



2023 MASMS Conference If you are not registered: This is Your Sign!

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MASMS Office Email:
office@masms.org

The only Minnesota
conference that provides high
quality education and
information for
school building
& grounds employees.

See Pages 7 & 8
For a full Schedule of
Classes and Events

Just click on the form you need, fill it out and
email or mail it back to the MASMS Office.

Educational Members Form

Business Members Form

Retired Members Form



Conference Thursday October 5th Friday October 6th, 2023

*Holiday Inn and Suites, 75 South 37th
Avenue
St. Cloud, MN*

Educational Opportunities

Over 40 educational sessions beneficial to all areas of Building & Grounds!

Great Trade Show

This is your opportunity to meet and visit with vendors all under one roof.

Banquet Game Night!

Enjoy an evening with your peers and network, relax and honor achievements.

\$500 Building & Grounds Grants will be Awarded

During the Trade Show there will be drawings for twelve (12) \$500 Grants

Networking

For Fun Golf Event! Tom Robinson Memorial Scholarship Benefit Wednesday October 4th, 2023

Wapicada Golf Course, 4498 15th Street NE, Sauk Rapids, MN

This is a 18-hole best ball
Fun Tournament.
Fun new games on the course!

Proceeds from this golf event fund the
MASMS Scholarship Program

This is a fun event, with fun and
networking being the "hole in one"!

The golf event is open to all members.
Teams are assigned at random.



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Message from the Board

Kevin Johnson
Director Southern Chapter



Another School Year...

It's hard to believe that we're already heading into another school year! Hopefully you all had time to relax and enjoy a little time with family & friends!

With all of the issues on our plates, I'd like to remind everyone of all the great resources MASMS has to offer.

- Chapter meetings are an awesome way to network with peers from around the State. It's always nice to hear that we aren't on an island, rather we're all facing the same issues, so it's a good way to learn from one another. I for one can attest to how much I've learned by just networking with my peers at various meetings. There are a lot of very knowledgeable folks to learn from. Another huge asset is our vendor members. I would be surprised if you have a question that one of them couldn't answer. Tap into their skills!
- Upcoming Events:
 - ◊ Boiler license training; September 5th. Contact Ruth (office@masms.org) for more information.
 - ◊ MASMS State Conference, St. Cloud, MN
This falls conference will be on October 5th & 6th, and the Dollars for Scholars golf outing will be the day before on October 4th. Please consider attending this not only FUN, but education packed event.
- Congratulations to two of our members on passing the CPS exam! Jessica from Prior Lake-Savage Schools and Drew from Jackson County Schools. Way to go!
 - ◊ And a BIG Thank You to our two instructors, Mat Miller (who taught the most recent class), and Maureen Mullen. Your dedication to helping improve the skillset of MASMS members is appreciated!
- We also had 34 people attend our last MASMS Boot Camp! A class that always garners high praise!
 - ◊ This BIG Thank You goes out to Scott Hogan and Mike Boland who are hanging up their instructor hats after teaching this class for the past 14-years! Thank You gentlemen!
 - ◊ Dan Kretsinger and Kain Smith have stepped up to replace Scott & Mike, and Chris Pint and Laura Masey will continue to teach the Health and Safety parts of Boot Camp. Thank You ALL for sharing your skills & knowledge!

Lastly, I would urge you to consider becoming more involved in your chapter by volunteering for various officer and/or Committee positions as they open up. It's a very rewarding experience, and you'll get far more out of it than you may realize. There are a lot of seasoned leaders eager to help you along the way!

Current open positions:

- Open MASMS leadership positions:
 - ◊ Northern Chapter Director
 - ◊ Southern Chapter Secretary
- Open Committee positions:
 - ◊ Awards Committee, 2-4 people

I wish you all a Great 2023-2024 School Year!

Kevin

Vendor Corner

Protect Yourself from Email Scams



*Mike Remington, Inspec
MASMS Vendor Rep*

Just last week I received an email that appeared to be from the President of MASMS saying that the Treasurer of MASMS was out and he needed a MASMS related payment made and if I could help with that. I knew right away it was one of the many email phishing scams that I get routinely – likely they pulled our names and emails off of the internet.

Another real example happened years ago: I was camping and hadn't checked my emails in couple days, I fired up my phone and saw a string of emails regarding a wire transfer of money that I had supposedly requested be done. It started with an email to one of our accounting staff, that looked like it came from me, asking to wire over \$20,000 to a bank account in Texas. By the time I saw these and called my office, one of our staff was literally standing in line at the bank waiting to transfer the funds, but thankfully we stopped it in time. After that happened, I specifically met with our accounting staff and said I will never ask for a wire transfer, you should always see me in person or at least call me to confirm it is actually me asking for something like this, etc.

