



DECEMBER 2, 2024

FROM THE DESK OF MR. KEVIN SANDLIN, MARE EXECUTIVE DIRECTOR

# MARE Focus

## ENDORSEMENTS

American Fidelity  
Assurance Co.

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IMS Technology

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## MARE PARTNERSHIPS

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MICKES  
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KEENEY
- EDPLUS
- AMERICAN  
LEGION BOYS  
STATE
- GIRLS STATE

MISSOURI  
ADMIN. JOB  
POSTING

## Superintendent Search Program – MARE has been retained to assist with:

**Orrick R-XI Superintendent Search** – Dr. Margret Anderson is the consultant. She can be reached at (816) 898-0005 or [mg2.anderson@gmail.com](mailto:mg2.anderson@gmail.com). **Closes – 12/06/2024**

**Jamestown C-1 Superintendent Search** – Dr. Jamie Burkhart is the consultant. She can be reached at (660) 525-0952 or [jamiebeth.burkhart@gmail.com](mailto:jamiebeth.burkhart@gmail.com). **Closes – 01/02/25**

**Closed Searches – Maysville R-I, Northeast Nodaway Co. R-V, Franklin Co. R-II, Osage Co. R-III, Putnam Co. R-I, Lakeland R-III, Green Ridge R-VIII & Sullivan.**

**\*\* Camdenton R-III Superintendent/Asst. Superintendent Vacancies on their site!**

Check out the MARE website at [www.moare.com](http://www.moare.com) for announcements/applications!

## MARE Scholarship Programs – Guidelines & Applications

The Missouri Association of Rural Education offers two scholarship programs for students interested in becoming teachers and returning to rural school districts to teach. The first program is the MARE Rural Missouri Scholarship Fund. This program is open to only junior and senior level students attending Missouri colleges or universities that offer degrees in education. Applicants must have completed 60 or more credit hours and have declared a major in education. Last year, MARE provided twenty-three (23) \$1,000.00 scholarships. We plan to present 20-25 \$1,000.00 scholarships this year alone! Information for this program is available below. This information was mailed to all Missouri colleges and universities that offer teacher education programs and certifications. The deadline to apply for this scholarship is Friday, March 14, 2025.

### 2024-2025 Guidelines & Application for College Scholarship Awards

The second scholarship program offered by MARE is open to graduating high school seniors of MARE member school districts. Applicants must have indicated plans to pursue a degree in education. Only senior students from MARE member school districts are eligible to apply. Last year, MARE, with support from EdCounsel, LLC provided thirty-eight (38) \$750.00 scholarships to graduating high school seniors from all over the state. The deadline to apply for this scholarship is Friday, March 14, 2025.

### 2024-2025 Guidelines & Application for HS Senior Scholarship Awards

If you have any questions regarding these Scholarship Programs, please contact Kevin Sandlin, Executive Director, at (660) 747-8050 or [ksandlin@moare.com](mailto:ksandlin@moare.com). Since 2017, MARE has provided a total of \$262,000.00 in scholarships through these two programs.

## Overcoming the Feeling of Inferiority to Improve Your Team Knowledge Bank - by Jessica Pett (Shared by Christine Parsons with Schooley Mitchell)

Let's face it, we can't be experts in every field, so we can only benefit from surrounding ourselves with colleagues who have diverse expertise, adding to the overall knowledge bank of the team. That being said, it can also sometimes feel intimidating, working alongside those we might view as 'smarter' than us. In this issue of The Pulse, we discuss why it's important to shift that mind set in order to leverage the group's knowledge as a whole.

A successful and efficient team is typically made up of those whose knowledge covers a diverse range of topics. Teams are constantly evolving- most commonly due to a gap in skills as we face the ever-changing business landscape. In fact, [66%](#) of employers say that hiring someone new is the main way they address a skill gap on their team. Now more than ever, there is a constant need for experts in new areas and adapting to this is not always easy.

Managers are responsible for ensuring their team's success by creating an environment to thrive as a group. That can often mean hiring those who might have an advanced understanding of certain areas, have more up-to-date credentials, or have a different educational background. From the perspective of management, this can sometimes feel like an uncomfortable task. It is normal to feel some sense of insecurity when managing someone with a different level of expertise than you might have. It is important to keep in mind that the stronger a team you can build as a manager, the higher the potential for the team to achieve great things.

As a colleague in this situation, it can be difficult to acclimatize to a new team member. Often, we are set in our ways and our routines. We have worked together on many projects and have overcome different hurdles together. When a new member is added to the mix, it can feel like somewhat of an intrusion. Remember to focus on the value being added to the group as a whole. How will this lighten our load or strengthen our team? What new skills are they bringing that will elevate us to new heights? How will this positively affect our network of people and skills?

