October 25 – 27, 2020
2020 Annual Meeting
& Fall Leadership Conference

LISTEN ~ LEARN ~ LEAD

2019- 2020 MASA Executive Board
President: Dr. Eddie Peasant
President-Elect: Ms. Tess Smith
Vice-President: Dr. Sue Townsend
Treasurer: Mr. Lance Evans
Secretary: Mr. Tony Cook
AASA Governing Board Representatives: Mr. Cory Uselton & Dr. Matt Dillon
The Mississippi Association of School Administrators

Executive Board of Directors

Dr. Eddie Peasant, Superintendent of Starkville-Oktibehha Schools  President
Ms. Tess Smith, Superintendent of Lamar County Schools  President-Elect
Dr. Sue Townsend, Superintendent of Rankin County Schools  Vice-President
Mr. Lance Evans, Superintendent of New Albany Schools  Treasurer
Mr. Tony Cook, Superintendent of Houston School District  Secretary
Mr. Cory Uselton, Superintendent of DeSoto County Schools  AASA Governing Board
Dr. Matt Dillon, Superintendent of Petal School District  AASA Governing Board
Dr. Ray Morgigno, Superintendent of Pearl Public Schools  AASA Executive Committee

MASA Board Members At-Large

Dr. Sharon Dungan
Mr. Rick Smith
Mr. Morgan Scribner

Affiliate Board of Directors

Dr. Tina Joslin  MAESP
Mr. Ben Stein  MASSP
Mrs. Margaret Hull  MAEOP
Dr. Amanda Harris  MECA
Mr. Bo Barksdale  MSPMA
Dr. Lisa White  Learning Forward
Mr. Shane Switzer  MASBO
Mrs. Sue Ellen Codding  MCNA
Mr. Tim Benjamin  MAFEPD
Mr. Rex Buckhaults  MACTE
Mrs. Carolyn Anderson  MCA
Mrs. Carol Paola  MAGC
Mr. Keith Ridgeway  MAPT
Ms. Heather Lenard  MSPRA
A Special Thanks to Our  
2020 - 2021 MASA Partners

### BENEFACtor Level

Bailey Education Group, LLC  
Blackboard  
CooleSchool  
National Center on Education and the Economy  
Performance Based Education Company  
TE21/Certica Solutions  
Young Law Group

### Platinum Level

American Fidelity  
Curriculum Associates

### Gold Level

Renaissance  
SchoolStatus
2020 MASA Fall Conference Exhibitors

Thanks to all of our Partners and Friends of MASA!

ABM Industry Groups
Audio Enhancement
AXI Education

BAILEY EDUCATION GROUP LLC
CURRICULUM ASSOCIATES
Dale/Bailey, an Association
Edgenuity
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HES Facilities
Istation
Jumpstart Test Prep
Kids First LLC

MS – NATIONAL CENTER ON EDUCATION AND THE ECONOMY
Mississippi Concrete Association

PERFORMANCE BASED EDUCATION COMPANY
RENAISSANCE
SCHOOLSTATUS
Synergetics
William Carey University

YOUNG LAW GROUP
Sunday, October 25, 2020
Conference Begins

12:00 Noon – 1:00 p.m. Executive Board Meeting Cabana

1:00 p.m. – 2:30 p.m. Board of Directors Meeting Cabana

Board Luncheon Sponsored by our Friends at Education Materials Specialists

2:00 p.m. Conference Registration Begins Imperial Hall
Exhibitor Setup

3:00 p.m. – 4:30 p.m. (Total Occupancy 60) Amphitheater I &
Jim Keith and John Hooks Amphitheater II
Of Adams and Reese Law Firm
School Legal Updates

4:45 p.m. – 6:15 p.m. (Total Occupancy 60) Amphitheater I &
Dr. Jerome McKibben Amphitheater II
McKibben Demographics
2020 Census Impact on Local Districts

Visit with exhibitors Dinner on your Own

Listen ~ Learn ~ LEAD!
Monday, October 26, 2020

7:00 a.m. – 8:00 a.m.  Sign-in / Registration
Exhibits Open
7:15 a.m. – 8:00 a.m.  Imperial Hallways
Imperial & Regency Hallways
Breakfast
Salon A