These email scams get more sophisticated all the time, but there are some things you can do to learn to spot these attempted scams and protect yourself from falling for one:

Email scams often contain some sort of urgency to them – they find some way to pressure you to act quickly. Creating a false sense of urgency is a common trick, don't fall for it – take some time to look at the email carefully, slow down and think, take time to confirm it is legitimate and/or actually from the person it looks like it's from!

Another very common component of these email scams is something like "I am in a meeting now so don't call me" or "I am not available by phone" or some other reason that you shouldn't call the apparent sender of the email. That is a huge flag – they obviously don't want you to call the "real" person and find out that they didn't send the email and it is a scam!

Bad grammar and bad spelling are also quite common in scam emails, or even things like odd greetings or sign-offs at the end of the email. For example, when I email an employee, I usually start with "Hi" and not "Warm Greetings" or some other odd phrase. These scam emails are getting more sophisticated all the time so don't assume they all will have bad grammar or spelling, but if they do that is another red flag and you should not fall for it!

Resist the urge to click on any suspicious links or attachments – if you don't know what it is or why it was sent to you then assume it is a scam or malware and DO NOT click on the link or attachment! I get these quite often as well, with very generic information like "Here is your invoice" or "You have a digital voicemail" and then there is a link or attachment. If you aren't sure, again you can always call the company or person that it looks like it's from but never contact the scammer directly or use a number in the email – look it up independently and call that number instead. Many times these scammers will make that attachment very tempting to open, calling it something like "confidential salary info" or some other title that just makes you really tempted to see it. Don't click on any links or attachments unless you are 100% sure what they are and who they came from!



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I can't tell you how often I and others receive emails along the lines of "I need you to do me a favor, I'm in a meeting so don't call me, but I need you to buy some gift cards for me". Don't fall for it! I even receive scam text messages at times, usually with a link that I am supposed to click. These scams are everywhere now! Hopefully these tips will help you identify potential scam emails and avoid becoming a victim of one. Be careful!

Welcome New Educational Members



Scott Rakos, *Wayzata ISD*

Kirk Schoenrock, *Lakeville ISD*

Dave Stalboerger, *Albany ISD*

Brent Vanderplats, *Ada-Borup West ISD*

Alegandro Olive Santos, *Prior-Lake Savage ISD*

Kevin Klecker, *White Bear Lake ISD*

Holly Butterfield, *N St. Paul-Maplewood-Oakdale*

Michael Fox, *N St. Paul-Maplewood-Oakdale*

Chase Johansen, *Dilworth-Glyndon-Felton*

Welcome New Business Members

Mark Bonde, *Parallel Technologies*

Travis Negaard, *Ultra Durable Technologies*

Rod Schumacher, *Ingensa, Inc.*

Kevin Holm, *LHB, Inc.*

Zach Hedrington, *Philadelphia Comm by Shaw*

Cory Meyer, *Kline-Johnson & Associates*

Harry Rothstein, *Weidner's Mechanical Contractors*

Elizabeth Kallstrom, *NCS Corporation*

Zach Jackson, *Sunbelt Rentals*

Jill Bills, *OPN Architects*

Dillon Cariveau, *FLR Sanders, Inc.*

Bruce Fladebo, *Servpro of St. Cloud*

Chris Arenz, *Gordian*

Jamie Farlinger, *MN State Industries*

Elizabeth Kallstrom, *NCS Corporation*

Jake Rocheford, *Ryan Company*

Bress Nicneven, *CFS Interiors*

John Waletzko,

Bradbury Stamm Construction

Thean Ping Ang, *Sproutmation, LLC*

Zack Danninger, *Verkada*

Dan Horst, *Verkada*

Samuel Clayton, *Otivy, Inc.*

Joshua Porte, *Pavement Resources*

Elise Kelly, *Pope Design Group*

Bill Combs, Jr., *Combs & Associates, Inc.*

Edward H. Cook,

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Install & Utilize the MASMS Conference App The easy way to access the Conference Agenda and Info!

