



VOLUME 15. ISSUE 2.
NOVEMBER 2011

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Recognition Event
Customer Appreciation Social
Supporting Teacher
Effectiveness

the **communicator**



It's the "little bit more" Attitude that Makes a Support Staff a STAR!

By Sandra Cordie, Director of Educational Programs

The event whose purpose was to "recognize and celebrate the contribution of the Educational Support Staff in our schools" became a reality and huge success on Wednesday, September 14 at the Holiday Inn, St. Cloud. Over 250 people attended to honor 75 honorees whose job descriptions are merely the tipping point of the impact these honorees make on their schools and their community.

Rob Cavanna, Executive Director of Resource, welcomed guests and explained how this event came about. "A number of superintendents in our 42-member district region approached Resource about a regional recognition event honoring educational support staff. The major proponent of such an event was Dan Brooks, Sauk Centre Superintendent. We at Resource, as well as the leadership in our school districts, agreed that this group needed to be recognized for their work and contributions to the schools. They rarely are ever in the spotlight and can be the overlooked staff in a school system," Cavanna stated.

The steering committee of three superintendents, Todd Burlingame, Paynesville; Scott Staska, Rocori; and Dan Brooks, Sauk Centre, along with Rob Cavanna and Sandra Cordie, Resource staff, developed guideline criteria for districts. (see page 8) That put the event in motion.

"Our goal the first year was 200 participants," said Sandra Cordie. "We knew there was significant interest in recognizing these individuals but the first year always comes with question marks."

"It is about the little things wrapped up in the kind of person you are that makes you a star," said Mary Dank, keynote speaker for the event. "It's what you do that adds a measure of joy to routine experiences and daily interactions with kids and co-workers," she said.

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To view photos of the honorees, please visit www.resourcetraining.com/Pictures/EducationalSupportStaff2011.

from the
EXECUTIVE DIRECTOR
Robert C. Cavanna, Ed. D.



1. From the Executive Director
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Appreciation Celebration &
Awards Social
4. 33rd Annual Customer
Appreciation Celebration &
Awards Social
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Superhero Parenting
10. Community Bullying Event
Health & Safety News - Mold
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13. Ask the Benefits
Specialist
14. Calendar of Events

I hope that your school year has begun well both for you and your students. For the first time in our service region and anywhere else in the State, we honored 75 support staff from 23 of our districts on September 14, 2011. It was a very heartfelt affair and one which will grow every year, with your support, honoring outstanding educational support staff that we have in all our districts. Look for pictures and articles on it and our recent Customer Appreciation Celebration to learn about these honorees as well as other outstanding persons receiving the coveted 2011 Outstanding Service Award.

In this issue, I'd like to focus on another ASCD (Association for Supervision and Curriculum Development) book, *Learning from Lincoln, Leadership Practices for School Success*. It was written by Harvey Alvy and Pam Robbins, two experienced educators.

I'm sure you're thinking – what can 21st century educators learn from the example of a 19th century President? In this intriguing and insightful book, authors Harvey Alvy and Pam Robbins show how the legacy of Abraham Lincoln can guide today's education leaders – principals, teachers, superintendents, and others – as they tackle large-scale challenges, such as closing the achievement gap and everyday issues, such as communicating with constituents. The authors identify 10 qualities, attributes and skills that help to explain Lincoln's effectiveness, despite seemingly insurmountable odds:

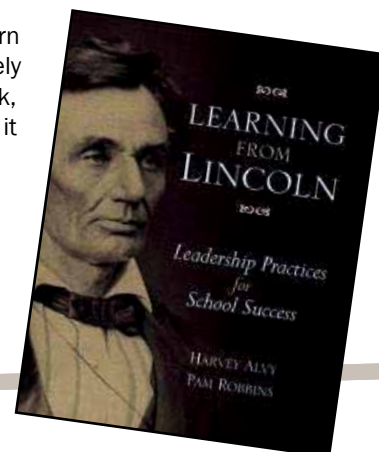
1. Implementing and sustaining a mission and vision with intense and profound clarity;
2. Communicating ideas effectively with precise and straightforward language;
3. Building a diverse and competent team to successfully address the mission;
4. Engendering trust, loyalty and respect through humility, humor and personal example;
5. Leading and serving with emotional intelligence and empathy;
6. Exercising situational competence and responding appropriately to implement effective change;
7. Rising above personal and professional trials through tenacity, persistence, resilience and courage;
8. Exercising purposeful visibility;
9. Demonstrating personal growth and enhanced competence as a lifetime learner, willing to reflect on and expand ideas;
10. Believing that hope can become a reality for all.

Chapters devoted to each element explore the historical record of Lincoln's life and actions, then discuss the implications for modern educators. End-of-chapter exercises provide a structure for reflection, analysis of current behaviors and guidance for future work so that readers can create their own path to success – inspired by the example of one of the greatest leaders of all time.