8:00 a.m. – 9:30 a.m.  Breakfast Sponsored by our Friends at NCEE
Salon A

8:00 a.m. – 9:30 a.m.  Opening Session  Salons A, B & C

Welcome
Dr. Ronnie L. McGehee, Executive Director
Listen, Learn, and Lead

Total Occupancy in Grand Ballroom 220

Introduction of Speaker: Jason Dougal: NCEE Executive Vice President provides strategic leadership and oversees the operations of NCEE. He also serves as the lead facilitator in NCEE Superintendent Academies in Pennsylvania, Kentucky and Mississippi. Under Dougal’s leadership, NCEE has won multiple grants from the U.S. Department of Education and has been the subject of multiple third-party evaluations showing statistically significant improvement in student performance. Previously, Dougal served as the executive director of Excellence for All, a program aimed at restructuring high schools that yielded statistically significant gains for students on state accountability exams. Before joining NCEE, Dougal was a corporate associate at a preeminent international law firm.
Designing a High Performing Education System in Mississippi

Students in the United States are lagging behind the highest performing jurisdictions in the world. These same countries, Singapore, Shanghai, Canada, and Finland for example, took what we do best as innovators to build successful high performing school systems. They built on lessons they learned from us and what worked for them to create a foundation of adequate, well-directed, strong teaching, and a thoughtful curriculum and assessment for ALL schools.

In this session Jason will discuss what we have learned from studying these systems and are proposing a framework for policy and practice around four elements; Effective Teachers and Principals, a Rigorous Adaptive Learning System, Equitable Foundation of Supports, and Coherent and Aligned Governance to design an educational system in our state.

A distinguished panel of superintendents will discuss the implications for Mississippi in a breakout session following the keynote.

LIKE GROUPS Organization time

9:30 a.m. – 9:45 a.m.
Break & Visit Exhibitors

9:45 a.m. – 10:45 a.m. Concurrent Sessions I

It’s Not Really Year-Round School—It’s Just A Modified Calendar
The Corinth School District will share information about its modified calendar. District personnel will discuss activities that take place during the intercessions along with the impact these activities are having on student achievement and growth. Strategies for gaining community support for this type of calendar will be shared.

Presenters: Lee Childress, Superintendent Corinth School
Brian Knippers, Principal Corinth Elementary School
Total Occupancy 60
What is Required to Create a Top Performing System

Diplomat I & II

Designing a High Performing Education System in Mississippi

Students in the United States are lagging behind the highest performing jurisdictions in the world. These same countries, Singapore, Shanghai, Canada, and Finland for example, took what we do best as innovators to build successful high performing school systems. They built on lessons they learned from us and what worked for them to create a foundation of adequate, well-directed, strong teaching, and a thoughtful curriculum and assessment for ALL schools.

In this session superintendents will discuss what we have learned from studying these systems and are proposing a framework around four elements: Effective Teachers and Principals, a Rigorous Adaptive Learning System, Equitable Foundation of Supports, and Coherent and Aligned Governance to design an educational

Panel Discussion lead by Dr. Susan Rucker, NCEE MS & NC State Director; along with Superintendents Chad Shealy, Dr. Joe Nelson, Dr. Cherie Labat, Wayne Rodolfich, Dr. Debra Dace, Dr. Rob Picou, Dr. Lance Evans and Dr. Cederick Ellis

Total Occupancy 64

Exploring Social Emotional Learning through the Cabana Lens of Standards and Virtual Reality presented by Bailey Ed Group

Join us for an interactive session where participants will explore the new MDE Draft Standards for Social Emotional Learning, discuss their implications for schools and students, and experience why these standards are so important. Participants will experience 3 rotations with interactive activities around the standards in each, one being a virtual reality experience using state of the art headsets and software.

Dr. Andy Parker, Dr. Jennifer Boykin, Kelly Earls

Space is limited to 30 participants.

De-escalation and Emotional Control Crowne

Session will focus to equip participant with the tools needed to identify potential crisis situations, recognize characteristics that could be attributed to a subject in crisis and identify and utilize the most effect methods to address the issue at hand.

Jeffery Artis, Retired FBI Agent

Total Occupancy 25

10:45 a.m. – 11:00 a.m.