From your smart phone you will be able to:

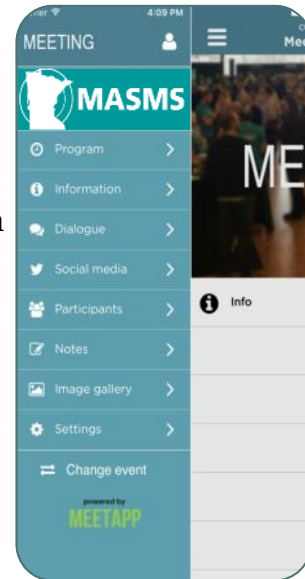
Check Schedules and Agendas	Find Exhibitor Information	Complete Evaluations
Review Educational Session Information	Review Speaker Information	Exchange Information

INSTALL INSTRUCTIONS | Only do this ONCE. After that you'll go directly to the conference.

STEP 1:

Click this link **OR** SCAN this QR code to download the app.
<https://welcome.ventla.io/masms-events?eventid=703556>

Select "Open in mobile app". Then click "Open".
You will be taken to the AppStore/Google Play Store
to download the Ventla app.
Make sure to **allow** push notifications when opening the app.



STEP 2:

REGISTER AND ACCEPT PRIVACY POLICY

Register with your **first and last name**. Check the box to **accept the privacy policy**. Click **next!** That's it!



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2023 MASMS Conference Schedule

Wednesday October 4, 2023

10:00 am	Scholarship Golf Event	Wapicada Golf Course Sauk Rapids, MN
5:00-8:00 pm	Conference Registration	Holiday Inn Lobby
7:30 pm	Business Member Appreciation Mixer	Holiday Inn Conference Center

Thursday October 5, 2023

Thursday Morning | Breakfast | Keynote

6:00 am	Registration, <i>Conference Lobby</i>
6:15 am	Hot Breakfast, <i>Celebration</i>
6:30 am	1st Time Attendee Meeting, <i>Rox Room</i>
7:50 am	Presentation of the Flag, <i>Huskies Room</i> 



8:00 am **KEYNOTE SPEAKER**
Dr. Jermaine M. Davis
"What makes great leaders great? -
Great Leaders Care"
Huskies Room

Thursday Morning | Educational Sessions

9:10 am — 10:05 am Session (Pick 1 session from the 7 offered.)		10:15 am — 11:10 am Sessions (Pick 1 session from the 7 offered.)		(Pick 1 session from the 7 offered!)	
ROOM		ROOM		ROOM	
Huskies	Build Trust and Credibility (General Credit Hours) Dr. Jermaine M. David	Huskies	Custodial Performance Expectations & Criteria (General Credit Hours) Maureen Mullen, Prior Lake ISD Jeff Arthurs, Osseo ISD	Pool Area	behind the Celebration Room VENDOR MEETING & LUNCH <u>Business Members Should Attend</u>
Gophers	What is your bldg. exterior telling. (General Credit Hours) Chelsey Klasnich, Restoration Systems, Inc.	Gophers	Licensing MN Electrical Act (General & Health and Safety Credit Hours) Steve Dudley & Sheldon Monson MN Dept of Labor & Industry	Huskies	Advancements in Cleaning (General Credit Hours) Jack Anderson & Aaron Mathison, Nilfisk
Johnnies	LTFM (General Credit Hours) Sarah Miller, MN Dept of Ed	Johnnies	LTFM (General Credit Hours) Sarah Miller, MN Dept of Ed	Gophers	School Inspections (General & Health and Safety Credit Hours) Forrest Williams, MN State Fire Marshal Division
Bennies	Playground Maintenance Inspections (General & Health and Safety Credit Hours) Stacy Strand, Flagship Recreation	Bennies	Pavement Management (General Credit Hours) Andrea Blanchette, Terracon	Johnnies	School Finance 101 (General Credit Hours) MASBO Board Members
Rox	Fire Code Fundamentals for Stages and Auditoriums (General & Health and Safety Credit Hours) Jake Lindquist & Forest Williams MN State Fire Marshal Division	Rox	Condensation—Water Intrusion (General Credit Hours) David Campbell, Inspec, Inc.	Bennies	Lessons from the Field (General Credit Hours) Ben Boeding & Roger Weinbrenner MN Sodding Company
Twins	Health & Safety 101 (General & Health and Safety Credit Hours) Mary Ferrian & Amanda Edberg IEA	Twins	Variable Speed Pump Controls Next Gen Motors (General Credit Hours) Mike Comstock, Mulcahy Co.	Rox	Gym Equipment—Preventive Maint. Backstops, Curtains & Bleachers (General Credit Hours) Branden Sward, H2I Group
Vikings	Polymer Solutions for Mechanical And Plumbing Piping (General Credit Hours) Jed Koep, Foundation Sales	Vikings	Rolling Steel Doors (General Credit Hours) Jay Anderson, Dock & Door Tec Inc.	Twins	Glycol in Hydronic Systems (General Credit Hours) Mike Comstock, Mulcahy Co.
				Vikings	ADA Requirements for Sites (General & Health and Safety Credit Hours) Mike Remington, Inspec, Inc.
10 Minute Break & Networking		10 Minute Break & Networking			
		11:20 am — 12:15 pm Sessions			