This book is for all educators. There are so many things to learn from it such as building a team, communicating more effectively and engendering trust. If you'd like to order a copy of this book, call ASCD at (888) 933-2723, ext. 5634. You may also borrow it from the Resource Media Center.

In closing, I wish you a very rewarding fall. Thank you for your dedication to teaching and commitment to learning.

Robert C. Cavanna
Dr. Robert C. Cavanna, Executive Director



LEADERSHIP AWARD presented to sandra cordie



Dale Zellmer - NAFEP Board Representative for Minnesota, Barbara Kearn - MAASFEP President, Sandra Cordie - Director of Educational Programs, Resource Training & Solutions, Susan Currey - MAASFEP Board Member

The Minnesota Association of Administrators of State and Federal Education Programs (MAASFEP) and the parent group, National Association of Federal Education Program Administrators (NAFEPA), nominated Sandra Cordie, to receive the 2010-2011 Minnesota State Leadership Award.

The award is given to individuals who through their efforts have given significant support to students and educators in our state, and supported the goals of the state affiliate organization.

Cordie has served as the Director of Educational Programs for Resource Training & Solutions, a MN Service

Cooperative, for over 21 years. "When I started my job, the first event I worked on was a 'Chapter 1 Conference'. This conference has continued annually for the past 22 years. Additionally, a network has grown out of the need for Title I Coordinators to meet monthly to keep abreast of issues, topics and the day to day coordinating of Title 1 programs in our regional schools. This group is truly a Network in the sense of sharing, book discussions, presenters and relevant topics. In working with the Network and the Conference, I get a chance to interact with individuals who are committed to making a difference for children, one student at a time," Cordie wrote in the narrative for NAFEPA.



REGIONAL CHESS TOURNAMENT

SATURDAY,
JANUARY 28, 2012

9:00 a.m. - 2:30 p.m.

Check in—8:30 a.m.

DISCOVERY SCHOOL 700 S 7th St
Waite Park - 320-251-7770
<http://isd742.org/discovery.html>

- All students grades K-6 are invited to attend this exciting event.
- All players are guaranteed to play at least five games of chess.
- Students will be placed in simultaneously conducted tournaments based on grade.
- Awards will be given for 1st through 8th place in division.
- Please bring your own chessboard and standard pieces marked with your name (*one board per child*).
- Parents are welcome to stay throughout the day and are encouraged to volunteer.
- Parents that do not stay for the tournament must be back by 2:00 p.m.
- All participants need to enter through DOOR 7 (West Parking Lot).
- Discovery PTA will have food and beverages available for purchase for breakfast and lunch, or if you prefer, bring your own lunch and beverage.

Watch our website (www.resourcesctraining.com) for open registration in November.

Any Way You Slice It... **Save the date**

23rd Annual **Paraprofessional & Title I Conference**

Paras are Unique **JANUARY 17, 2012**

Resource Region 7 WALK AMONG THE

Stars



33RD ANNUAL CUSTOMER APPRECIATION CELEBRATION & AWARDS SOCIAL

This event sparkled like no other. C. Willi Myles, the evenings keynote speaker, encouraged the crowd to laugh at work and to love what you do. The staff at Resource takes that advice to heart - we love what we do, serving our members every day. What a star-studded evening!



"Great appetizers, wonderful conversation, and a welcoming environment," were comments overheard among the sparkling crowd. In typical "Resource" fashion, guests were welcomed and warmly engaged in an evening of great entertainment and hospitality. *Rebecca Koelln, PhD*



The door prize drawings seemed to generate a lot of excitement this year. The combination of a great distribution team, the integration of SmartBoard technology, and an engaged audience made the prize give-away a lot of fun for everyone. *Melissa Holm*

I found that this event brings together people from different districts & counties & gives them the opportunity to interact & mingle when they otherwise may not have that chance.

Everyone has a great sense of humor & appreciates the opportunity to laugh & to make work fun. *Jodi Steinhofer*



I think our event is a great way to recognize our super star members! I feel that it is a very nice event for the best of the best to shine. Everyone was smiling and laughing and truly enjoying themselves and each other. That is what this event is all about. It was so good to see all the support for Larry Peterson from Eden Valley-Watkins School District. In reflection of our speaker, Larry is a perfect example of a person who truly enjoys what he is doing and knows how to laugh and enjoy his job and the people around him. *Michelle Kutzorik*



The winner of the Ladibug Document Imaging Camera works in the school office, but I told her she will probably be making a lot of new teacher friends with that prize! *Anthony Farag*



2011 OUTSTANDING SERVICE AWARDS

Larry Peterson, Superintendent, Eden Valley Watkins School District

Jamie Nixon, Supervisor of Environmental Health & Safety, St. Cloud School District

Tamra Laska, Human Resource Director, Crow Wing County

2011 OUTSTANDING PARTNERSHIP AWARD

College of St. Scholastica

WEM AWARD

(Whitney & Elizabeth MacMillan Foundation)

Katie Zuehlke, Annandale School District
2011 Teacher Achievement Award

WELL WORKPLACE AWARDS

**Pine City School District
Stearns County**

A special thank you to Walden University, Blue Cross/Blue Shield, and Healthways, our corporate sponsors, for supporting this year's Customer Appreciation Celebration and Event.

