Welcome to the 2023 Winter Conference and to the Minneapolis Marriott City Center Hotel. We are pleased to present you with a program of outstanding professional topics and an opportunity for you to spend some quality time with friends and network colleagues.

Wednesday, January 25

4:30 PM

**General Session One –** Ballrooms 3 & 4 – 4th Floor

Presiding: **Thomas Brenner**, MASSP President, Principal, Cloquet Middle School

**Address:** *Recalibrate the Culture*

Jimmy Casas, Educator

Do you leave work every night exhausted from putting out fires all day long? Are you frustrated because you find yourself dealing with the same issues time and time again? You are not alone.

It is time to recalibrate. Recalibrate our why. Our work. Our values. Ourselves. Educators must explore their inner selves to understand the role we each play in how we can impact the climate and culture of an entire campus when we are strategic and aligned in our practices. The classroom, building, and district levels must see themselves as one and must be intentional in replicating their processes, protocols, and frameworks to recalibrate and bring about system-wide change and cultivate a healthier culture. Participants will leave this session with a renewed understanding of the importance of effective processes and practical tools they can utilize immediately to cultivate a healthier culture for all members of their school community.

6:00 PM

**Reception** - Atrium - 4th Floor

6:30 PM

**General Session Two –** Ballrooms 1 & 2 - 4th Floor

Presiding: **Thomas Brenner**, MASSP President, Principal, Cloquet Middle School

Medallion Hunt Introduction sponsored by *KJ Branding*

Welcome: **Bob Driver**, MASSP Executive Director

Award Presentation: MASSP Office Professional of the Year

Lisa Merritt, Secretary, Ortonville High School

Sponsored by *Jostens Sales Representatives*
Student Award Presentations:

Douglas Erickson, MASSP Coordinator of Student Activities
Reegan Lindholm, MASC President, Owatonna High School
Rylan Hunt, MAHS President, Orono High School

Address: Reflecting on Mentorship

Mike O'Neil, Principal, Pequot Lakes Middle School - 2022 MN Middle Level Principal of the Year

Address: What Do You Want to be When You Grow Up?

Natty Messick, Principal, Fertile-Beltrami High School - 2022 MN High School Principal of the Year

Announcement: 2023 Principals of the Year

Thursday, January 26

7:00 AM
Coffee Available - Ballrooms 3 & 4 - 4th Floor

7:30 AM
Breakfast Buffet - Ballrooms 3 & 4 - 4th Floor

8:30 AM
General Session Three - Ballrooms 1 & 2 - 4th Floor

Presiding: Cory Strasser, MASSP President-Elect, Principal, Pipestone Area High School

Address: Leading Through Change, "Lessons Learned and their Impact on the Future"

Dr. Stephen Peters, Educator

Today’s leaders are facing new challenges while still managing the problems of the past. The pandemic has taught us some harsh lessons, one of which is, we can no longer do this work in isolation. We need partners and teams working with us collaboratively to help create better conditions for success in our schools, classrooms and communities. Dr. Peters will share specific examples of this exciting work happening around our country. He will inspire our audiences to leave with a renewed sense of purpose and hope to do more than make things better; but make them right for our children today, tomorrow and deep into the future.

10:00 AM
Coffee and Soft Drink Break - Ballrooms 3 & 4 - 4th Floor
1. **Creating a Culture of Respect, Support, and Belonging Day 1 - Lafayette Bay - 8th Floor**

   **Jeff Erickson** - Principal, Minnetonka High School  
   **Jennifer Smasal** - Assistant Principal, Minnetonka High School

   MHS teachers and principals designed a program entitled *ALL ABOARD* that supported our goal of building our community. During the first two days of the school year, twelve lessons were delivered by teachers. Each school period included a new topic from culture of respect, who’s who in the school, how to handle the productive struggle of learning, mental health support among several topics. All of the twelve themes were under the umbrella of the four pillars of success. During this session, we will share how this structure was built, the extensive communication plan, the professional learning plan for teachers, and the impact on school culture and student’s academic belonging. We will share how this work has impacted students, staff and parents.

2. **wRight Choice Alternative to Out of School Suspension - Birch/Maple Lake - 4th Floor**

   **Nate Hanson** - wRight Choice Lead (TOSA), Buffalo-Hanover-Montrose School District  
   **Tammi Solarz** - Wright County Juvenile Unit Supervisor

   wRight Choice is an alternative to suspension for students in grades 6-12. It is a collaboration between Buffalo-Hanover-Montrose Schools and Wright County Court Services. wRight Choice is currently located at the Wright County Justice Center in Buffalo. During this presentation, school and county staff will discuss how our alternative to suspension program supports academic work, restorative measures, interventions and reinstatement back to school. In order for wRight Choice to be successful, a community collaborative has been established between Wright County Court Services and the following school districts that participate in wRight Choice: Big Lake, Maple Lake, Buffalo-Hanover-Montrose, Howard Lake-Waverly-Winsted, Monticello, and St. Michael- Albertville.