Thursday Afternoon | Events

12:00 pm Vendor Hot Lunch, *Pool Area behind the Celebration Room*
12:15 pm Educational Member Lunch & Meeting, *Celebration*

1:15 - 5:00 pm Trade Show Atrium & Kidzone Areas

Drawings for twelve \$500 Grants for a B & G project! Education members are automatically in the drawing. A name is drawn every 15 minutes starting at 1:30 pm on the trade show floor. **Must be present to win!**

On the Trade Show Floor ~ Scholarship Fund Raiser

Some of the exhibitors will have prizes in their booths.
Purchase \$1.00 tickets at the ticket table located near the trade show floor.
Deposit your ticket(s) into the bags at the booths, of the items you want to win!
All funds raised will go to the MASMS Scholarship fund!
Drawings will start at 4:00 PM.

Thursday Evening | Events

6:15 pm Reception, Banquet & Awards
Conference Hall

8:30 pm **Networking & Entertainment GAME NIGHT!**
Atrium Area of the Hotel
A chance for members to win prizes!

Bean Bag Tournament
Dart Games Tournament
Cribbage | Foosball | Ping Pong
Pool Tables | Driving Machines
Jurassic Park Machines

2023 MASMS Conference Schedule

Friday October 6, 2023

Friday Morning

6:30 am Hot Buffet Breakfast, *Celebration*
7:00 am Retired Member & Past President
Breakfast Informal Gathering



7:45 am **Friday Morning Keynote Speaker**
Curt Slater
"Are You Comfortable in Your Shoes" *Huskies*

9:15 am **Legislative Update**
Sam Walseth, MASMS Lobbyist *Huskies*

Friday Morning | Educational Sessions

9:40 am — 10:30 am Session (Pick 1 session from the 6 offered.)

ROOM	
Huskies	Info on MASMS Certification (General Credit Hours) MASMS Educational Committee
Gophers	Overhead Air Supply with Displacement Ventilation (General Credit Hours) Matt Strasser and Anthony Montez DLR Group
Johnnies	Taking Control of Your Data (General Credit Hours) Derek Hillestad & Brian Peters Site Logic
Bennies	Trends for Hard Surfaces Courts & Active Rec Amenities (General Credit Hours) Jay Pomeroy, Bolton & Menk
Rox	Trades Class Info—High School Students—Boiler Class (General Credit Hours) Dustin Wroolie, Nevis ISD Howard Berny, State Boiler Insp.
Vikings	EV Charging & the Electrification Revolution (General Credit Hours) Aaron Schutz, Retrofit

10 Minute Break & Networking

10:40 am — 11:30 am Sessions (Pick 1 session from the 6 offered.)

ROOM	
Huskies	Crisis Planning—Reunification After a Crisis (General & Health and Safety Credit Hours) Maureen Mullen Prior-Lake Savage ISD
Gophers	Storm Shelters MN State Building Code (General Credit Hours) DLR Group
Johnnies	"It's just..." A guide to common Products with Uncommon Properties (General and Health and Safety Credit Hours) Nick Dryden, Retrofit
Bennies	Guide to Building a Safe Field (General Credit Hours) Mike Meyers, Idaho State Univ Tarkett Sports & Field Turf
Rox	Meeting of all Chapter Leadership (General Credit Hours)
Vikings	Natural Gas Update: Pricing Now And into the Future (General Credit Hours) Paul Albinson, CenterPoint

10 Minute Break & Networking

11:40 am — 12:30 pm Sessions (Pick 1 session from the 6 offered.)