**CHECK OUR "RESOURCEFUL MOMENTS" ON PAGES 12
FOR MORE PHOTOS OF THE EVENT.**

To view photos of this star-studded event, please visit our Facebook page and check out the "Customer Appreciation 2011" Album.

33rd annual CUSTOMER APPRECIATION



ABOVE: Rob Cavanna, Jamie Nixon, Ken Anderson- Resource Board of Directors



ABOVE: PINE CITY SCHOOL DISTRICT. Sheila Hughes, Dennis Fischer, Rob Cavanna, Ken Anderson, Elisa Mill, Peg Imholte, Candice Ames



ABOVE: Rob Cavanna, Larry Peterson, Ken Anderson- Resource Board of Directors



BELOW LEFT: Rob Cavanna, Tamra Laska

BELOW: COLLEGE OF ST. SCHOLASTICA. Martha Roth, Tammy Biery, Ken Anderson, Rob Cavanna, Dan Worthem, Rick Butte.



ABOVE RIGHT: Rob Cavanna, Katie Zuehlke, Sandra Cordie

BELOW: STEARNS COUNTY. Sarah Drake, Rob Cavanna, Denise Kantor, Janet Midas.



THANKS TO THE FOLLOWING ORGANIZATIONS FOR HELPING MAKE THIS EVENT SPECIAL AND CELEBRATORY:

Advanced First Aid
Bg Innovative
C Willi Myles
Marco
Study Island
NDR Cables
BSN Sports

Holiday Inn
Midwest Technology
Products
Midwest
Playscapes
Nasco

School Specialty
CDW-G
B2P
IKON
Erberts and Gerberts
Batteries Plus

Bernicks' Pepsi
NDR Cables
MN Public Radio
Brandl Motors
Tierney Brothers
Tremco

Walden University
TriDim
Pitney Bowes
Continental Press

early learning update

DID YOU KNOW....

- Children who grow up in poverty are 18 months below the developmental norm for their age group.
- Children who grow up in poverty have few words in their active vocabulary. Research indicates that a child from a poor family could have heard 32 million fewer words than a classmate growing up in a professional family by the time of kindergarten entry. (*National Center for Children in Poverty, 2006*)



By Lora E. Dagel EdD, School Improvement Coordinator

Literacy is the cornerstone of all learning. In each subject area, the ability to read and produce written material is of the highest importance. Supporting the development of capable readers at every level is our goal as educators, parents, and as a community (MDE, 2011).

The new Minnesota legislation in the 2011 Education Bill has focused attention and funding on Early Learning. This bold school improvement initiative holds enormous potential for the young learners in Minnesota.

The School Improvement Team at Resource Training & Solutions is gearing up for this bold challenge and will be ready to assist schools with writing the required Literacy Plan to have every child reading well no later than the end of third grade.

The literacy plan legislation also includes financial incentive for districts whose 3rd and 4th grade students are proficient and/or show growth in the area of reading as measured by the MCAs. The formulas are:

- Proficiency aid = \$85 x school's enrollment on October 1 of the previous year x percent of third graders meeting or exceeding proficiency on the third grade reading MCA, averaged across the previous three test administrations.
- Growth aid = \$85 x school's enrollment on October 1 of the previous year x percent of fourth graders making medium or high growth on the reading MCA, averaged across the previous three test administrations.

Resource Training and Solutions will support your efforts to improve the literacy skills of all learners in your school district by assisting in the development of a comprehensive plan using the Minnesota Blueprint for Literacy: Achieving Success for 21st Century Learners.

For more information, or to find out how you can support efforts to improve literacy of all learners, contact Rebecca Koelln, Director of School Improvement at (888) 447-7032 or rkoelln@resourcetraining.com.

2-DAY WORKSHOP VISUAL PHONICS: SEEING THE SOUND

**January 9, 2012
8:00am-4:00pm
&
January 10, 2012
8:00-11:00am**

\$155/participant

**COURSE CODE:
#8764**

Space is limited.

This is a system of 46 hand cues that look and feel like the sounds they represent. The symbols for the sounds look like the hand cue. This is a technique that helps students break the code of reading, writing, and spelling. This is not a separate curriculum. This is a strategy that is incorporated within what you already teach.

If you work with students that are ELL, Deaf or Hard of Hearing, gifted, "average," at risk, "bubble kids," students in Special Education, autistic, students with language processing difficulties, and/or if you coach students in a sport where relaying on game plays is needed, then this class would be beneficial to you.