3. **Understanding CTE and Technology Education Licensure Process - Crystal Lake - 4th Floor**

   **Dr. Chuck Hentges** - Associate Professor, St. Cloud State University

   This presentation will focus on the Career and Technical Education (CTE), licensure process and misconceptions between CTE and technology education licensure. Discussions on how St. Cloud State University has developed a pathway for current and new teachers to get these licenses.

4. **MSHSL Direction and Updates - Elk Lake - 4th Floor — This Session Only**

   **Erich Martens** - Executive Director, Minnesota State High School League

   The MSHSL has over 500 high schools and serves well over 100,000 students across the state. Attendees will encounter the newest information from the Minnesota State High School League about the current state of MSHSL Activities and Athletics as well as the work ahead. Primary topics will include working with students in our activities and athletics, implementation of new programs and opportunities, financial updates and focus areas for the year ahead. Information and discussions from
the Principal’s Advisory Committee will also be shared. Interaction with attendees is a priority of this session and question and answer is always a priority for those in attendance. Please attend ready to discuss, provide feedback and share your questions.

5. Serving Together: Principal and SRO Partnerships - Deer Lake - 4th Floor

Eric Nelson - Principal, Chatfield High School

The partnership between principals and the school resource officers in their schools is a topic that has received very little attention in the research. In 2022, Eric conducted a study of the partnership between six pairs of Minnesota principals and SROs. This presentation will share the findings of the study and provide suggestions for improving the partnership between these two critical roles.


Chuck Ochocki - Principal, South St. Paul High School

Come find out how one school incentivizes getting good grades, help struggling learners right away, and give teachers more time to collaborate without costing the district any more money. This session will walk the attendees through the process that developed Packer Plus: “What I Need” Wednesday, plus share the pitfalls of the process, walk participants through a topic day for struggling students, and share the success data of the program. Each participant will walk away with the “how to” plan.

7. Utilizing SLEDS Data to Create and Sustain a Pathways Culture and an Identity for Your High School - Cooks Bay - 8th Floor

Tim Rohweder - Principal, Proctor High School
Gina Cole - School Advocate, Northern Pines Regional Centers of Excellence

This session will uncover ways high schools can create a pathways culture using SLEDS data which will engage students, staff, and the community in a common purpose and create a positive identity for the school. Proctor high school has been developing a pathways culture for the last five years and with the help from the Regional Centers of Excellence, has leveraged SLEDS data to demonstrate how this work has had a positive impact on students leaving high school with a plan. Attendees will be given practical tips on how to create a pathways culture in their school and will be given guidance on how to use the SLEDS system to get data about their school.

8. Having High Expectations for Special Education Teachers - Excelsior Bay - 8th Floor

Jackie Skelly - Executive Director, Itasca Area School Collaborative (IASC)
Dena Hagen - Director of Special Education, Northern Lights Special Education Cooperative

Having high expectations for special education teachers is critical to providing quality programming, meeting students needs and ensuring a positive culture in your building. In this session, we will provide you with tools to support and hold special education teachers to a high level of expected job duties. Discussions around student data tracking, progress monitoring, collaboration and teaching lagging skills will be some of the areas addressed in this session.

**Darrius Stanley, PhD** - Assistant Professor of Educational Leadership, University of MN - TC

This presentation considers historically situated, community-focused practices of traditionally marginalized communities to advance a framework for community-engaged educational leadership. Specifically, this work connects research and practice to support educational leaders’ efforts to close gaps between schools and historically disenfranchised communities. Dr. Stanley will discuss four, research-informed, practical pillars to responsible community engagement: listening, engaging, advocating, and partnering. In this presentation, Dr. Stanley will offer practical ways for educational leaders to move from institutional-focused engagement to community-focused engagement.


**Cory Strasser** - Principal, Pipestone Area Schools

In addition to instructional supervision, teacher evaluation is an essential part of the Principal’s role. Minnesota has expectations for teacher evaluation. Come hear how three Principals in three different school districts approach their respective role with teacher evaluation. Examples of their processes and practices will be shared along with how they communicate with teachers to improve their instructional practice. The Danielson Framework and AVID WICOR will be highlighted.

