Empowering teachers through professional learning has been at the core of MSTA’s mission for 163 years. What sets MSTA’s offerings apart from others is that we start with a focus on the teacher. We strive to offer more than just “seat time.” Our goal is to provide programs that help you grow as a professional educator. Whether you are looking for new classroom management strategies or ways to protect your career from legal trouble, MSTA has a program for you. Come grow with MSTA.

Bruce Moe, MSTA Executive Director

Bruce Moe has been executive director of the Missouri State Teachers Association since 2012. Moe works with MSTA staff and dedicated volunteer leaders to address the many challenges facing public education in general, and classroom teachers in particular. Moe joined MSTA’s staff in 1989 as communications director. Before becoming deputy executive director in 2006, he served as professional learning director and associate executive director for operations.

The research suggests the classroom teacher is the single most important influence on student learning. To help educators continue to positively impact students, MSTA provides relevant, high-quality professional learning. MSTA’s professional learning consultants are available to facilitate workshops or customize on-site professional learning to help meet building or district level needs. Crowd Wisdom, MSTA’s new Learning Management System, will allow educators to personalize their learning through online professional book clubs, peer mentors, webinars, and courses. This Professional Learning Directory spotlights the opportunities MSTA can provide to help districts and educators succeed in the everchanging world of teaching.

Dr. Deana Layton, MSTA’s Professional Learning Manager

With more than 30 years of experience in public education in Missouri, Layton has been a classroom teacher, building- and district-level administrator, an adjunct professor in the areas of Curriculum-Instruction and School Administration for William Woods University and an MSTA field service coordinator. Layton holds a bachelor’s degree from Drury University, a master’s and a specialist’s degree from Southwest Missouri State (now Missouri State University), and a doctorate in education from the University of Arkansas-Fayetteville. Layton is certified as a Ruby Payne Framework for Understanding Poverty trainer and a trainer in Trauma-Informed Care. Layton presents workshops on teaching with poverty, classroom management, student engagement, feedback, differentiated learning, generational differences in the workforce, and engaging the newest generation of teachers. She facilitates MSTA’s Beginning Teacher Assistance training for new teacher certification and MSTA’s mentor trainings. She serves on the Learning Forward-MO board, as well as several committees with the Department of Elementary and Secondary Education.
MSTA’s Professional Learning team grew one member stronger this summer with the addition of our new Professional Developer role. This position was created to facilitate professional development for educators to expand and refine understanding of evidence-based practices aligned to Missouri Learning Standards.

Darbie Valenti Huff stepped into the role on July 1 and will work to develop online and web-assisted courses, as well as create training materials for BTAP’s, mentor trainings, and other offerings. These tasks require excellent communication, attention to detail and a commitment to excellence, all of which are proven through her extensive background in education and leadership.

Darbie Valenti Huff, Professional Developer

Darbie brings 20 years of teaching experience as well as over 15 years of professional development experience to MSTA. Being recognized early in her career as a Select Teacher as Regional Resource (STARR) Teacher instilled in Darbie a pay-it-forward mentality and a passion for professional development. That passion was rekindled when she had the opportunity to once again deliver keynote speeches and professional development trainings during her tenure as the 2017 Missouri Teacher of the Year.

She received her M.S. in Educational Leadership from Walden University and her B.S. in Elementary Education and Art Education from Northwest Missouri State University, where she has served as an adjunct professor. She also studied gifted education at Truman State University. Darbie has presented at the regional, state and national level at conferences on various topics such as student engagement, social-emotional learning, trauma-informed practices, STEM education and project-based learning. She has also taught graduate level courses on student engagement, Writer’s Workshop, math instruction, higher-order thinking, and classroom management. In addition, she has traveled overseas presenting internationally to teachers about STEM education and project-based learning.

Darbie has always felt the best part of teaching was being able to have a career that was also her life’s greatest passion. She says that sentiment will still ring true as she makes the transition from serving in a school district to serving as MSTA’s Professional Developer. With the belief that teaching is one of the most noble professions, Darbie looks forward to developing resources and content that are timely, relevant, and responsive to meeting teachers’ needs.

MSTA offers quality professional development in a variety of formats. The Professional Learning Directory showcases learning opportunities including full day, district-wide professional development days, single subject topics for CTA Meetings, and personal professional growth.

Learn more about:

- Beginning Teachers Assistance Program Onsite & Online
- Mentoring & Virtual Mentoring
- MSTA’s Beyond the Book Club
- New Professionals Training Camp
- MSTA Leader Panels
- MSTA Workshops and Presentations
- MSTA State Convention
- Salary Workshops
- Learning Management System
- Outside Resources
You can take an online BTAP from the convenience of your home or office. Visit msta.org/professional-learning/btap/ for complete information.
Beginning Teacher Assistance Program
Online & Onsite

Do you possess an Initial Professional Certificate (IPC) and are needing to fulfill the Missouri certification requirement of participating in a beginning teacher assistance program? MSTA can help you with this requirement with one of its many Beginning Teacher Assistance Programs (BTAP).