This workshop is available for University of the Pacific (PEDU) credits. You may get 1, 2, or 3 credits depending upon completion of assigned homework. Credits fees: 1 credit- \$62.00, 2 credits- \$124.00, and 3 credits- \$186.00. For more information about University of the Pacific, go to <http://www.teacherfriendly.com>. It is recommended to get all credits approved by your school district prior to applying for PEDU credits.



DID YOU KNOW FUN IS A

- basic need and everyone needs a daily dose?
- prescription for good health?
- promotor of creativity?
- team builder ?
- friend maker?

MAKE A PLAN TO HAVE A LITTLE FUN EVERY DAY

By Peg Imholte, Family Education/Wellness Specialist

The fall wellness coordinators' forum this year focused on the topic of stress. What better approach to take than to look at it from the perspective of fun? Hearing humorous locally written songs peppered with a few humorous stories was just the right prescription for the wellness coordinators.

Paul Bloom, a.k.a. "Mr. Fun" and former Community Ed Director from the Brainerd Lakes area, talked about power of fun in life. Especially important to realize since many people spend many waking hours at work, having fun at the workplace can improve personal relationships. According to William Glasser, you can create a quality workplace by improving personal relationships. Once the basic needs are met, psychological needs of love and belonging, power, freedom and fun need to be met.

Are you ready for less stress in your life? Remember to lighten up and don't hold anger and tension inside. Breathing deeply and smiling helps manage stress and helps your heart.



Think of life this way. Sailors don't pick the wind, but they do need to learn how to sail with it. We need to respond to a change of course at times. Appreciation is fun and helps people to be more at peace. Continue to be a learner throughout your life.

So you thought you were "just" having fun. It is a big deal for your health. Keep it up and encourage others around you to remember to get their daily dose of fun and live.

FOOD SERVICE VENDOR UP FOR BID - WHAT THIS MEANS TO YOU... NUTRITIONAL INITIATIVES THAT HELP YOUR DISTRICT

By Anthony Farag,

In early 2012 the statewide group of Cooperatives known as MN Service Cooperative (MSC) is planning on rebidding Statewide for a food service vendor. Resource Training & Solutions is a member of the MSC.

Currently Resource Training & Solutions has FSA as our food vendor. FSA could win the bid again or it may be a different vendor.

In the past we have come across the reality that one single food vendor cannot adequately handle the entire state of Minnesota. That meant some cooperatives backed out of the food bidding process all together.

What will be unique this time is that we are exploring the options for having different vendors awarded for different regions. This will be done while meeting all the state bidding regulations. The benefit to our members is that you will receive the strength of a statewide organization along with the flexibility to service your own region.

As you know there is a lot of news lately regarding children and nutrition and we know that many of our members are working hard to develop good nutritional programs.

With that in mind, Resource Training & Solutions is interested in adding a component for aiding school members with nutritional initiatives, if requested. But we need to get your feedback this far in advance on what sort of nutritional initiatives would help your food service staff and district.

Contact Anthony Farag at Resource Training & Solutions with feedback or comments relating to the current food service program in your district at afarag@resourcetraining.com or toll free at 888-447-7032.

Here is an interesting resource for schools on nutrition and lunches www.thelunchbox.org.

SUPPORTING TEACHER EFFECTIVENESS FROM RESEARCH TO PRACTICE

By Tammy Quist, School Improvement Coordinator

On Wednesday, September 21, 2011, the Regional Education Laboratory (REL) Midwest and Resource Training and Solutions co-hosted a full-day conference designed to help school leaders in Minnesota connect the research about teacher effectiveness and evaluation to practice in their own schools and districts. 140 local school leaders interacted with nationally renowned researchers Dr. Laura Goe, of The National Comprehensive Center for Teacher Quality and Educational Testing Service, and Lucy Steiner of Public Impact. This event is linked to the priority reform area of the U.S. Department of Education to provide high-quality teachers to all students. It is especially of interest given the new Minnesota Legislation around teacher evaluation and the impending changes in NCLB practices that connect teacher evaluation to student growth.

Participants heard from local leaders featured below as they discussed their actions supporting teacher effectiveness as they implement evidence-based practices in their districts and schools.

Your Resource Training and Solutions School Improvement Team will continue to provide meaningful opportunities to learn and lead together as we drive toward principal and teacher effectiveness!

VOICES FROM THE FIELD:

DANIEL BITTMAN,
SUPERINTENDENT, SAUK RAPIDS-RICE
PUBLIC SCHOOLS

"In order to lead change and improve instruction, Sauk Rapids-Rice teachers and administration maintain high expectations, keep learning as the goal (students and staff) and continuously work to build capacity in order to sustain improvements. We foster collaboration and believe that all stakeholders can and will learn. We have implemented all-day every kindergarten for free, eliminating obstacles for children and not allowing poverty to be the reason students do not get access to quality programming.