Whether a manager or a colleague, here are some helpful tips from a growth and development keynote speaker, [Rob Collier](#), who passionately teaches about entrepreneurship, community and human performance in order to become the best you:

1. Leverage your Collective Strengths: Recognizing that a diversity in strengths and talents can lead to more successful end results through effective problem-solving and innovations.
2. Embrace Continuous Learning: Every interaction you have inside and outside of the workplace is an opportunity to learn. You will never know it all, so consider it a free education when you have a chance to learn and grow through observing those around you.
3. Foster a Growth Mindset: Allow yourself to see that intelligence and ability are qualities that can be developed, so believe in your potential to grow.
4. Build a Strong Network: Form connections with colleagues who can help you to create a valuable network of mentorship. These connections can open doors to new opportunities for you to learn and develop.
5. Enhancement of Team Performance: Know that high-performing teams are composed of those with varied levels of expertise. Focus more on what you can bring to the team to uphold and elevate the performance level that is desired by all.

In conclusion, regardless of what one individual might bring to the team, it is the collective capabilities of the group that create success in the end. Rather than focusing on what you may not have to contribute, dive into what strengths you have that can help your team to succeed and achieve results. Having confidence in your own abilities while also keeping an open mind to learning from those around you will only make you and your team stronger.

## **School Bus Information & Opportunities**

This is where you can sign up for notifications regarding DERA and other VW funding opportunities.

[Missouri Department of Natural Resources \(govdelivery.com\)](https://govdelivery.com)

Here is the link regarding the propane grant. I hope it is something that may be helpful for your community.

[MO Propane Bus Grant | Missouri Department of Elementary and Secondary Education](#)

If you have any other thoughts you'd like to share, please feel free to reach out.

Stephanie La Bonte  
DERA Project Manager  
Air Pollution Control Program  
Missouri Department of Natural Resources  
573-522-3222  
[www.dnr.mo.gov](http://www.dnr.mo.gov)

## **Innovate 2025 Conference – February 23-25, 2025**

The **innovate 2025 conference scheduled for February 23 – 25** provides a variety of opportunities to connect, learn and grow alongside educators and thought leaders. From breakout sessions led by national speakers and regional educators, panel discussions with local experts and an exhibitor expo, teachers and leaders will benefit from the content around instructional design, culture and climate, technology and leadership.

### **What to Expect:**

- **Engaging Breakout Sessions** led by educators sharing practical and inspiring insights
- **Interactive Content Panels** with education leaders on hot topics and trends
- **National Speakers** with proven strategies and innovative ideas that can be implemented immediately into your school\classroom
- **exhibitor expo and podcast row** featuring innovative tools and resources

### **Conference Topics:**

Sessions are designed to spark ideas, introduce new strategies and challenge traditional thinking in critical areas of leadership, wellness, belonging, integration, culture and design. Topics include:

- AI in education
- Digital Literacy
- Student Engagement
- Competency-based Instruction and Assessment
- Building Classroom Culture
- Enhancing Creativity in the Classroom
- Student and Educator Wellbeing
- Student and Educator Leadership
- Behavior Management
- Lesson Design

### **Keynote Speakers**

This year's lineup includes:

- **Stephanie Boyce** – Founder of [Freshclassroom](https://freshclassroom.com), Stephanie wants to show ALL people entry points for engagement to ensure equitable outcomes for students.
- **Taylor Hughes** -Author of *Road to Wonder*, [Taylor's storytelling and pres-tidigitat](#)ion will spark wonder in every aspect of life.
- **Roy Moyer, III** – Funder of [STEMusic](#), Roy wants to inspire the next gener-

ation of multicultural STEM professionals through engaging and entertaining music.

- **David Preston** – Author of *Academy of One*, David will share practices and strategies for Open-Source Learning.

#### **Expanded Content & Registration Options:**

This year, the conference has expanded to 2 ½ days! Registration options include two-day or single day registrations. **All registrations include the Sunday evening keynote with Taylor Hughes and the exhibitor expo cocktail party on Monday afternoon.**

#### **Ready to Register?**

Get your team ready for #innovate25! Discover more about the conference on the [website](#) and secure your spots [here](#). **Early Bird Registration ends December 18!**

#### **Christine Stanek McDonald**

Director of Communications

EducationPlus

1460 Craig Road | St. Louis, MO 63146

o: 314.692.1233 | c: 314.443.6990

### **MASA Executive Director Search Information**

#### **Executive Director Search**

The Missouri Association of School Administrators (MASA) Executive Committee is seeking applicants for the position of Executive Director. MASA is a statewide organization representing school superintendents and central office administrators, headquartered in Jefferson City, Missouri.