Programs are offered both onsite and online to accommodate for the busy schedule of teachers. Onsite programs include a full day of interactive learning and networking with other participants. MSTA’s Online program is a month long course consisting of four modules. Participants complete a module each week collaborating in discussion boards over content from online readings, audio and video recordings. Participants of both onsite and online programs must take part in a minimum of two Beyond the Book Club monthly book studies. Check in for onsite BTAPs begins at 8 a.m. with the program from 8:30 a.m.-3:30 p.m. Lunch is on your own.

Pre-registration is required at msta.org/events. Registration fee for online and onsite BTAPs is $50 for MSTA members and $75 for non-MSTA members. For more information, call MSTA’s Member Care at 800-392-0532.

2021/22 onsite dates and locations
Registration 8 - 8:30 a.m. Program 8:30 a.m. - 3:30 p.m.

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Mentor Training
This professional development opportunity is designed to assist veteran teachers who serve as mentors in their districts. Mentor teachers will gain a thorough understanding of the Missouri Mentoring Standards.

MSTA’s mentoring program was developed by the Missouri State Teachers Association in cooperation with the Department of Elementary and Secondary Education in order to provide the tools necessary to make a mentor’s job easier and a new teacher’s career more successful.

MSTA’s training provides guidelines for districts to align their mentor program with the DESE Educator Evaluation System and to help mentors provide the needed support for mentees.

The MSTA Mentoring Manual includes the state standards, tables to outline levels of proficiency to meet given criteria, and supplemental mentoring materials. Mentors will leave with a better understanding of differentiation for teachers with one year, two years, and three to five years teaching experience.

To schedule a training, call the Professional Learning Department at 800.392.0532.
Virtual Mentoring
MSTA’s Virtual Mentoring is an opportunity for new and veteran teachers to connect with other professionals to encourage and mentor one another on a variety of topics. Mentors are provided resources and coaching through the mentorship process. Mentees can select a 9-month or a 9-week accelerated coaching cycle. Whether you are new to the profession or have years of teaching experience and looking for a like-minded educator to bounce ideas with, mentoring partnerships have been shown to expand one’s craft.

Topics include:

Classroom/Behavior Management
- Efficient Routines for Learning
- Tier 1 Behavior Strategies

Communication
- Administration, Colleague and Parent Communication
- Building Boundaries with Challenging Conversations

Engaging students using EdTech Tools
- Flipped Classroom
- Distance Learning/Virtual Tools

Inclusion/Executive Functioning
- Technology to Support Learners
- Student Planning for Success

Pedagogy/Engagement Strategies
- Differentiation
- 4C strategies

Productivity/Time Management
- Organizing and Prioritizing Tasks
- Sustainable Systems

Student Feedback
- Formative and Summative Assessments
- Data Cycles

***Participation in this program for two years will fulfill the DESE Statutory Requirements of mentoring for new teachers.
Beyond the Book
a Monthly Book Club with MSTA

Book studies are a great way to grow your professional learning. MSTA’s Book Club “Beyond the Book” pairs educators across the state with books that highlight current pedagogy and instructional practices. Each month, participants will explore a book, digging in and connecting with educators in an online slow-chat discussion board format. Participants will meet virtually every week to share their thinking, challenges, and collaborate on how to incorporate their new learning into their teaching, classroom management, and/or toolbox.

- Participants will have the opportunity to earn prizes and one lucky participant will earn the next month’s book club book.
- MSTA Book Club participation of 2 book club courses fulfills one of the requirements for MSTA BTAP.

Please visit msta.org for titles, additional information and to enroll in an upcoming Book Club course.
New Professional Training Camp

MSTA’s New Professional Training Camp is an opportunity for teachers in the first seven years of their career to come together to learn about innovation in education and insights about the profession from practicing educators. Attendees are provided plenty of time to share ideas and challenges in a collaborative environment. All of this takes place at the scenic Bunker Hill Retreat on the Jacks Fork River.

“NPTC helped me make great connections with other teachers and we have shared several ideas that I can take back to my classroom.”

“I loved being able to meet and collaborate with teachers around the state who go through the same thing as I do. So nice to relate to other people!!”

“The information I learned was invaluable. I appreciate that. It was also extremely friendly and relaxed which I loved.”

If you are interested in participating in the New Professionals Training Camp visit msta.org/nptc.
MSTA Leader Panels

MSTA Leader Panels began out of an effort to create a network of support for teachers during the COVID-19 pandemic and subsequent school closures. The panels are composed of teachers from all areas of the state, in various stages of their teaching careers, and represent many grade levels and subject areas. The panels include MSTA leaders, regional and state Teachers of the Year, and classroom teachers who are willing to share what is working in their districts.