We have invested in extensive training for teachers in literacy from Early Childhood through the twelfth grade and have made technology a part of everyday instruction. Finally, our deliberate attention to relationships and parent engagement has made the difference in our schools, ensuring that students have a great experience in Sauk Rapids-Rice."



LISA FISHER,
MIDDLE SCHOOL MATH TEACHER,
BECKER PUBLIC SCHOOLS

"This is Becker's 4th year participating in Lesson Study with our 5-8 grade mathematics teachers along with an 8th grade special education teacher. Being the

Lesson Study leader, I have been able to lead my team in Lesson Study and work with my principal and Resource Training and Solutions to be successful. The impact of Lesson Study on my teaching and the growth of our mathematics team have been incredible. I find myself continually trying to improve my teaching and increase my focus on student thinking. Our team has developed into a tight knit group of colleagues that trust one another and feel comfortable asking and giving advice about mathematics curriculum and teaching techniques. We work together, 5th - 8th grade, for the benefit of the student learning. We look at our test data and together pick an area our students are struggling in and develop a plan to improve learning. Vertical alignment and common vocabulary naturally happen during this process. Lesson Study is focused on the student, not the teacher, and is the most valuable Staff Development I have participated in during my 21 years of teaching."

DEB HENTON,
SUPERINTENDENT, NORTH BRANCH PUBLIC
SCHOOLS

"To really have successful school reform it takes a team of committed staff who are willing to avail themselves of opportunities for their own learning so that they can teach others. Our school district sent a team eager to do just that! The team represents instructional leaders who will work with professional learning communities, instructional strategies coaches and sites to affect aligned change aimed at improving student achievement. The REL event helped us Focus Forward!"



PAULA HENRY, PRINCIPAL,
MADISON ELEMENTARY SCHOOL,
ST. CLOUD PUBLIC SCHOOLS

A school change framework of shared leadership, collaboration! Learning cohorts focused on instructional practices, student data, and action steps that support teacher and student growth is a

model and solution that has been embraced Madison Elementary School Pre K-5. The key piece for teachers is applying research into daily instructional practice to ultimately impact student achievement.

To read more about the changes happening at Madison Elementary School related to improved student learning, check out the next page.

Continued from Previous Page.

SUPPORTING TEACHER EFFECTIVENESS

FROM RESEARCH TO PRACTICE

MADISON ELEMENTARY AYP HISTORY

- ✓ 2006-2007 AYP not achieved in 4 areas
- ✓ 2007-2008 AYP not achieved in 8 areas
- ✓ 2008-2009 AYP not achieved in 8 areas
- ✓ 2009-2010 AYP achieved in all areas except 2
- ✓ 2010-2011 AYP achieved in all areas except 1
 - Special education math

MADISON ELEMENTARY CHANGES

- ✓ Data is used by all
- ✓ Data retreats quarterly
- ✓ Student goal setting
- ✓ Parent leadership
- ✓ ISDM- Integrated Services Delivery Model
- ✓ RTI and "Every Ed" for every child; Small group interventions
- ✓ CORE instructional practices and shared language
- ✓ Literacy Plan in place
- ✓ 120 minutes Reading daily
- ✓ 90 minutes of Math
- ✓ Integrated Science and Social Studies
- ✓ Writing across curriculum
- ✓ Responsive Classroom and PBIS school-wide
- ✓ Learning Cohorts meet weekly
- ✓ Instructional leadership and distributed leadership



In addition, teachers at Madison School needed to understand the research about effective school change and reasons to change. They viewed instructional practices in real classrooms. Teachers were willing to take risks and practice the instructional strategies. Teachers sought guidance and support through non-evaluative feedback from a colleague and literacy coach.

Teacher efficacy and motivation increased as their knowledge about effective practices increased and student learning soared. Staff was able to recognize and measure improvement. Student data measured the impact they made.

Madison School demonstrated how school change all began: through an urgency to improve student learning. One teacher recently reflected on Madison's journey:

"Best practice, best practice, best practice. Learn what is research best practice. Learn what worked for schools world-wide, state-wide. Take from that, and apply that. We all have opinions, but we do need to follow best practice."



Continued from Front Cover.

"You far exceed the minimum standards listed on a job description because you are willing to give more of yourself in service to others," Mary added.

Dank's message was filled with many stories but one resonated more so with everyone, particularly the honorees. It was about Norm, her favorite custodian. "You can picture Norm, rough exterior, big, soft heart. He knew which kid needed a little extra attention. "Just checking in" he called it. What Norm was doing was letting that child know he or she was important and that he cared.

"One day Norm presented my class with a GOLDEN GARBAGE CAN and a plate of Golden Sugar Cookies." Mary continued. "You see, Norm set high expectations for kids because he knew they would exceed them."