ROOM	
Huskies	Ready, Set, Bag What to keep in a Go-Bag (General & Health and Safety Credit Hours) Jens Erickson, IEA, Inc.
Gophers	All things Elevators: Roundtable (General Credit Hours) Katie Zellmer, Urban Elevator Service MN
Johnnies	How the 2025 MN Performance Requirements with affect Facility Teams (General Credit Hours) Doug Straus, CMTA, Inc.
Bennies	Irrigation Basics for Your Facility (General Credit Hours) Ben Boeding & Roger Weinbrenner, MN Sodding Company
Rox	Food for Thought: Food Waste and Water Usage (General Credit Hours) Cheryl Rich-Johnson, The Yes Group
Vikings	Carbon Capture (General Credit Hours) Paul Albinson, CenterPoint

12:30 PM
Lunch and Networking
Celebration Room



How to Network Effectively at a Conference

1. **Have Clear Goals and Objectives**—who you would like to meet and what you want to take away.
2. **Go Prepared.** If there are specific attendees, vendors or speakers you hope to meet and talk to, do your research and prepare ahead of time.
3. **Be ready with conversation starters.** "Where are you from?" "What did you find interesting at the conference so far?" "What has been your favorite sessions/speakers so far?" "I'm trying to improve (fill in the blank) - what are you doing, any tips?" "What sessions are you looking forward to?"
4. **Be Approachable.** Don't spend your time outside of sessions using your phone or laptop. By looking open you'll make it more likely that someone looking for someone to talk to, will approach you!
5. **Plan the sessions you would like to attend in advance.** You cannot be at every session, don't miss the opportunity to be in the sessions that will be the most benefit for you.
6. **Check the Name Tag.** It's always okay to check out someone's name tag if you want to know who "that someone" is—that's why they provide them at the conference.
7. **Keep in Mind that Most People at the Conference are in the Same Situation as You!** During session introduce yourself to the people on each side of you.
8. **Get the Conference App.** This will help you keep on schedule and find the sessions you want. In the app you may also find contact info for others that you meet.
9. **Bring Business Cards or quick notes with your contact info.** You may have only a brief moment to make contact with someone and handing them your contact info is always better than a missed opportunity.
10. **Connect Socially.** Be sure to find some fun with other attendees at the evening events!



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2023 MASMS Conference Keynote Speakers

Thursday October 5th
8:00 AM | Conference Center
Dr. Jermaine David

"What Makes Great Leaders Great— Great Leaders Care"

What makes great leaders *great*? Great leaders **C.A.R.E!** They intentionally **Create A Rare Experience** in the lives of their employees, colleagues, and customers.

Have you ever wondered why great leaders don't burn out? It is because they get things done *through* and *with* the strengths and talents of their motivated and engaged employees. Research shows, people don't leave teams and organizations, they leave *bad* and *incompetent* leaders. Don't allow poor leadership to interfere with your organization's success. In this dynamic and engaging presentation, Dr. Jermaine teaches leaders how to build trust and establish credibility, enhance organizational communication, and inspire team collaboration.

Friday October 6th
7:45 AM | Conference Center
Curt Slater

"Are you Comfortable In Your Shoes?"

We all want to be part of a positive, nurturing, and welcoming environment at work. What role do we play in that journey?

Each day we have the chance to make someone's day a little brighter, but we can't make that happen unless we have the energy and passion for building relationships with the people around us.

Get ready to learn how a few small adjustments to your day can impact those around you and, ultimately... yourself!!



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2023 MASMS Conference Educational Opportunities

One of the main benefits of attending conferences is that you can learn from experts, peers, and practitioners in your field. You can discover new products and best practices, along with skills that help with leadership, problem-solving, and decision making.

Please see page 7 and 8 for a full list of the educational sessions being offered this year.

From leadership classes to plumbing to LTFM—there are educational opportunities for everyone!

Wednesday Fun Golf Event

10:00 AM Wapicada Golf Course
*Benefit for the MASMS
Scholarship Fund*

7:30 PM Member Mixer
*St. Cloud Holiday Inn
All Members—
Business & Educational
Are Invited to Attend!*

Thursday Afternoon Activities

12:15 pm Educational Member Lunch & Meeting, Celebration Room

1:15 - 5:00 pm Trade Show Atrium & Kidzone Areas

Drawings for twelve \$500 Grants for a B & G project!
Education members are automatically in the drawing. A name is drawn every 15 minutes starting at 1:30 pm on the trade show floor.
Must be present to win!

On the Trade Show Floor ~ Scholarship Fund Raiser

Some of the exhibitors will have prizes in their booths. Purchase \$1.00 tickets at the ticket table located near the trade show floor.

Deposit your ticket(s) into the bags at the booths,
of the items you want to win!

All funds raised will go to the MASMS Scholarship fund!

Drawings will start at 4:00 PM.