MSTA Leader Panels (which include elementary, secondary, special services, and encore teachers) will meet monthly via Zoom throughout the school year. Educators are invited to join in the conversations to learn from and share with each other. Dates and times for each panel will be shared via MSTA social media sites, MSTA Weekly Updates, and MSTA website at www.msta.org.
MSTA Salary Workshops

MSTA’s skilled finance specialists will help members understand how the school finance process works. Attendees will learn how to understand their district’s financial standing and where specific monies are held and can be spent. Attendees will receive an analysis of their school district’s individual financial condition when registering in advance. Attendees will also be provided with:

- An assessment of new revenue available for salary and fringe benefit enhancement;
- Suggested ways in which district revenue can be increased;
- Ways to cut expenditures without sacrificing programs and salaries; and
- Recommended fund balances and ways to reduce excessive fund balances.

Salary Workshops are free and are held annually across the state each spring.

Access free salary tools and dates of upcoming workshops at msta.org/salary.
Crowd Wisdom: Learning Management System

MSTA recognizes teachers are busy people with a multitude of professional and personal responsibilities. Crowd Wisdom is an easy and convenient way for educators to be lifelong learners with content accessible on both desktop and mobile devices. Current, practical educational and instructional topics are offered via webinars and video courses. In addition, you can participate in peer mentoring and professional book chats.

Topics include:
- Technology in the Classroom
- Co-Teaching
- Instructional Strategies
- Poverty in Classroom
- Classroom Management
- Dyslexia

Please visit msta.org/professional-learning for more information.
Managing Trauma & Challenging Behaviors
in the Regular Classroom Environment

September 24-26, 2021 or April 29 - May 1, 2022

One in every four students has witnessed or experienced a traumatic event. Oftentimes, these traumatic experiences emerge as challenging behaviors frustrating teachers and detracting them from teaching. Traditionally, teachers have utilized rewards and consequences. Sometimes shame and humiliation are invoked and when we are at our wit’s end, we suspend or expel. Unfortunately, these antiquated practices no longer work with today’s students. So, what should teachers do when students misbehave, disrupt learning, and refuse to stop acting out? Join Dr. Joe Sartorius and Dr. Deana Layton to understand the impact trauma has on students and focus on restorative practices to help students be accountable for their own actions and ready to succeed both inside the classroom and beyond.

REGISTRATION TODAY AT:
www.msta.org/events

$250 per person

What you get:
1. Workshop
2. Lodging on Friday and Saturday night at scenic Bunker Hill Retreat, bunkerhillretreat.com
3. Three meals on Saturday

In addition participants can earn up to two hours of graduate credit at a cost of $145 per hour. Information will be available from Dr. Sartorius at the retreat.

Learner outcomes:
• Gain an understanding of how childhood trauma impacts learning and behavior
• Establish procedures and expectations for student behavior that encourage the development of positive interpersonal skills
• Understand the A, B, Cs of behavior: the antecedents to the behavior, the behavior itself, and the consequences of the behavior
• Develop a non-confrontational rapport with even the most challenging students
• Explore changes in teaching behaviors that will improve student classroom management
• Learn how to use the management of time, space, transitions, and activities to keep students focused, engaged and eliminate behavior distractions

Participants are encouraged to bring the book: Better Than Carrots or Sticks: Restorative Practices for Positive Classroom Management by Dominique Smith.

Missouri State Teachers Association
Advocating for and empowering public educators so they can teach.

www.msta.org/events • 800-392-0532
MSTA State Convention

MSTA’s annual convention connects educators from across the state to not only conduct association business but also to enhance their teaching skills through a focus on professional learning. Members will learn and grow from an assortment of high-quality workshops. MSTA is proud to have earned the High-Quality Professional Learning Recognition Badge from LearningForward-MO. To earn this accolade, workshops have to align to both Learning Forward Standards for Professional Learning and Missouri Teacher Standards.

Past keynotes have included nationally recognized speakers such as John Antonetti, Michelle Borba, Dave Burgess, and George Curos.

Workshops cover relevant topics in the areas of technology, instructional strategies, student engagement, classroom management, and much more.

2021 Convention Keynote: Peter DeWitt, Ed.D.
The Need for Teacher Agency: Your Voices Matter

Teachers and school leaders have faced many challenges over the years, and COVID is just one of them. Teacher shortages, negative dialogue, standardized testing tied to evaluation, and countless other issues have impacted the field of education and the mental health of those within the profession.