Music was provided both at the reception and during dinner by The Bottom of the Hill Band. The band is comprised of Alicia and Nathan Neumann who are 10th and 11th graders at Albany High School. Their lively guitar and fiddle received several ovations.

Dan Brooks served as the Presiding Superintendent for the evening and he shared a poem about how we live our lives "between the dash." The dash is the hyphen between the dates on a gravestone and represents what you choose to do with the time you are here on earth.

As each honoree's name was read, they received a trophy with gold stars shooting off and a certificate from Governor Dayton. They also received congratulations from Mary Dank, as she presented them with a Golden Sugar Cookie with a star imprint. Cookies she had baked that morning.

"The tasks you perform are not printed on your job description; they are duties imprinted on your hearts. You make life better for others by doing a little bit more, a little bit more often. You are STARS ... shining examples of excellence as support staff and as people," Dank concluded.

The event was sponsored by participating school districts, North Central Bus Service and Resource Training & Solutions. It is coordinated by Sandra Cordie. The next event will be held Wednesday, September 26, 2012 at the Holiday Inn, St. Cloud. "Everyone in a school is part of the whole school experience for students. Resource is glad to be instrumental in coordinating this event for years to come" said Cordie.

THE ADVENTURES OF SUPERHERO PARENTS

THE PINK BIKE STORY OF CHILDREN WHO RUN THE FAMILY

TRANSFORMING THE ANGRY CHILD

November 17, 2011 • 7:00-9:00 p.m.
Presenter: Angie Klinefelter, MS
Utilize your superhero abilities to combat arguments, tantrums, time outs, bad language, trouble at school, problems with peers, refusal to cooperate, challenging transitions...learn ways to resolve them through applying powerful, interactive techniques. See how this approach can work for young children through elementary age whose anger is interfering with a peaceful home life.

HELPING CHILDREN WHEN FAMILIES EXPERIENCE CHANGE

January 16, 2012 • 7:00-9:00 pm [8638]
Presenter: Kristen Wheeler Highland
For all children, growing up is an ongoing process of change that involves losses as well as gains. For some children (and families) the experience of loss/change can be sudden or unexpected (such as job change, death, divorce, or incarceration). This workshop is designed to support those that care for children in a personal or professional setting. The speaker will identify children's understanding of loss and discuss how children of various ages display grief, have attachment needs, chaotic home lives, and/or adjustment issues. She will provide tips and strategies for supporting children during confusing or stressful times.

FUTURE SUPERHERO OPPORTUNITIES:

Becoming a Love and Logic® Parent [8639]
February 4, 2012 • 9:00 am-4:00 pm

A Look at Anxiety and Anxiety Issues in Children [8640]
February 16, 2012 • 7:00-9:00 pm

Setting Limits and Boundaries [8642]
March 12, 2012 • 7:00-9:00 pm

Witness Dad and Mom, a couple who are struggling to cut back on overindulging. They have given so much on demand that their girls have only the first part of "wait" down pat. "Wait for me!" Yes. "Wait for what I want?" No way! "Wait for someone else?" Never! The children are running the family.

A visit to the bike shop

Seven-year-old Bonita's bike needs repair and four-year-old Elena has outgrown hers. On the way to the bike shop, Bonita's demands to bring her bike home today mix with Elena's chant, "I'm getting a new bike today, I'm getting a new bike today." Dad explains for the seventh time that Bonita's bike may not be ready today, and that Elena's bike will be turned in against a new bike for her birthday. The girls hear only their own voices.

Inside the bike shop Bonita jumps up and down by the repair shop window, and Elena gravitates to a pink bike. You know the scenario. Elena tries the pink beauty, just her size. Dad says birthday. Elena begs. Mom says birthday. Elena smiles and wheedles. Dad says birthday. Elena tantrums. Mom wavers, "Couldn't we get it today?" Dad reminds Mom that they have agreed to put some delayed gratification into the girls' lives. Mom is still hooked. "can't we negotiate with Elena? She wants it so much!" Mom, like many parents hooked by a child's distress, suffers temporary brain dysfunction as her good intent crowds out her rational thinking.

Dad proposes a way for Elena to earn the bike before her birthday. Next week, on vacation, they can rent a standard bike for Dad without a child seat on the back. They rent a small bike for Elena. If she pedals her own bike, which she is big enough to do, she gets the passionate pink bike when they get home.

Elena sulks. Bonita's bike is not ready. The drive home is petulance plus. Four times that evening Elena demands to know why she can't have "her" bike now. Four times that evening Dad repeats the plan. The next morning Elena begs and Mom goes out and buys the bike. *WE, Vol. 24, No. 5, Sept/Oct, 2005*



VISIT WWW.RESOURCETRAINING.COM/PAGE/PARENTINGNEWSLETTER TO VIEW MORE INSIGHTFUL PARENTING STORIES...

community bullying event - a success! THE BULLY, THE BULLIED AND THE BYSTANDER

Visit www.resourcetraining.com/Page/BullyingEventResources for resources and websites you can incorporate into your anti-bullying conversation.