Thursday Evening Activities

**6:15 pm Reception, Banquet & Awards
Conference Hall**

**8:30 pm Networking & Entertainment
GAME NIGHT!**

Atrium Area of the Hotel

A chance for members to win prizes!
Bean Bag Tournament | Dart Games
Foosball | Ping Pong | Pool Tables
Driving & Jurassic Park Machines



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A JOB WELL DONE - SMELL THE ROSES!

Submitted by Marc Bachman, MASMS Health & Safety Committee Chair



By Tuesday everyone will be back into the school year routines. Congratulations on the work you and your staff completed the past 10-12 weeks to ensure the new year kicks off with the right foot. The past two weeks especially can be two of the most intense weeks of the year for the custodial and maintenance departments. (If you work in an elementary school you probably have had teachers roaming the building for almost a month! They just can't wait to get started.)

In the past 4 years or so, due to a lack of employees, getting the necessary maintenance and cleaning work completed has become much more difficult and much more stressful. I have had many conversations with you, my MASMS friends, about the change that has taken place. Our staffs are being asked to do more with fewer people and you are being asked to complete work you used to hire people to do and still stay on top of all of the other responsibilities related to LTFM, Health and Safety and managing the use of facilities. Our business is tough work which takes dedicated people like you to ensure our students have the best opportunities to learn and our teachers have the best environment to teach in.

SMELL THE ROSES! There will always be the next meeting, project or work order to get to. This week, take the time to walk through your buildings (if you have 10+ buildings, pick a handful of elementary schools) just after classes have begun and take in the energy the students and teachers are exuding. Listen and laugh as wide eyed 1st graders ask their teachers when lunch is at 8:05 a.m.! Feel the smiles and excitement of the new year pulsating out of those classrooms. At the junior highs and high schools swing through when they are having their pepfest or just passing in the halls. This is all happening because YOU and YOUR STAFFS cared enough to have the buildings ready for another year of growth, learning and community building. Thank you for caring. Thank you for committing to the future of your community.

KEEP IT DRY INSIDE

This past Thursday, Sam Walseth joined our monthly Health and Safety Tool Box talk to give a little preview of what we might expect in the next legislative session. As always Long Term Facility Maintenance dollars will be a priority for MASMS. The message is this - ALWAYS take the opportunity to bring LTFM into your conversations with Superintendents, Principals, School Board members and your Local Representative. There are folks in your district and at the Capitol which see LTFM as a pot of money which can address additional needs beyond the priorities of the fund.

Continued on Page 13



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A Minority-Business Enterprise (MBE)

Health & Safety (Continued from Page 12)

As it stands right now, LTFM requires us to go into the red in order to complete the necessary projects like replacing our roofs and sealing our windows to keep the building free of contaminants and moisture it was created to support!! In your buildings, there is a misperception by many in administration that LTFM is a pot of money that easily takes care of maintaining our facilities. Much of this misperception is due primarily because most members of the administration don't engage in discussions about LTFM on a weekly basis so they are making assumptions about how it works and what it can be used for. More than once I had a principal ask to use LTFM to address a pet project over the summer which had nothing to do with LTFM. The more we interject information about the LTFM projects we are planning for, the better they will understand the financial limitations of the maintenance department.

START TALKING TO YOUR LOCAL REPRESENTATIVE NOW! Invite your local representative to spend an hour with you walking through your buildings and share with him/her how you put LTFM dollars to work. As you walk through a building, point out all the work you have been able to complete thanks to LTFM funding and thank them for that. Let them see those facilities correction you are holding off on due to having to overspend your LTFM to address items of greater importance like your roofs and parking lots.

We learned listening to Sam that many legislators are pulled in so many directions it is hard for them to fully understand LTFM and the limitations it currently has. Most legislators are simply members of your community who are willing to give of their time to try and make their community a better place. Give one a call and invite them to join you. This is a good time to do it and a good time to increase our building and local leaders' understanding of our facilities needs.

Congratulations again on all you and your staff did to prepare your schools for learning! Smell the Roses. Take time for yourself to renew!