In this unique keynote, Peter DeWitt, Ed.D. will actively include the audience as he teaches, at the same time listens, to the input of the audience. DeWitt will focus on the need for teacher agency and celebrate teacher voice in education by adding in stories of his time as a student and a teacher.

To learn more about MSTA’s State Convention visit convention.msta.org.
Developing Teacher Leadership: Creating Practice Out of Theory

In order for teachers to engage in high impact strategies that will result in a deeper impact on student learning, they must understand the role of self-efficacy and collective efficacy in order to dive into greater dialogue with colleagues about how to foster those strategies. DeWitt will take the research behind student engagement and dive deeper into five areas that he found are crucial to engaging in deeper practices.

That deeper dive involves focusing on a focus on learning, instructional strategies, student engagement, efficacy, and evaluation of impact. This session will focus on research and practice and offer participants strategies they can use when they get to the classroom.

**Participants will learn:**
- Where to focus their attention when it comes to learning using knowledge dimension research
- The research around student engagement that leads to alienation, and what we can do about it.
- How to lead through discussions that focus on high leverage instructional strategies, and use those strategies to model instruction during staff meetings
- The role of efficacy in leadership practices. Whether it’s self-efficacy, leader self-efficacy or collective leader efficacy, we will focus on using the research to guide our discussions of learning, race and student engagement to help defy the myths behind them
- How to collect evidence of impact

**Target Audience:** Teacher leaders, instructional coaches, head teachers, school administrators

**Seating is limited, so register early,** visit the Events page on [msta.org](http://msta.org) Registration fees: $150 per person or $500 for a group of four
MSTA Workshops
MSTA provides relevant, high quality professional learning that can be customized to support and meet your needs. MSTA workshops align to the Learning Forward Standards for professional learning and Missouri Teacher Standards. Our dynamic in-house presenters are subject-matter experts available to facilitate your professional development needs.

Price:
½ Day Workshops: $250 + travel
Full Day Workshops: $500 + travel

To schedule a workshop or presentation, contact the Professional Learning Department at 800.392.0532.

A Framework for Understanding Poverty
Learn how being under-resourced impacts learning, work habits, and decision making. Spend a day learning the “hidden rules” of poverty, middle class, and wealth; intervention strategies to use with poverty-related behaviors; and key points to remember about poverty. Those of us in education know that education is a “gift.” To ensure this “gift” is understood and valued by students from poverty, let’s develop a better understanding of the world of poverty through practical, real-world strategies to help your students succeed.

Active Learning
Looking to create a meaningful way to increase student engagement and achievement for all students while building positive student relationships and classroom community? Learn the benefits of incorporating cooperative learning into your classroom and walk away with strategies you can implement tomorrow!

Blended Learning
Blended learning is an integrated learning approach, leveraging the power of technology and blending that with traditional classroom learning. Blended learning will provide students choice in various aspects of their learning, including time, place and/or pace of their learning. This model helps empower students and provides learner agency. Participants will learn how to make adjustments in their current practice in order to transition towards a blended learning model.

Classroom Management
Effectively managing a classroom of energetic students can be a challenge and is a topic many teachers desire tips and strategies for improving upon. There is a direct correlation between time management and classroom management. Attendees will gain a better understanding of the importance of ‘bell-to-bell’ class structure. This session will explore the key components of classroom management, explain the need for well-communicated routines and procedures and provide tips and strategies to maintain a well-managed classroom.

DISC
DISC Dimensions of Behavior provide a nonjudgmental language for exploring behavioral issues across four primary dimensions: Dominance, Influence, Steadiness and Conscientiousness. The profile presents a plan to help you understand yourself and others in a specific environment. The individual is the central focus as they heighten understanding of their behavioral profile and identify the environment most conducive to their success. At the same time, attendees learn about the differences of others and the environment they require for maximum productivity and teamwork in the organization.
**Project Based Learning**
Transform your classroom instruction with this student-centered approach that engages students in authentic, real-world problems. Learn the design elements of true project based learning as well as how to align projects with standards that are currently being taught. Participants will work on shifting current lessons to include more design elements and will gradually work towards creating a project based unit for their classroom instruction.

**Role of Professional Development Committee in Local PD**
Learn about Missouri's professional development standards and the statutory authority for professional development. Attention will be given to the roles and responsibility of the PDC, as well as how the committee works in conjunction with the school board and school leadership.

**Social Emotional Learning: As Easy as ABC and 1, 2, 3**
Focusing on Social Emotional Learning, or SEL, is not adding one more thing to your plate—it is your plate. SEL can serve as the foundation of all work that occurs in the classroom. This training will provide a basic understanding of how to create an environment that meets the social, emotional, and academic needs of students. Participants will learn the ABCs of a positive learning environment as well as the three signature practices of a lesson that promotes social emotional learning for all. These are all small changes to your current instruction that will make a big difference!