The Executive Director will lead MASA in its mission to develop and support effective public-school leaders who make a lasting, positive impact on Missouri students. Desired applicants will have extensive experience in educational leadership, preferably as a superintendent or central office administrator in Missouri public schools. Candidates must possess a deep understanding of educational policy, strong advocacy skills, and the ability to collaborate with diverse stakeholders. A doctoral degree in educational leadership or a related field is preferred. The projected salary range is between \$150,000 to \$175,000.

The ideal candidate will demonstrate:

- Exceptional communication and interpersonal skills
- Proven ability to lead and manage a professional organization
- Experience in legislative advocacy and policy development
- Strong financial management and budgeting skills
- Commitment to professional development and member services

Responsibilities will include overseeing MASA operations, representing the organ-

ization at state and national levels, and working closely with the MASA Executive Committee to advance the interests of Missouri's public-school administrators. Inquiries regarding the position can be directed to Melissa Shannon, MASA Administrative Assistant, by phone at (573) 638-4825.

Interested candidates should submit a cover letter, resume, and three professional references to Ms. Shannon via email at [melissa.shannon@mcsa.org](mailto:melissa.shannon@mcsa.org) no later than Friday, December 6, 2024.

**Job Description:**  
**Executive Director, Missouri Association of School Administrators**

**Purpose Statement**

The job of Executive Director of the Missouri Association of School Administrators (MASA) is to serve as the chief administrative officer. The Executive Director will provide leadership, coordination, and development of association activities, events, and services as established by the MASA Executive Committee. This position is responsible for advancing MASA's mission to develop and support effective public-school leaders who make a lasting, positive impact on Missouri students. The Executive Director reports to the MASA Executive Committee.

**Essential Functions**

- Directs MASA operations for the purpose of ensuring the organization's effectiveness in serving its members and advancing its mission.
- Prepares and oversees the implementation of the MASA budget annually, upon approval by the MASA Executive Committee.
- Oversees the implementation, promotion, execution, and evaluation of all MASA activities, services, and committee meetings.
- Ensures compliance with the MASA Constitution, including election of officers, annual meetings of the association, membership categories, and committee assignments.
- Supervises MASA personnel for the purpose of ensuring effective job performance, recommending candidates for employment, and being responsible for staff dismissals if necessary.
- Oversees long-range planning for the association and maintains records relating to membership, finance, bulletins, correspondence, minutes, and awards.
- Maintains relationships with the Department of Elementary and Secondary Education, the Public School Retirement System (PSRS/PEERS), and other educational associations.
- Monitors legislative activities of the Missouri General Assembly and coordinates efforts with the Missouri Council of School Administrators (MCSA) Director of Governmental Relations and the MASA Director of Governmental Relations to achieve MASA's legislative platform goals.
- Organizes and directs the legislative program for MASA and markets Better

Schools for Missouri to members.

- Serves as the AASA liaison for MASA, promoting membership and participating in Association of State Executives meetings and activities.
- Reviews and supports the professional development programs of the association including the following: the Aspiring Superintendent Cohort, the First Year Superintendent Program (including mentoring), the Early Career Coaching Program, the Missouri Superintendents Academy, and the Women in Leadership Program.
- Oversees the development and execution of the Annual Spring Conference.
- Serves as the primary contact for business associate members and education-related businesses in planning sponsorships and involvement in association activities.
- Maintains and evaluates MASA investments, insurance policies, and oversees the annual audit of the association.
- Serves as the spokesperson for the association in all media contacts and press releases.

### **Other Functions**

- Attends state and national conferences and meetings as directed and needed.
- Schedules meetings and orientation for incoming region Presidents and provides support throughout the year.
- Attends MASA regional meetings to explain association activities and services.
- Participates in personal professional development activities to improve association operation and effectiveness.
- Performs other duties as assigned by the MASA Executive Committee.

### **Job Requirements: Minimum Qualifications**

#### **Responsibility**

Responsibilities include working independently under broad organizational guidelines to achieve unit objectives; managing the association; and supervising the use of funds. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is a continual opportunity to significantly impact the organization's services.

#### **Work Environment**

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally the job requires 60% sitting, 20% walking, and 20% standing. The job is performed under minimal temperature variations and in a generally hazard free environment.

#### **Remote Work**

Limited remote work opportunities available.



**Experience**

Extensive experience in educational leadership, preferably as a superintendent or central office administrator in Missouri public schools, is required.

**Education (Preferred)**

Doctoral degree in educational leadership or a related field.

**Education (Minimum)**

Master's degree in educational leadership or a related field.