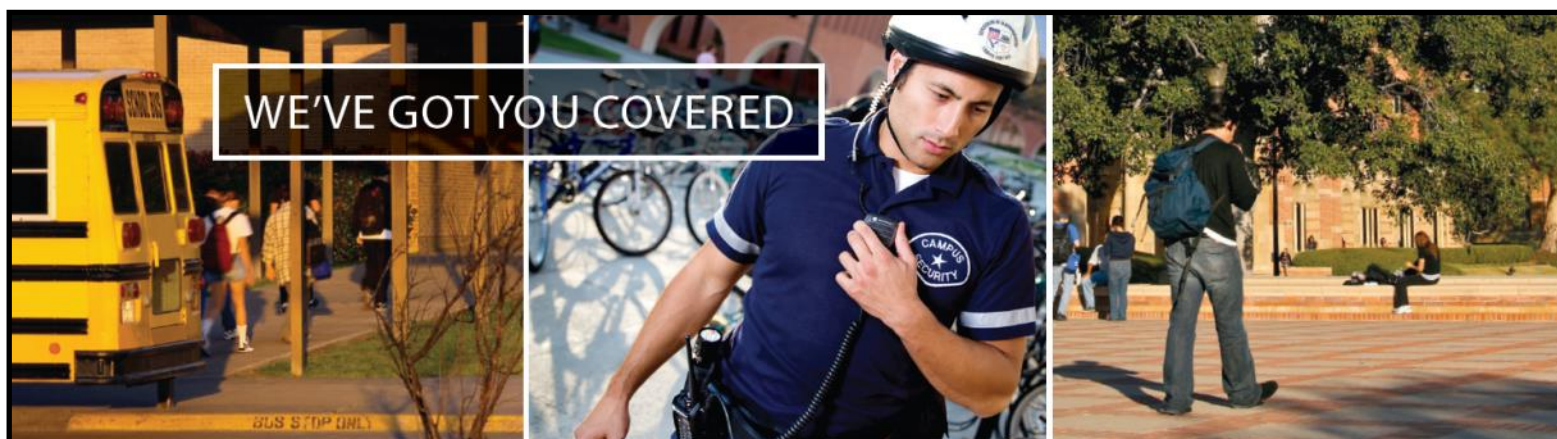


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How to have Better Conversations!

We’ve all had really great conversations. The kind of conversation where you walk away feeling engaged and inspired, or where you feel like you made a connection or you’ve been perfectly understood. There is no reason most interactions cannot be like that.

If you choose just one of the following and master it, you’ll enjoy better conversations.

Number One: DON’T MULTITASK Set your phone down, be present. Be in the moment. If you want to get out of the conversation, get out of it, but don’t be half in and half out.

Number Two: LEARN Enter every conversation assuming that you have something to learn. “Everyone you will ever meet knows something that you don’t.”

Number Three: Use Open-Ended Questions Enter every conversation assuming that you have something to learn. “Everyone you meet knows something that you don’t.” Use questions like “What was that like?” “How did that feel?”

Number Four: Go With the Flow When thoughts come into your mind, let them go. When you are thinking of things not in the conversation, you probably stop listening.

Number Five: If you don’t know, say you don’t know!

Error on the side of not knowing everything!

Number Six: Don’t equate all your experiences with theirs. All experiences are individual. And most importantly, it’s not about you. Share how you relate, but don’t make it all about your experiences.

Number Seven: Try not to repeat yourself. It’s condescending and boring, and we all tend to do it a lot. If we have a point to make, we just keep rephrasing it over and over. Try not to do that.

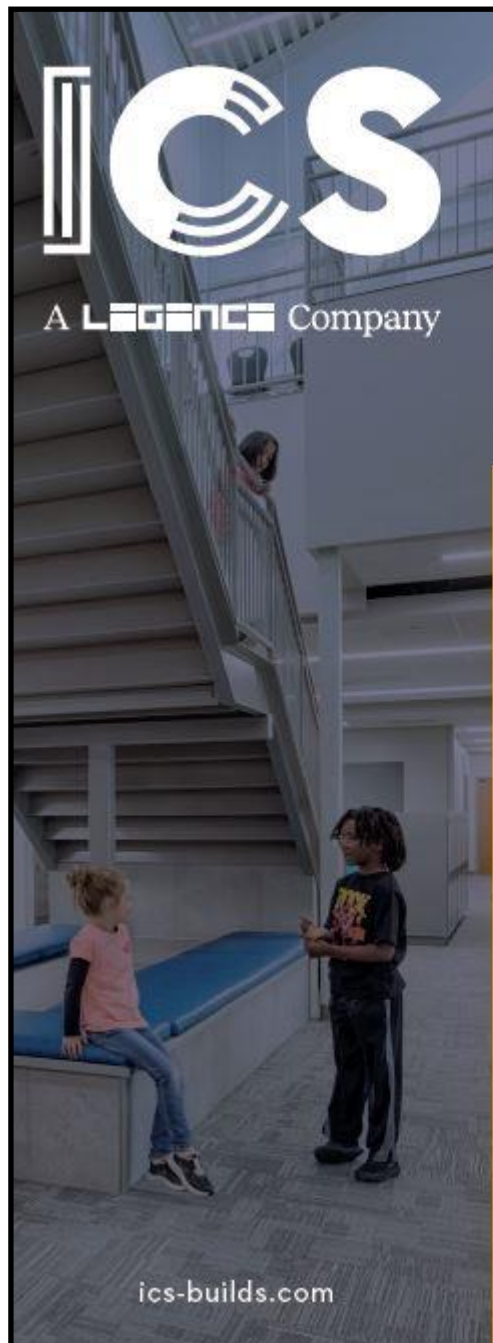
Number Eight: Stay out of the weeds.