**Team Building**
Does your faculty or CTA function as a group? If not, you may want to develop and implement team-building strategies. This is an interactive session that introduces proven team-building techniques.

**They Don’t All Learn the Same Way**
Participants in this workshop will receive an overview of differentiated instruction. Goals of DI and ways to teach will be addressed as well as a basic understanding of multiple intelligences and their impact on DI. Teachers will leave with a better understanding of DI and strategies to incorporate in their classrooms.

**Tech-Enhanced Learning with Google**
Learn how to use the power of Google tools to enhance classroom instruction. Participants will engage in activities to learn more about tools such as Google Slides, Drawings, Sites and Jamboard. Participants will leave with activities created to implement into classroom instruction immediately as well as skills that will assist in becoming a Google Certified Educator.

**Trauma Aware**
School personnel are required to adapt to meet student's needs in order to optimize student achievement. But what if you are not aware of the greatest impact on student learning: trauma? In this workshop, participants become trauma-aware and learn how trauma affects brain development. This change in mindset will lead to developing an environment sensitive to trauma. A student's negative life experiences are recognized to create an environment that combines learning with building positive relationships. A trauma-sensitive mindset, whether it be implemented in a classroom or a school district, will create a culture sensitive to student's needs and promote empathy toward students and colleagues.

**Unlocking Your Super Power When Working With Students From Diverse Socio-Economic Levels**
Schools today serve a socio-economically diverse population of students. Schools need superhero teachers ready to make a difference in the lives of students. Attendees will learn the key characteristics of the different socio-economic levels, as well as strategies and beliefs to impact students of all socio-economic levels. We will discuss the reality of teaching when serving under-resourced or privileged students and how to persevere through challenging times.

**Using STEM to Leverage Authentic Learning**
Engage in activities that utilize the engineering design process while making learning relevant to your students using a cross curricular approach. While the ultimate goal is for students to eventually creatively solve real-world problems, learn how to engage students in design challenges that will promote community in the classroom and eventually extend beyond the walls of the school.
A School Employee’s Guide to the Family Educational Rights and Privacy Act
School employees are privy to a plethora of confidential information throughout the course of the day. This presentation will help school employees better understand their role in protecting a child’s privacy and will stress the importance of keeping sensitive information out of the wrong hands.

Americans with Disabilities Act & Reasonable Accommodations
Learn everything you need to know about the ADA, including the types of disabilities that qualify under the Act and how to engage in the interactive process of finding reasonable workplace accommodations.

Bullying
Bullying is one of those words that gets thrown around a lot, but what does it really mean and look like? This presentation will look at the ins and outs of what bullying really is and the laws educators should know.

Can They Assign Me More Duties?
Every teacher contract has language that bounds employees to engage in non-teaching duties as assigned by the district. Find out what that language really means and if there are any limits to the district’s power to assign you responsibilities.

Class Size
While there are plenty of recommendations and best practices regarding the number of students in a classroom, what are the rules? How many kids can you really have in your classroom? This presentation will cover the rules, recommendations, and misinformation surrounding class sizes.

Collective Bargaining Basics
Learn the basics of collective bargaining from the beginning steps of organizing, recognition and certification to the creation of a collectively bargained agreement and even decertification.
Collective Bargaining II: Negotiation Tactics
Negotiation is conferring, discussing and bargaining to reach an agreement. Preparation for such a process begins long before the actual meeting between the parties and is essential to understanding your own strengths and weaknesses as well as the district's. This presentation will help you develop the skills necessary to prepare for and be successful in your negotiations.

Communicate This, Not That
Teaching is more than well-developed lesson plans, effective strategies and appropriate curriculum – it is successful communication. Successful communication with students, parents, colleagues and community members is imperative to a great educational experience. This presentation will take a look at ways to improve communication in classrooms and establish a solid foundation for effective communication with colleagues and patrons.

Confidentiality and Teachers
Do you know what information you can share about students and with whom you can share that information? Do you know what information your district can share about you? The goal of this presentation is to answer your questions surrounding confidentiality in schools.

Discipline in the Special Education Context
Plenty of misconceptions exist surrounding a school district's ability to discipline special education students. Focusing on the federal and state statutes and regulations controlling special education law, this presentation will work to dispel those misconceptions and provide clear guidelines for the discipline possibilities for students in special education programs.
Discrimination, Harassment and Retaliation
We all know what the words discrimination, harassment and retaliation mean in real life, but the legal definition of these words can be different. This presentation will explore the legal definitions and ramifications of workplace discrimination and harassment while discussing the protections of anti-retaliation statutes.

Drug Testing Employees
While it doesn’t come up often, there are some very strict rules for drug testing school district employees. This presentation will discuss the legal distinctions between classes of employees and when a district is allowed to drug test an employee.