By Peg Imholte, Family Education/Wellness Specialist

Remember when the neighborhood meant those who live on or near your block? And, if there were disagreements, it was face to face with the neighborhood kids? And, if bullying was happening, families would handle it.

Barbara Coloroso, a national presenter from Littleton, Colorado, spoke to a crowd of over 700 parents, school staff and other community people in St. Cloud, Minnesota on this timely topic. She wove many facts with stories and recommendations of what people need to do to help prevent this problem. By alerting the participants to many issues, people affirmed and reaffirmed the importance of continuing to learn.

Welcome to the "Net Neighborhood" where children are doubling up on their media exposure watching TV, plugging into the internet and text messaging-possibly all at once. Kids are plugged into electronics many hours of the day with much less face to face interaction and contact. That has influenced tremendously their personal communications today to the point that many prefer indirect communication instead of face to face. In fact, this indirect communication actually

can happen 24 hours a day unknown to many parents. So, what is so bad about that communication? Cyberbullying is now a very big issue. Many times children are being bullied with far reaching impact. The bully is reaching out to more than the victim and spreading the word to many more in a damaging path. Since a bully can be anonymous much more damage can be done. From silent calls, to abusive language, cell phone bullying is growing.

When parents become more educated about the possible far reaching impact of the internet on their children and others, they will be better equipped to set some limits for their children in internet use via the computer, phone and more. Parents can intervene immediately when they become aware of this bullying with the 3 R's-restitution, resolution and reconciliation. They can teach how to do good, nurture empathy, closely monitor electronics use and engage in more constructive, entertaining activities.

For more information, go to Barbara Coloroso's website www.kidsareworthit.com.

health & safety news

MOLD THE FUNGUS AMONG US

By Jodi Steinhofer, Administrative
Assistant of the Health & Safety Department

A summer with a great deal of rain & high humidity created a perfect environment for the growth of mold. Mold can grow on almost any surface as long as moisture is present. There are molds that can grow on wood, paper, carpet and on foods. Mold spores float through the air indoors & outdoors and when a mold spore lands on a damp spot indoors, they could begin growing & digesting whatever they are growing on in order to survive & spread.

Things you should know about mold:

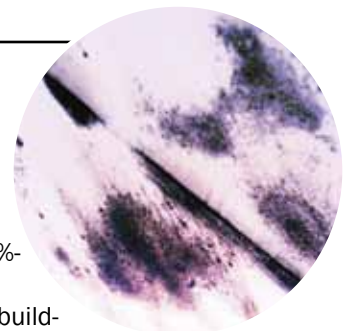
1. Potential health effects and symptoms associated with mold exposures include: allergic reactions, asthma, and other respiratory complaints. Young children are more susceptible to some of the effects of mold.
2. There is no practical way to eliminate all molds and mold spores in the indoor environment; moisture control is the key to preventing and controlling mold problems: fixing leaks, using dehumidifiers, increasing ventilation, and using exhaust fans can aid in reducing moisture.

3. Reducing indoor humidity to 30%-60% can decrease mold growth
4. Clean and dry any damp or wet building materials within 24-48 hours to prevent mold growth.

The Minnesota Department of Health considers any active or visible mold growth as a potential health hazard that should be properly corrected as soon as possible.

Recently we have worked with several of our regions school districts on projects to remove mold and eliminate the moisture causing the mold. Mold in schools can turn into a serious problem - mold testing, project management and project designs are a few of the ways the Resource Training & Solutions Health & Safety Team can assist you.

If you are concerned that there may be mold in your classroom or school, please contact Ron Wieber, Director of the Health & Safety Department at 320-255-3236 or rwieber@resourcetraining.com to discuss your concerns and to see how we can help.



VIDEOCONFERENCING MADE EASY

HOW EDUCATORS CAN IMPLEMENT "VC'S" IN THE SCHOOL ENVIRONMENT



By: Patricia Peterson, Art Teacher/VC Coordinator for Isanti Middle School/The Minnesota Center

Videoconferencing is a method of virtually delivering the outside world of learning into a classroom setting. Students and their teachers "take a trip" to meet, learn and work with professional educational experts, as well as other teachers and students throughout the world. Videoconferencing is an educational vehicle that uses a multidisciplinary approach to implement a high level of engaging and creative learning with students.

Videoconferencing is accomplished by using a television unit, a projector, a viewing screen and a computer. A projector is paired with a white board or Smartboard or with a television unit to bring a program and presenter to the students. Videoconferencing can be done in a school classroom, multi-purpose room, a lecture hall, performance space, or auditorium.