11. Equity Magnifier - *MDE - Wayzata Bay - 8th Floor*

**Dr. Macarre Traynham** - Director of the Equity, Diversity and Inclusion Center, MDE

The Equity, Diversity and Inclusion (EDI) Center in partnership with the Regional Centers of Excellence created the Equity Magnifier as a tool to help keep equity centered in decision-making. The magnifier is a resource designed to be used throughout action planning, decision-making, and used for any implementation process. Join this session to learn more about this tool and how to incorporate it in your daily work.

**11:30 - 12:25 PM**

**Concurrent Sessions**

Concurrent sessions 1-3 and 5-11 will be offered again during this time.

**12:30 PM**

**General Session Four** - Luncheon - Ballrooms 1 & 2 - 4th Floor

Presiding: **Jennie Kelly**, MASSP Secretary, Principal, St. Michael-Albertville Middle School East

**Address: NASSP Update**

**Mary Pat Cumming**, NASSP Board Member, Principal, The FAIR High School for the Arts, Mpls.
1:30 PM

Dessert and Refreshments - Division Networking - Ballrooms 3 & 4 - 4th Floor

2:30 - 3:25 PM

Concurrent Sessions

12. Re-Imagining Orientation - Pine/Cedar Lake - 4th Floor

Rebecca Bullen - Assistant Principal, Perpich Arts High School

Partnering with student leadership, staff and youth educational organizations, our extended orientation program centers around elevating student voice, community core values, courageous conversations, and ongoing school wide practices. At the core, is a commitment to diversity, equity and inclusion, and creating a braver and safer environment for all students to learn and grow in. This presentation outlines the conceptualization, design and implementation of a student driven community building orientation program.

13. School Social Workers - How Can They Help Me in My Role as an Administrator? - Grays Bay - 8th Floor

Dr. Stephanie Ochocki - Student Support and SEL Coordinator, Rosemount-Apple Valley-Eagan District 196

Christy McCoy - School Social Worker - St. Paul Public Schools, Como Park High School

The impact of the pandemic and radicalized violence has affected our community. School Social Workers (SSWs) play a vital role in supporting administrators in addressing barriers to learning. This presentation offers support on utilizing SSWs as an integral team member.

Participants will:
- Understand the licensure, education and skills required to be a MN SSW
- Develop strategies to utilize your SSW in meeting needs of students, families and staff
- Identify steps to collaborate with your SSW

14. Super Fan Initiative - Deer Lake - 4th Floor

Dan Dehnicke - Executive Secretary, Northwest Suburban Conference

The Northwest Suburban Conference with a vision of being proactive in providing leadership skills to student fans in hopes that students “Stay Above the Line” created a Super Fan Initiative workshop to make sure that every NWSC site is a safe and positive environment for all students, parents, athletes, and officials. This presentation will outline the process of selecting “Super Fan” leaders and their responsibilities including outlining expectations and behaviors.
15. Freedom Practices in Educational Leadership - Birch/Maple Lake - 4th Floor

Naida Grussing-Neitzel - Associate Principal, Roseville Area High School

This presentation will share practical leadership practices that positively impact student achievement and take action at creating anti-racist school cultures as an educational leader, whatever your title. We will discuss the importance of taking care of yourself, how to schedule for justice, how to create a flexible schedule for interventions, how we are impacting students through our PLCs and what we are doing to improve grading practices.

16. What Do You Do on Monday When You Hear…? - Excelsior Bay - 8th Floor

Dena Hagen - Director of Special Education, Northern Lights Special Education Cooperative
Jackie Skelly - Executive Director, Itasca Area Schools Collaborative

As a Principal, it's important to know what to look for and what questions to ask regarding effective special education and its processes. On Monday, you'll likely come across an IEP Meeting, a student behavior situation and a paraprofessional staffing issue all in the same day. In this session, we will discuss these 3 big ideas and provide you with additional tools in your toolbox to lead the higher achievement of the students with disabilities in your building.

17. BRIDGE at Kasson-Mantorville High School: An Advisory Model That Gets Kids What They Need - Deer Lake - 4th Floor

Trent Langemo - Principal, Kasson-Mantorville High School
Courtney Frie - Teaching and Learning Coordinator, Kasson-Mantorville High School

What high schools have always sought is the ability to leverage an advisory program that allows students to get what they need, and teachers to get time with the students they need. KMHS has implemented a flexible schedule advisory model called BRIDGE (Build Relationships, Inspire, Discover, Gain Enrichment) that features student voice and choice with teacher oversight and flexibility throughout the year. Each Monday, all students meet with their home BRIDGE teacher to select their locations/offerings for BRIDGE the rest of the week. Prior to Monday, teachers have already had the ability to "hard schedule" students into their rooms for interventions or test makeups. Other choices for students include fun Enrichments or Structured Study Halls. Juniors and seniors in good academic and behavior standing can choose to "flex out" and begin their day 25 min later with 1st block, thus allowing teachers to not have so many kids in their rooms and do more targeted intervention work that is difficult during the rest of the day. Large group presentations, grade level meetings, and "all in" days for social emotional learning lessons can also be pre-programmed into students' schedules throughout the year.
18. CARE: Comet Academy for Restoration & Empathy - Spring Park Bay - 8th Floor