Fair Labor Standards Act Primer
The Fair Labor Standards Act is the federal law that establishes the federal minimum wage, overtime pay requirements, and record keeping rules for employees across the country. Focused on non-certified staff, this presentation will discuss the rules, regulations, and myths surrounding the FLSA.

Family Medical Leave Act Basics
This highly informative presentation will focus on the core of the Family Medical Leave Act and how your school district’s leave policies interact with this federal law.

Federal Laws Behind IEPs and 504 Plans
While we all know how much paperwork special education teachers manage, regular classroom teachers also must be familiar with special education laws. This presentation reviews the federal laws behind IEPs and 504 Plans teachers must follow and recommends best practices to be compliant with these laws.

First Amendment Rights in the Workplace
While we all have First Amendment rights, those rights are limited in a variety of ways. Employers are often allowed to discipline or dismiss employees because of what they said, even if it’s outside of the workplace. This presentation covers what your employer can and cannot do in terms of restricting your speech, and how First Amendment rights impact your relationships with parents, teachers, and school districts.

Handling Personal Threats
Have you ever wondered what you can do if a student or parent is threatening you? Learn how Missouri’s new criminal code defines harassment and what you can do if you are a victim.

Having Difficult Conversations in the Workplace
Learning how to talk through problems with a boss or co-worker can be a powerful tool that keeps workplace confrontations to a minimum. This interactive presentation focuses on the skills you need and what you can do to resolve conflicts in both the workplace and your personal life.

Individuals with Disabilities Education Act Primer
This presentation will provide school employees with a general overview of the complicated, ever-changing provisions of federal special education law. We will discuss topics including IEP team meeting requirements, disciplining special education students and timelines. We will also discuss methods for teachers to avoid liability under the law.

Languages of Appreciation
This presentation looks at the different ways people communicate and feel appreciated at work. By reflecting on how people communicate, we can improve our own communication skills in hopes of creating a better work environment where everybody can be successful.

Nepotism and Conflict of Interest in Schools
Nepotism is a word that is often thrown around in conversation but regularly misused. This presentation talks about the nepotism law of Missouri and the restrictions placed on school board members and employees.

Planning Time
DESE provides recommended amounts of plan time for teachers. In this presentation, we will discuss those recommendations and the authority behind them.
Preventing School Violence
This presentation will address issues concerning school violence prevention. Attendees will learn warning signs to be aware of and strategies to address conflicts between students and teachers. Participants will also learn effective ways to deal with violent, abusive or chronically disruptive students.

Professional Rights and Responsibilities of Educators
Public school employees need to be aware of the federal and state laws that dictate how they perform their job and how they interact with their employer. Presented in layman’s terms, this legal presentation is your crash course to the most important aspects of education law. Attendees will learn the most important do’s and don’ts of public school employment from real world examples.

Reduction in Force
The rules regarding the Reduction in Force (RIF) process can be complicated, but this presentation will break down the ins and outs of the process and the rights offered to teachers that are being RIF’d.

Safe Schools Act Myths
While Missouri’s Safe Schools Act does discuss the discipline of violent students in schools, there is much more to the law. This myth-busting presentation will discuss the requirements of the law and dispel some of the more common misconceptions regarding Missouri’s statutory protections for school districts, staff and students.

School Board Elections
ELECTING quality school board members is vital to a school district, and it is important for teachers to take an active interest in the board election process. This presentation will focus on what role a teacher can and should play in school board elections.

Sunshine Law 101
Learn everything you ever wanted to know and more about Missouri’s Open Meetings and Records Act. From the correct time and place to post meeting notices to which records can be closed from public view, this presentation will offer you the basics (and some of the finer points) of the Sunshine Law.

Social Media & the Law
In a world that becomes increasingly digital every day, teachers often find themselves on the defensive when parents or students take to social media. This presentation discusses the rights of all individuals as it pertains to social media, what people can and cannot say, and practical tips to maintain professionalism in the digital realm.

Special Education Law for New Teachers
For teachers new to the profession, special education can be overwhelming. The goal of this presentation is to provide a working knowledge of the legal requirements of the Individuals with Disabilities Education Act and offer best practices for keeping you in line with the Act’s requirements.

Student Loan Resources Guide
Student loans are a fact of life for a lot of teachers. Attendees will learn about the types of student loans, loan forgiveness programs and resources available to educators.

Tenure 101
The Teacher Tenure Act is the foundation of Missouri’s education law statutes, yet most teachers only have a minimal understanding of the contents. Explore the rights, responsibilities and protections of the law designed to dictate your relationship with your school district and get some insights into how to use the law to your benefit.

Tips for Teachers Responding to Subpoenas
Have you ever received a subpoena requiring you to produce education records and testify in a court proceeding? While potentially intimidating, responding to a subpoena does not have to ruin your day. This presentation will discuss the legal requirements and practical tips for properly responding to a subpoena.