**Required Testing**

None Specified

**Certificates and Licenses**

Valid Missouri Superintendent Certificate

**Continuing Education / Training**

Maintain Certificates/Licenses

**Clearances**

Criminal Justice Fingerprint/Background Clearance

**FLSA Status**

Exempt

**Approval Date**

October 25, 2024

**Salary Range Placement**

To be determined based on experience and qualifications.

**Quote of the Week****Laura Ingalls Wilder**

“Our hearts grow tender with childhood memories and love of kindred, and we are better throughout the year for having, in spirit, become a child again at Christmastime.”

**NREA News**

- For all of the latest news from our national affiliate, check out the following links: [NREA Weekly Update - October 18, 2024](#), [NREA Weekly Update - October 25, 2024](#), [NREA Weekly Update - November 1, 2024](#), [NREA Weekly Update - November 8, 2024](#)

## **MOCAAT – What Can You Do for Me?**

### **The MOCAAT® Advantage:**

#### **Missouri's Trusted Financial Management Resource for School Districts.**

Our experienced team, with broad expertise in Missouri school budgeting, finance, and investments, thoroughly manages over \$3 billion in assets for over 240 Missouri Participants, including school districts (as of September 30, 2024).

Since inception in 2020, MOCAAT has provided a new level of service and performance to Missouri communities.

**Our philosophy – Partnership.**

Maximize the potential of your reserve funds, tax revenues, state revenues, and bond proceeds with our professional guidance.

For financial support tailored to your district's unique needs, contact us:

		
<b>John Jungmann</b> Vice-President Investment Services	<b>Jason Hoffman</b> Vice-President Investment Services	<b>Paul Ziegler</b> Coordinator, Sales & Relationship Manager
(417) 228-4148 jjungmann@pmanetwork.com	(573) 212-6258 jhoffman@pmanetwork.com	(417) 387-6005 pziegler@pmanetwork.com

## **MOPERC Grant Opportunity**

Through the Missouri Department of Elementary & Secondary Education, Missouri school districts can apply to the Missouri Propane School Bus Grant program to receive reimbursement **grants of \$24,250 per propane bus**, with a maximum of four buses per school. Applications are open now through December 15, 2024.



**CLICK HERE FOR DETAILS**

**Preparing for the Upcoming Legislative Session** – As this year winds down, it is time now to gear up for the rapidly approaching Missouri Legislative Session which officially begins on Wednesday, January 8, 2025. In fact, pre-filing of legislation for the session officially kicked off today. Some suggestions as you prepare for the session include the following: 1) Get to know your area senator and representatives, especially if these folks are new to Jefferson City! 2) Arrange your calendar to be able to join the Monday morning MASA calls that are provided each week during the session. 3) Read the weekly MASA Legislative Bulletin that comes out on Friday and stay informed on the various pieces of legislation that will impact education and the overall budget. 4) Share with your local legislators how the various pieces of proposed legislation will impact your district. This is especially true of SB 727! 5) Plan to take part in Legislative Rally Days as arranged by various groups – MASA/MARE/MRTA/MSTA/MNEA. 6) Encourage BOE members and key community leaders to become active in the legislative process and sharing the great things that are happening in your local school district and community!



## **MARE Board Training Opportunities**

- MARE will provide Board Training in 2024 for newly elected or appointed BOE members according to this schedule:

### **Lake Ozark, MO - The Lodge of the Four Seasons**

- **Friday, December 6, 2024 (12:00 noon - 6:00 p.m.)**
- **Saturday, December 7, 2024 (8:00 a.m. - 4:30 p.m.)**

**\*\*\* Please share this information with any new Board member who has not completed the 18.5 hours of required training! MARE is an approved Board Training provider!**

To register, please complete the form found on our website and fax to (660) 747-8160, scan and email to [ksandlin@moare.com](mailto:ksandlin@moare.com), or go online ([www.moare.com](http://www.moare.com)) and complete the electronic form found under Board Training!

*Merry Christmas & Happy New Year  
from MARE!*

## **MARE Organization Staff**

Kevin F. Sandlin -- Cell Phone: (660) 351-0596 -- Email: [ksandlin@moare.com](mailto:ksandlin@moare.com)  
Executive Director

Jerry L Cochran, EdD. -- Cell Phone: (660) 596-3184 -- Email: [jcochran@moare.com](mailto:jcochran@moare.com)  
Assistant Executive Director

Ray V. Patrick, EdD. -- Cell Phone: (660) 909 – 5118 – Email: [rpatrick@moare.com](mailto:rpatrick@moare.com)  
Associate Director

Missouri Association of Rural Education  
710 N College, Suite C  
Warrensburg, Missouri 64093  
(660) 747-8050  
Fax: (660) 747-8160  
Website: [www.moare.com](http://www.moare.com)

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