Angi McAndrews - Principal, Kellogg Middle School
Teri Linander - Assistant Principal, Kellogg Middle School

In the face of ineffective suspension practices, we worked to create an alternative to suspension that would increase student sense of belonging, create an opportunity for reflection on the impact of behavior, and reduce recidivism rates. Join us to learn about the creation of our CARE program (Comet Academy for Restoration & Empathy), our successes and adjustments along the way and testimonials from students.


Katie Pekel, Ed.D. - Executive Director, Department of Organizational Leadership, Policy, and Development, University of Minnesota
Dave Helke - Principal, Eagle Ridge Middle School, Burnsville-Eagan-Savage School District 191
Sara Kemper, Ph.D. - Research Associate, Center for Applied Research and Educational Improvement, University of Minnesota
Regina Seabrook - Graduate Research Assistant, Department of Organizational Leadership, Policy, and Development, University of Minnesota

Via the 2021 MN Principals Survey, you overwhelmingly indicated that mental health, culturally responsive school leadership, instructional leadership, and professional development were of top concern. Since then we have conducted focus groups across the state, done comprehensive literature reviews and are ready to share recommendations for policy advocacy and practice change.

Participants will learn what the recent literature says in these four areas, what principals across the state describe as needs and solutions from focus groups, and how they can advocate for policy and practice changes in their own contexts and more broadly at the state level. Promising practices will be highlighted as well.

20. Maximizing Student Executive Function in the High School Classroom - Crystal Lake - 4th Floor

Jennifer Smasal - Assistant Principal, Minnetonka High School
Dr. Randy Smasal - Assistant Superintendent, Edina Public Schools

In this presentation attendees will receive a brief overview of Executive Function development and how it can be enhanced in a high school classroom. This engaging session will provide background information, ideas for implementation to maximize student outcomes and resources for additional learning.
21. How to Focus on What Matters - *Cooks Bay - 8th Floor*

**Todd Van Erp** - Principal Leadership Support, Western Lakes RCE - Lakes Country Service Cooperative  
**Kip Lynk** - Principal Leadership Support, Southwest Prairie RECE - SWCC Service Cooperative

Do you feel stuck in your office buried in paperwork? Over-run by email? Do you want more time in classrooms? Using multiple resources, listening to colleagues, and many years of experience, we will look at simple tips and strategies in regards to email, calendar, time management, and delegation to help get you out of your office and into classrooms.

22. TRA Mid-Career - *Wayzata Bay - 8th Floor* - *This session only*

**Sonja Parr-Baker** - Director of Member Communication, Teachers Retirement Association

This presentation is geared toward mid-career teachers looking to find out more about TRA and what we offer. The presentation will explain benefits available to members both pre- and post-retirement and demonstrate how to use their online account.

**3:30 - 4:25 PM**

**Concurrent Sessions**

Concurrent sessions 12 - 21 will be offered again during this time. There will be an additional presentation from the Teachers Retirement Association as noted below.

23. TRA Planning for Retirement? - *Wayzata Bay - 8th Floor* - *This session only*

**Sonja Parr-Baker** - Director of Member Communication, Teachers Retirement Association

This presentation is tailored to those members within two to five years of retirement to provide information about the retirement process. The presentation will explain how your benefit is calculated, the choices you make about your benefits and the steps to retire.

**4:30 PM**

**Members Reception** - Atrium - 4th Floor  
Sponsored by *Independent Representatives of MN*

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**Friday, January 27**

**7:00 AM**

**Coffee Available** - Ballrooms 3 & 4 - 4th Floor

**8:00 AM**

**Breakfast Buffet** - Ballrooms 3 & 4 - 4th Floor
9:00 AM
General Session Five - Ballrooms 1 & 2 - 4th Floor

Governor’s Address
Tim Walz, Minnesota Governor

Commissioner’s Report
Willie Jett, Minnesota Education Commissioner

Address: MASSP President’s Report
Thomas Brenner, MASSP President, Principal, Cloquet Middle School

Address: MASSP Coordinator’s Report
Angie Charboneau-Folch, MASSP State Coordinator, Principal, Integrated Arts Academy

MASSP 2022 Secretary Candidate Speeches

Address: Legal and Legislative Update
Roger Aronson, MASSP Attorney/Lobbyist