People don’t care about the details (dates, names, etc) - all those details that you struggle to come up with in your mind. What they care about is you, what your like, what you have in common. So forget the details!

Number Nine: Listen.

The most important one. Listening is perhaps one of the most important skills you can develop. Buddha said “if your mouth is open, your not learning”.

Steven Coveny said it beautifully. He said, “Most of us don’t listen with the intent to understand. We listen with the intent to reply”



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A Few Fall Team Building Activities to Try This Season

Fall can be a stressful time for school staff, with everything starting up again! It's a great time for some team building activities.

- Team building allows people to get to know each other—their interests, their strengths and weaknesses, and how they communicate, among other things. You can't achieve anything if your team members don't understand one another.
- Team-building activities also build camaraderie and trust—one of the most important aspects of a successful team.
- Team-building activities can help remind people that work is never just about them—it's about the entire group. When you're encouraged to do something together, rather than solo, it brings to life the idea that the group's success (and ultimately the school's) should be a priority.

Fall Bake Off

Ask your employees to bake their tastiest fall recipe and bring them in for lunch. Give everyone a score card and let the tasting begin. Your staff will love the sweet treats and the playful trash-talk that is sure to accompany a friendly competition! From pies to a salsa, the delicious cook-off options are endless.

Give Back

Fall is the perfect time to give back. In fact, many nonprofits are in need leading up to the holiday season and colder weather. So what better way to kick off the new season than by helping those in need? The opportunities to give back and spread kindness and compassion are endless.

Fall Scavenger Hunts

One of the best fall team building activities to do is a scavenger hunt. Setup a week long scavenger hunt, and end it with a lunch where everyone discovers who did the best! Offer some simple prizes!




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MESSAGE BOARD | MESSAGE BOARD | MESSAGE BOARD

Have you ever wanted to learn more about policy work? BrightWorks (Metro ECSU new name) has a new opportunity for you! Join the 2023-2024 Education Policy Fellowship!

The Minnesota Education Policy Fellowship is a joint venture of the Center for Policy Design and two Minnesota Cooperatives: BrightWorks and Lakes Country. Minnesota EPF, over the past 46 years, has created a unique public policy network consisting of nearly 600 Fellows, sponsors and guests. This Fellowship has a primary focus on state and federal public policy development and the leadership that is necessary to influence policies that will have a positive impact on the educational experiences of Minnesota's students. This year-long fellowship will touch on many subject areas which are highlighted in the Schedule in the attached application and can also be found on the [Center for Policy Website](#). In addition to the monthly sessions highlighted in the Schedule, there will be an advocacy trip to Washington D.C. and a day at the Minnesota Capitol. Educators, District Leaders, and School Board Members apply for a year-long education policy fellowship.

Steam and Hot Water Boilers Dakota Cty Tech College

This course will fully prepare you for the boiler exam without outside study time. Course includes at least one boiler room tour. View upcoming classes and register online. Click here for details:

[Steam and Hot Water Boilers](#)

Question? Email chris.hinrichs@dctc.edu

JOB POSTINGS Go to www.masms.org and select the QUICKLINK labeled Job Postings Jobs are posted daily for positions throughout the state.

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School Indoor Air Quality (IAQ) Plan Training

MDH is offering school IAQ plan trainings in fall 2023, in-person statewide and a webinar. This training will discuss requirements and best practices for school IAQ. School staff, service providers, and others are welcome to attend. The training is free. Registration is required. See [MDH School IAQ Plan Training](#) for details and registration.

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Questions? Email cwe@southcentral.edu

MASMS Calendar

October 4, 2023	GOLF EVENT CONFERENCE
October 5, 2023	CONFERENCE/TRADE SHOW
October 6, 2023	CONFERENCE

If you know of any training that would be beneficial to our members, please contact the MASMS office. We will publish the information!