instructors)

Presenters: Betsy Ridenhour & Marissa Walsh, Teacher Development Specialists with Central RPDC and Diane Gillaspie, Teacher Development Specialist with EdPlus

Learn the history of the Missouri Teacher Development System (MTDS), and how its mission to impact teacher recruitment and retention is applied at every career level. Obtain evidence supporting the positive effects a statewide professional learning system has on teacher recruitment and retention. Engage in dialogue regarding current professional learning systems and practices in your state, and how components of MTDS can be incorporated into building, district, and statewide initiatives.

Here Comes the Sun(shine): A Primer on Missouri's Sunshine Law

Room – HK's Club Room

(Board Members, Administrators, Instructors)

Presenter: Mandi Moutray, Tueth Keeney Cooper Mohan & Jackstadt, P.C.

This presentation will review the requirements of Missouri's Open Meetings Act, address common pitfalls for school districts, and discuss practical tips for complying with the Act at Board meetings, in communications, and when responding to request for records under the Act.

MO K-8 Leadership Roundtable

Room – Seville

(Board Members, Administrators)

Presenters: MO K-8 Board Members

MO K-8 Board members will discuss a variety of topics specific to leading a Missouri K-8 school district. Topics to be covered include: Finance, Legislation, Tuition, K-8 Leadership, Mentors, etc.

Small Group Sessions

Thursday, October 17 - 2:20-3:10 p.m. Continued

Inside the MARE Superintendent Search Service

Room – Malaga

(Board Members, Administrators)

Presenters: Dr. Mike Jinks, Dr. Paul Ricker, Dr. Jerry Cochran, Mr. Darryl Pannier, Mrs. Mary Beth Scherer, & Dr. Maggie Anderson, MARE Search Consultants

Over 250 Missouri School Districts were in need of a superintendent from 2021-2024. Securing a suitable new superintendent for your district in the face of such dramatic turnover is a daunting task. For the past four years, MARE has successfully provided the majority of contracted superintendent searches for Missouri schools. Consultants will provide an overview of the MARE Superintendent Search Service for Board members, summarize key data associated with superintendent vacancies in Missouri, and offer suggestions on how to avoid missteps often made by applicants. Discussion and questions will be encouraged.