Break & Visit Exhibitors Imperial & Regency Hallways
Crisis Communication in a Covid World
**Amphitheater I & II**
"Proactive Communication Between School Districts, Parents, and the Media". Participants will hear about communication with COVID cases, emergency situations, personnel issues, and inclement weather. Communication is a vital part of successful leadership in any organization. In order for schools to promote their message in a positive manner, district and school officials must create and maintain an open line of communication with employees, parents, the community, and the media. In this session, participants will learn effective communication strategies that can be used in districts of all sizes.
**Presenter:** Cory Uselton Superintendant of Desoto County Schools
**Total Occupancy 60**

PPD from the PBEC
**Diplomat I**
Are you looking for that little “something-something” to assist your district’s teachers in teaching the power standards to the depth necessary to grow students? If so, come and see the unique approach to Powerful Planning and Delivery (PPD) that Mississippi teachers are using in successful 3-8 classrooms.
**Presenters:** Lee Ann Fulton—Curriculum Specialist, Scott Cantrell—Data Specialist, Performance Based Education Company
**Total Occupancy 32**

“SB3044 made us 1:1 - How do you maintain and sustain it?”
**Diplomat II**
Thanks to SB3044 most Mississippi districts now have a 1:1 initiative. Madison County School District began their 1:1 initiative in 2014. Rankin County School District began their 1:1 initiative in 2015. Join us to learn how we have maintained instructional integrity and financially sustained our 1:1 program.
**Presenters:** Gavin Guynes, Director of Technology, Madison County School District
**Dr. Amanda Harris, Director of Technology, Rankin County School District**
**Total Occupancy 32**

**Cabana**
**Young Law Group**
**Presenters:** Mr. Jim Young, Ms. Bonnie Granger, Mr. Warren Greenlee
Financial planning, internal controls, purchasing requirements for state and federal funds, and employment issues. All of these topics, while not academic in nature, have a significant impact on the function of schools. The current situation all school administrators are facing is unprecedented. What can you do as a school administrator to make the best decisions for your students and your staff?
**Total Occupancy 40**
Taking Leadership to the Next Level

Demographics, the numbers behind the numbers. How population trends impact decisions for educational facilities, budgets and overall success of communities.

Dr. Jerome McKibben
Total Occupancy 25

12:00 p.m. – 12:15 p.m.
Break & Visit Exhibitors

Imperial & Regency Hallways

Luncheon Sponsored by our Friends at Performance Based Education Company

Performance
Based Education Company, Inc.

12:15 p.m. – 1:45 p.m.
Welcome & Comments
Introduction of Speaker
Total Occupancy 220

“The impact of COVID on K-12 education, higher education and the teacher shortage”

Dr. Ben Burnett

Dr. Burnett retired from public education on June 1, 2014 and accepted the position of Dean of the School of Education at William Carey University. The William Carey School of Education has an enrollment of 1,700 education undergraduate and graduate education majors. In April of 2020, he was named the Executive Vice-President of the university.

Dr. Burnett will share his experiences and solutions that he has experienced over the past few months and their lasting impacts on education in our state and country.

Announcement for SOY

1:45pm – 2:00p.m.
Break and Visit with Exhibitors

Imperial & Regency Hallways
“SB3044 made us 1:1 - How do you maintain and sustain it?”  
Amphitheater I & II 
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**Presenters:** Gavin Guynes, Director of Technology, Madison County School District 
Dr. Amanda Harris, Director of Technology, Rankin County School District 
**Total Occupancy 60**

**PPD from the PBEC**  
Diplomat I  
Are you looking for that little “something’-something” to assist your district’s teachers in teaching the power standards to the depth necessary to grow students? If so, come and see the unique approach to Powerful Planning and Delivery (PPD) that Mississippi teachers are using in successful 3-8 classrooms. 
**Presenters:** Lee Ann Fulton—Curriculum Specialist, Scott Cantrell--Data Specialist, Performance Based Education Company  
**Total Occupancy 32**

**De-escalation and Emotional Control**  
Diplomat I  
Session will focus to equip participant with the tools needed to identify potential crisis situations, recognize characteristics that could be attributed to a subject in crisis and identify and utilize the most effect methods to address the issue at hand. 
**Jeffery Artis, Retired FBI Agent**  
**Total Occupancy 32**

**It’s the “And Then Some” That Makes the Big Difference**  
Cabana  
Dr. David Lee , professor University of Southern Mississippi  
See what some of the top leaders in the country do to make huge impacts in their schools. What is the key to effective leadership? You will find out in this session. You will discover what matters most in our jobs.  
**Total Occupancy 40**

**3:00 p.m. – 3:15p.m.**  
Break and Visit with Exhibitors  
**Imperial & Regency Hallways**
The Power of Partnerships

"Exploring the possibilities of “Grow Your Own” as a solution to the teacher shortage”. With nearly 100 years of combined experience serving the education field from Pre-K to Higher Education, Dr. Burnett, Dr. Poole and Dr. Tonore will discuss the increasing need for school districts across the state to partner with higher education institutions to grow their own teachers as one solution to the teacher shortage. Participants will leave this session with a practical explanation of the teacher education process and with concrete alternatives to attracting teachers to the classrooms of the state.