Unemployment Law Basics
This brief introduction to Missouri’s unemployment system provides attendees a working knowledge on qualification for unemployment benefits, the amount of compensation provided and the process for filing a claim with the state.
In addition to MSTA’s professional development portfolio, these outside resources are also available to districts and can be contacted directly.

**EduOptimus**  Consultant  pg. 25  
**Kent Rader**  Keynote  pg. 25  
**Kevin Daniel**  Consultant & Keynote  pg. 26
Known as the “World’s Cleanest Comedian and Speaker,” Kent Rader helps teachers learn and experience how laughter matters in reducing stress. After 17 years as an accountant, Kent became a professional speaker in 1997. Kent has authored the stress reduction book titled Let It Go, Just Let It Go and is the winner of the 2007 Branson Comedy Festival.

Your audience will love Kent’s entertaining, yet informative stress-reduction keynote titled “Laughter Matters”. Our education industry is experiencing shortages of certified teachers, and recent studies report half of today’s new graduates will be out of teaching in five years. The number one reason cited is the stress associated with today’s schools. Having a wife who teaches in the public schools, Kent is familiar with this stress first-hand. Kent begins by showing participants the origins of stressful feelings and how humor is a proven tool in combating these feelings. He offers practical ways to include more humor in your life and demonstrates why it is important to model the positive use of humor for students, along with stories that are guaranteed to make your audience laugh.

For information and a free DVD please contact Kent at 405-209-3273 or e-mail: kent@kentraderspeaks.com.
Kevin Daniel Ed.D
Founder, President and Senior Consultant

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816.935.0428
Twitter: @kdfiredup
LinkedIn: bit.ly/2qLCzgf

Dr. Kevin Daniel and Fired UP Consulting Group facilitated the engagement of an in-depth strategic planning process about the current state of our school and the vision for what we choose to be moving forward. The utilization of an objective third party partner in the process allowed access to a perspective I have found lacking in my previous strategic planning initiatives.

Dr. Scott Dill,
Superintendent, Poplar Bluff Schools

Dr. Daniel's “Living Your Best Professional Legacy” keynote address kicked off our 2020 with vision and challenge. Our teachers were informed and inspired to action by Kevin's personal and poignant reflections on his time as a professional educator delivered in an engaging and entertaining style. Dr. Daniel delivered far beyond our expectations, and is one of the reasons our PDC rated this year's back-to-school PD as one of the best ever!

Mary Van Orden
South Callaway School District

Professional Learning, Staff development and Motivational Messages:
- Motivational, Inspirational, Fired UP Messages
- Trauma Informed/Sensitive Schools
- PLCs, high performing teams, effective collaboration, support and tiered-intervention systems of support
- Effective critical thinking and questioning strategies
- Technology integration into lesson design
- Social, emotional learning and student well-being
- Assessment and grading practices, Standards-Based Grading and Reporting
- Classroom management and student support systems (MTSS,RTI). Student Well-Being and support systems
- Student engagement, motivation, grit and resilience
- For ALL K-12 Staff - customer service, managing stress, staff morale, staff well-being, culture and climate
- Effective teaching strategies for high engagement
- Building a great school culture and positive climate
- Curriculum Audits
- Literacy Audits
- How to stop doing some things to focus on the best things. Selective abandonment for school districts
- Developing Beliefs, Mission and Vision for School Buildings, School Districts and Teams
- Developing Effective SMART Goals and Action Plans

“[If you’re looking for a dynamic and engaging team of educators to partner with your district to deliver high-quality professional development, look no further. Following multiple training sessions with Fired UP! Our teachers were excited, engaged, and equipped with new knowledge and skills to take back to their classrooms to enhance student learning! In Knob Noster Public Schools, we are Fired UP! Thank you Dr. Daniel and Team!”

Dr. Jerrod Wheeler
Superintendent, Knob Noster

www.kdfiredup.com

PAID ADVERTISEMENTS
26  |  Advocate • Empower • Teach
Strategic Planning/CSIP Development, Culture & Climate Audits, Curriculum & Literacy Audits, Academic Systems & Student Achievement Reviews

References, Past Work, Upcoming Work of Fired UP Consulting Group:

