2019-2020
PROFESSIONAL LEARNING DIRECTORY
Relevant, engaging, high-quality professional learning for educators

MSTA
Providing professional learning for over 150 years
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 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 Meeting, and personal professional growth.

**Learn more about:**
- Beginning Teachers Assistance Program
- Mentoring
- New Professionals Training Camp
- MSTA Workshops and Presentations
- MSTA State Convention
- Salary Workshops
- Learning Management System
- Outside Resources

*MSTA’s professional learning opportunities prepare today’s educators for tomorrow’s learning.*

“Education is not filling a bucket but lighting a fire.”

—William Butler Yeats
Beginning Teacher Assistance Program

Missouri law requires completion of a Beginning Teacher Assistance Program within the first two years of your Missouri teaching career. MSTA has been providing this DESE-approved training to new teachers since 1998.

This program is offered:
- August through June
- At various locations around the state
- As a four-week online course
- In-district, upon request

Topics covered include:
- Certification
- Instruction and Engagement
- Education Related Law
- Classroom Management
- Effective Communication

Our BTAPs are facilitated by subject matter experts including MSTA Member Service Coordinators (MSCs) and staff attorneys. MSCs are former educators with years of classroom experience and first-hand knowledge of today’s classroom challenges. Staff attorneys cover the education related law component of the BTAP allowing attendees the opportunity to learn directly from attorneys who specialize in school law.

BTAP Pricing:
- $50 for MSTA Members
- $75 for non-MSTA Members

BTAP Schedule:
- Registration 8-8:30 a.m.
- Program 8:30 a.m.-3:30 p.m.
  (break for lunch)

BTAP onsite dates and locations

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Register at www.msta.org/professional-learning/btap/
or call the Professional Learning Department at 800.392.0532
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
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.

“I enjoyed connecting with fellow educators. This allowed me the chance to hear others’ ideas and struggles and share mine to try to help each other.”
—Melody Cochran, Iberia

“This training has been empowering to me enabling me the confidence to: 1. Share more about MSTA, and 2. Provide more opportunity for my students to find success.”
—Marnie Repert, Fox C-6

“I have learned so much about MSTA by attending this workshop. It is a great way to get involved and to meet new teacher friends.”
—Katie Meyers, Greenfield

If you are interested in participating in the New Professionals Training Camp visit msta.org/new-professionals/
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
- Instructional Strategies
- Classroom Management
- Co-Teaching
- Poverty in Classroom
- Dyslexia

Please visit msta.org/professional-learning for more information.
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 and George Curos.

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

To learn more about MSTA’s State Convention visit convention.msta.org
Classroom Management Retreat

**Learning Outcomes:**
- Develop a non-confrontational rapport with even the most challenging students
- Implement conflict-resolution strategies that prioritize relationship building and mutual understanding over finger-pointing and retribution
- Learn about the restorative practices movement in schools
- Build a strong school climate through restorative practices
- Explores changes in teaching behaviors that will improve student classroom management
- Understand the ABC of behavior: the antecedents to the behavior, the behavior itself, and the consequences of the behavior

**Sept. 13-15, 2019**

$250 per person

**What You Get**
- cost of workshop
- Lodging on Friday and Saturday night
- Three meals on Saturday and two meals on Sunday

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MSTA Deep Dive  Teach like a Pirate with Dave Burgess

**Learning outcomes:**
- Develop strategies for feeling passionate about everything you teach
- Commit your full attention to your students and avoid teaching from the “sidelines”
- Develop a natural and authentic connection with your students to build trust and “set the stage” for learning
- Learn how to ask the kinds of questions that will bring your students (and yourself) to new creative heights
- Explore common roadblocks and how to overcome them by reframing expectations
- Learn why an enthusiastic outlook is so vital and how to maintain it throughout the school day

**Nov. 15, 2019**

$150 per person  $500 for a group of four

**What You Get**
- 60-minute General Session Keynote
- Three hours of high energy training by author Dave Burgess
- Lunch
- The book: Teach Like a Pirate
- Optional graduate credit available from Lindenwood University
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

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.

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

Cooperative 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!

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.

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.

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.

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.
MSTA Presentations

MSTA presentations are tailored for CTA meetings, building level professional learning, or in conjunction with district-wide professional development days. Presentation times vary in length and can be combined to meet your needs.

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.
Daniel, Kevin  Consultant & Keynote  Advertisement pg. 23
EduOptimus  Consultant  Advertisement pg. 22
Fairbank, Christopher  Keynote  Advertisement pg. 20
Math & Movement  Advertisement & Keynote  Advertisement pg. 22
McCrea, Andrew  Author & Keynote
4663 State Highway A
Maysville, MO 64469
AndrewMcCrea.com
andrew@andrewmccrea.com

Penmac Education Staffing  Advertisement pg. 21
Rader, Kent  Keynote  Advertisement pg. 20
Kent Rader

World’s Cleanest Comedian and Speaker...

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.
Are your substitutes providing quality instruction every day?

At Penmac Education Staffing, we understand that each and every day in the classroom is vital to learning. We believe that our students deserve more than a babysitter when their regular teacher must be away.

Penmac substitutes are trained in classroom management and sound instructional practices, along with all mandated training. We have a team of veteran educators who regularly visit classrooms to observe substitutes as they teach, and provide encouragement and constructive feedback.

Along with ongoing training, our substitute teachers enjoy weekly pay, and benefits options including health insurance and retirement plans.

If you want your district to have quality substitutes in your classrooms, contact Penmac Education Staffing today to learn more, or send requests for proposals to:

info@penmac.com
(417) 986-7400

Penmac is America’s Largest Employee-Owned Staffing Company, and an Equal Opportunity Employer.
Math & Movement offers a wide variety of professional development for teachers. Each type of event provides attendees with kinesthetic teaching experience and professional development credit. We work with school districts and individual schools to make sure the course material is closely aligned to state standards. We want to provide you with the right tools to make your students succeed!

Consider us for a keynote address!

www.mathandmovement.com  607.233.4209
Kevin Daniel, Ed.D

Staff development for best practices in:
- Trauma Informed/Sensitive Schools
- PLCs, High Performing Teams, Effective Collaboration, Intervention Systems
- Critical Thinking and questioning strategies
- Technology integration into lesson design
- Teaching students from poverty
- Staff Stress and Staff Well-Being, Staff Morale

Additional Services Provided:
- Strategic Planning, CSIP Development with Community Engagement
- Managing Stress: Enhancing Teacher Grit and Resilience
- Curriculum Audits, Literacy Audits, Staff Development Audits
- Curriculum Development and Assessment Development Facilitation
- System-wide Academic Performance Reviews
- Board of Education and Administration Work Session Facilitation
- Leadership Development, Leadership and Executive Coaching
- Back to school, mid-year motivational & inspirational messages

Contact Information
- kdfiredup@gmail.com
- www.kdfiredup.com
- 816.935.0428
- Twitter: @kdfiredup
- LinkedIn: bit.ly/2qLCzqf

Dr. Jerrod Wheeler
Superintendent, Knob Noster
Save the Date

MSTA Convention

Nov. 14-15, 2019
Keynote: Dave Burgess,
author of Teach Like a Pirate

Nov. 12-13, 2020
Keynote: Dr. Adolph Brown
servant leader, author, humorist, master teacher

Nov. 18-19, 2021
Keynote: Peter Dewitt,
author and Visible Learning trainer
working with John Hattie

MISSOURI STATE TEACHERS ASSOCIATION
800-392-0532 • www.msta.org