Dr. Ben Burnett, Dean of Education at William Carey University
Dr. Tonore and Dr. Poole
Total Occupancy 60

"Leading the Leaders of Your District"

Local school administrators - as well as district-level administrators - are the instructional leaders that form the vision and goals for their school and district. Being able to implement The 3 C’s of Leadership: competency, character, and connectivity, can assist in the development of successful leaders. The expectations of a successful school leader, as well as the ability to grow your own leaders in your district and school, will also be discussed in an effort to help drive growth and build a positive school and district climate and culture.

Wade Whitney, Jr., Superintendent of Education George County Schools
Total Occupancy 32


Young Law Group
Presenters: Mr. Jim Young, Ms. Bonnie Granger, Mr. Warren Greenlee
Financial planning, internal controls, purchasing requirements for state and federal funds, and employment issues. All of these topics, while not academic in nature, have a significant impact on the function of schools. The current situation all school administrators are facing is unprecedented. What can you do as a school administrator to make the best decisions for your students and your staff?

Total Occupancy 32
That’s News to Me: How to build STEM student leaders through library workers, robotics, tech teams and broadcasting classes

Cabana

One-to-one - STEM- Relevance - Reading - Engagement: Explore our journey from beginning as a one-to-one district, building school based technology leaders, and developing the love of STEM in middle school students, all while fostering a love for reading. The librarian and tech team leader have been KEY - their growth-minded relationship with teachers and building the capacity in students and teachers is what has guided the growth of our program. From basic computer integration to broadcasting and robotics, this session will trace the development of STEM in a middle school setting since the implementation of one-to-one technology in our building.

Jessica Hodges, Florence Middle School Principal

Total Occupancy 40

4:15 p.m. – 4:30 p.m.
Break and Visit with Exhibitors

Imperial & Regency Hallways

4:30 p.m.-5:30 p.m. “Like Groups “
Hot Topics Discussion
Dr. Lee is Associate Professor of Educational Leadership at The University of Southern Mississippi. He obtained his doctorate degree in leadership from Louisiana State University in Baton Rouge, Louisiana.

6 Qualities of Value Driven Leaders (General Session)
This highly motivational session reveals the six top qualities that leaders must possess to add value to their jobs. If we are not value driven, we are soon forgotten and have little, or no impact. Participants will also be exposed to cutting edge techniques and strategies that will enable them to lead with confidence and creativity.
Leading in Times of Uncertainty
The world has radically changed in unprecedented ways. Educational leaders are now tasked with navigating uncharted waters that continually fluctuate as a result of COVID-19 and the Fourth Industrial Revolution. Even with all of these challenges’ opportunities have arisen to take education in a different direction to create a new normal that better meets the needs of learners and teachers alike. The time is now for leaders to be nimble and lead innovative change in ways that empower people to embrace new pathways including remote, hybrid, and personalized learning. Eric will dissect the competencies and practices that leaders need to model in order to usher in a reimagined educational experience regardless of the challenges faced.
Eric Sheninger
Total Occupancy 60

So, You Want to be a Superintendent
This session features a panel discussion of different leaders who will share their first-year experiences as superintendent. You will have the opportunity to ask questions regarding their first year experiences and plans for their second year of leadership.
Dr. Jason Harris, Superintendent Columbia Schools
Dr. John Mark Cain, Superintendent Lauderdale County Schools
Total Occupancy 32

Leading in our Time of Uncertainty
It is all about personality! Learn about the strengths, weaknesses, and challenges of different personality types to help you effectively communicate and build relationships with your staff, students, and parents.
Stephanie Permenter, Madison County Director of Student Services & Data Management
Total Occupancy 32

Exploring Social Emotional Learning through the Lens of Standards and Virtual Reality presented by Bailey Ed Group
Join us for an interactive session where participants will explore the new MDE Draft Standards for Social Emotional Learning, discuss their implications for schools and students, and experience why these standards are so important. Participants will experience 3 rotations with interactive activities around the standards in each, one being a virtual reality experience using state of the art headsets and software.
Dr. Jennifer Boykin, Tanisha Washington, Kelly Earls
Space is limited to 30 participants.
10:45 a.m. – 11:00 a.m.
**Break & Visit with Exhibitors**