- Maryville R-II  Contact, Dr. Becky Albrecht, Superintendent  Fall 2020 - CSIP development scheduled
- Northwood R-IV  Contact, Dr. Jeff Dodson, Superintendent  Spring/Summer 2020 - CSIP development scheduled
- St. James R-I  Contact Dr. Merlyn Johnson  Spring/Summer 2020 - CSIP development scheduled
- Fordland R-III  Contact Dr. Chris Ford, Superintendent  Winter 2020 - CSIP development scheduled
- Poplar Bluff  Contact, Dr. Scott Dill, Superintendent  Fall/Winter 2019-20 - completed
- Sparta R-III  Contact, Mr. Rocky Valentine, Superintendent  Fall 2019 - completed
- Pleasant Hill R-3  Contact Dr. Stephen Meyers, Superintendent  Fall 2019 - completed
- Green Ridge R-8  Contact Dr. Jamie Burkhart, Superintendent  Fall 2019 - completed
- Lone Jack C-6.  Contact Mrs. Kathy Butler, Principal  Developed CSIP with community engagement spring 2019
- Wellington-Napoleon R-IX  Contact Ms. Mindy Hampton, Supt.  Developed CSIP with community engagement model in fall 2018
- Willard R-II  Contact Dr. Matt Teeter, Supt. and/or Julie German, BoE Pres  Developed CSIP with community engagement model in fall 2017
- Grain Valley R-V  Contact Dr. Brad Welle, Deputy Superintendent  Developed CSIP with community engagement model in winter 2017
- Jackson R-II  Contact Dr. John Link, Superintendent  Conducted Academic Performance Review in fall 2016
- Smithton R-VI  Contact Brandon Wallace, MS Principal  Developed CSIP with community engagement model in fall 2015
- Union R-XI  Contact Steve Bryant, Former Supt (now with DESE)  Conducted an Academic Performance Review in fall 2014

Additional Relevant Work Experiences of Dr. Kevin Daniel, Lead Consultant:

- Associate Superintendent of Lee’s Summit 2014-2017  Facilitated the development of a five year strategic plan/CSIP dubbed Destination 2021 involving over 450 stakeholders in the process.
- Assistant Superintendent of Raymore-Peculiar 2002-2014  Facilitated the development of two five year strategic plans/CSIPs during tenure at Ray-Pec involving over 200 internal and external stakeholders in the process.

Additional Qualifications and Certifications of Dr. Kevin Daniel, Lead Consultant

- 30 Years + as teacher, coach, mentor, high school principal, executive director, assistant superintendent, associate superintendent in Missouri Public Schools
- 20 Years + consulting with and speaking to Missouri and Kansas educators
- Certified John Maxwell Team Coach, Trainer and Speaker
- Certified as a Strengthscope Practitioner and Facilitator of Developing Energy Strengths
- Certified in VitalSmarts Crucial Conversations

Our district’s previous approach to strategic planning and CSIP development did not allow for true collaboration among parents, staff and community. The decision to work with Dr. Daniel and Fired UP Consulting Group allowed our team to stay focused and collaborative throughout each meeting. As a result, our CSIP is tailored to the specific needs of our district. I strongly encourage any district to consider Dr. Daniel and his team to help guide them through his engaging and high energy strategic planning process.

Rocky Valentine  Superintendent, Sparta R-III
Save your seat at these great MSTA events
Annual MSTA State Convention
Nov. 18-19, 2021

Convention Keynote:
The Need for Teacher Agency:
Your Voices Matter

Teachers and school leaders have faced many challenges over the years, and COVID is just one of them. Teacher shortages, negative dialogue, standardized testing tied to evaluation, and countless other issues have impacted the field of education and the mental health of those within the profession.

In this unique keynote, Peter DeWitt, Ed.D. will actively include the audience as he teaches, at the same time listens, to the input of the audience. DeWitt will focus on the need for teacher agency and celebrate teacher voice in education by adding in stories of his time as a student and a teacher.

Deep Dive
Developing Teacher Leadership:
Creating Practice Out of Theory

In order for teachers to engage in high impact strategies that will result in a deeper impact on student learning, they must understand the role of self-efficacy and collective efficacy in order to dive into greater dialogue with colleagues about how to foster those strategies. DeWitt, Ed.D. will take the research behind student engagement and dive deeper into five areas that he found are crucial to engaging in deeper practices.

That deeper dive involves focusing on a focus on learning, instructional strategies, student engagement, efficacy, and evaluation of impact. This session will focus on research and practice and offer participants strategies they can use when they get to the classroom.

Participants will learn:
- Where to focus their attention when it comes to learning using knowledge dimension research
- The research around student engagement that leads to alienation, and what we can do about it.
- How to lead through discussions that focus on high leverage instructional strategies, and use those strategies to model instruction during staff meetings
- The role of efficacy in leadership practices. Whether it’s self-efficacy, leader self-efficacy or collective leader efficacy, we will focus on using the research to guide our discussions of learning, race and student engagement to help defy the myths behind them
- How to collect evidence of impact

Target Audience: Teacher leaders, instructional coaches, head teachers

Seating is limited so register early, visit the Events page on msta.org
Registration fees: $150 per person or $500 for a group of four