11:00 a.m. – 12:00 p.m.
**Concurrent Sessions VI**

**Are your students most likely to succeed?**
**Amphitheater I & II**

Stressed about what to do after all the devices are delivered? Focus your community on what is important for your graduates to know and be able to do by leading them through a process that develops skill sets that are necessary for the future. See how the Oxford School District developed a Portrait of a Graduate and is aligning resources using a continuous improvement process to develop eight (8) skills that will propel their graduates into the future. Give your school district something to aspire to other than test scores and accountability ratings.

*Brian Harvey, Superintendent Oxford School District*

**Total Occupancy 60**

**Keeping Focus During an Unfocused Time**
**Diplomat I**

Lately, educators have been flooded with a wealth of information. Leaders and teachers are being asked to do more than they have ever done. With that, feelings of uncertainty, overwhelmingness, and frustration can likely follow which could hinder one's ability to stay focused. Education has certainly changed recently, but does that mean the focus should change as well? We will discuss the importance of remaining focused when everything else seems to be changing.

*Cody Killen, Middle School Principal, Neshoba Central Middle School*

**Total Occupancy 32**

**Superintendent Round Table**

**Diplomat II**

Hot Topics discussion for Superintendents

**Total Occupancy 32**

**Identifying Learning Loss for Students**
**Cabana**

Dr. Jason Harris, Superintendent Columbia School District

Dr. Harris will share his efforts to identify and rectify the learning loss of students during their absence last spring and now.

**Total occupancy is limited to 40**
12:00 p.m. – 12:15 p.m.  
*Break & Visit with Exhibitors*  
*Imperial & Regency Hallways*

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**Luncheon Sponsored by our Friends at Bailey Education Group and Young Law Group**

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12:15 p.m. – 1:45 p.m.  
*Welcome*  
*Introduction of Speaker*

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**Our Keynote Speaker is Lt. Delbert Houseman**  
*Updates on Education Policies and Procedures*

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1:45 p.m. – 3:00 p.m.  
*Annual Awards Recognition Program*
The AASA National Superintendent of the Year® program, now in its 33rd year pays tribute to the talent and vision of the men and women who lead the nation’s public schools. This program is sponsored by First Student, AIG Retirement Services and AASA. Any AASA Affiliate Association State Superintendent of the Year who plans to continue in the profession may be nominated.

This program is designed to recognize the outstanding leadership of active, front-line superintendents.

### Mississippi Superintendents of the Year 1988-2020

<table>
<thead>
<tr>
<th>Year</th>
<th>District</th>
<th>Superintendent of The Year</th>
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<tbody>
<tr>
<td>2020</td>
<td>Pascagoula-Gautier Schools</td>
<td>Mr. Wayne Rodolfich</td>
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<td>2019</td>
<td>Houston School District</td>
<td>Mr. Tony Cook</td>
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<td>2018</td>
<td>Jackson County School District</td>
<td>Dr. Barry Amacker</td>
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<td>2017</td>
<td>Pearl Public School District</td>
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<td>2015</td>
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<td>2014</td>
<td>Laurel School District</td>
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<td>Tishomingo County</td>
<td>Mr. Malcolm Kuykendall</td>
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<td>2011</td>
<td>New Albany</td>
<td>Dr. Charles Garrett</td>
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<td>2010</td>
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<td>1988</td>
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Mississippi Association of School Administrators  
Golden Lamp Award Recipients  
1991-2019

<table>
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<th>Year</th>
<th>Golden Lamp Winner</th>
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<td>Dr. Tom Burnham</td>
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<td>Mrs. Margaret Hull</td>
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<td>Mr. Audrae Barnes</td>
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<td>Mr. Scott Cantrell</td>
<td>Dr. Kimberly M. Stasny</td>
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<td>Mrs. Joyce McNair</td>
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<td>Dr. Hank Bounds</td>
<td>Mr. Steve Williams</td>
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<td>Mr. Larry Robbins</td>
<td>Mr. Howard Sanders</td>
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<td>Dr. Jayne Sargeant</td>
<td>Mr. J. Mac Curlee, III</td>
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<td>Dr. Tom Clark</td>
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