Videoconferencing providers are professionals with educational experience in every possible curriculum area. Providers are found in museums, history centers, government agencies, and aquariums throughout the world.

Most programs are 50-60 minutes in length. A presenter will connect over the internet with a school and appear "live" on the screen in the room where the videoconference is taking place. The presenter then engages the class of student viewers in a lesson/activity about the specific information in that particular videoconference.

Educators have thousands of programs to choose from and these programs are available through "clearing houses" or from the particular provider. Some programs are free and some have a fee. Fees usually range from \$75.00-\$125.00. Some providers have funding or grants available for their programs.

A great and important resource for educators who are interested in these programs are the technology professionals within a school building. These staff members may reserve the programs and provide the technical assistance in the viewing of a particular videoconference.

Anyone interested in viewing an example of videoconferencing possibilities may log onto CILC.org for a sampling of programs. Simply do a search to see possibilities for any specific subject or curriculum area.

Videoconferencing is channeled through a Tandberg Polycom Television Unit and a H. 323 device (computer) which connects the school location to the provider. The sole purpose of the H. 323 device is to convert audio and video into data that can be sent through the internet.

Here are some examples of videoconferences that we have participated in at Isanti Middle School and at the Minnesota Center, which is the middle school year round program in our building.

The Cleveland Museum of Art-A wide range of choices to go with a wide variety of subject areas. The staff is very knowledgeable and receptive to the students' questions and ideas. One of my favorites is the Native American/Settlers Presentation which culminates in a trading activity between students. The presentation uses original authentic art work from the 1700s and 1800 to portray cultural differences and similarities between the settlers and Native Americans in Ohio during that time period. The students have many times noted similarities between this program and their study of Minnesota history.

The Minnesota History Center has created a series of videoconferences and continues to add to their programs. Students are very receptive to their programs as they interact with the presenter and actually become part of the program as they act out characters from Minnesota's historical past.

The HQ Aquarium in Australia has a Great Barrier Reef program that includes a "live dive" where students explore living reef and marine animals within their giant marine exhibit.

The television screen or whiteboard used in videoconferencing is not a physical barrier: but a window to see through, or a bridge to cross into the wide world of learning.

TOP LEFT: "Lecture Hall" at Cambridge-Isanti Middle School where all teachers may bring their classes to view a videoconference, in our building. **TOP RIGHT:** Jack from the Minnesota History Center as the explorer/cartographer Joseph Nicollet. He is explaining his travels and adventures to a group of students. **RIGHT (CIRCLE):** Arielle Levine from the Cleveland Museum of Art explaining art work to students. The close up is of the Tandberg Unit (TV) that can be moved from classroom to classroom.

resourceful MOMENTS



Community members listen to Barbara Coloroso - internationally known speaker - share what can be done to end the cycle of violence.



Rob Cavanna visiting with honorees and guests before the first Educational Support Staff Recognition Event



Red Shirt Picnic volunteers work strategically on a puzzle together.



Mayor Kleis of St. Cloud addresses the community during the Community wide bullying event at River's Edge Convention Center.



Larry Peterson, Eden Valley-Watkins Superintendent shares how important the staff are at EV-W, and how much he appreciates what they do every day.

Honorees share stories before the start of the Educational Support Staff Recognition Event.



Tammy Biery and Barb Reuter enjoy visiting during Customer Appreciation.



Elisa Mill, Pine City School District shares the importance of a great wellness program in a school district.



Customer Appreciation Celebration - LeeAnn Booth, Dan Weir, Kelly Jo Closser, Rob Cavanna, Sue Mayer.

C. Willi Myles made the crowd laugh and realize the importance of having fun in the workplace.



Eden Valley-Watkins School District members visit during the 2011 Customer Appreciation Social.





ask the **BENEFITS SPECIALIST**

Dan Weir, Insurance/Risk Management Consultant

QUESTION:

I am interested in taking an online health risk assessment questionnaire. How do I find the Blue Cross Blue Shield (BCBS) link to take the online assessment and what information will I need to respond to the questions?

ANSWER:

BCBS has a great new online health risk assessment available to members covered by a BCBS health plan. Health risk assessments give a snapshot of your health but these assessments are dependent on the accuracy of the information provided. Prior to taking an online health risk assessment, you should have these numbers available: your height, weight, waist measurement, blood pressure, blood sugar, cholesterol and triglyceride values. If you have had a recent checkup, you may contact your doctor for any needed information. Please follow the instructions below to take an online assessment of your health.



For Blue Cross and Blue Shield of Minnesota members How to access your online health assessment and health coaching programs



Is your health at risk? With the online health assessment, you can complete a brief health questionnaire to find out your current health status. You'll get a personalized report complete with an action plan, expert tips and follow-up support to help you stay on track.

Register and access health and wellness resources

If you haven't registered for myBlueCross, your member site, you'll need to do so. Here's how:

- 1 Visit members.bluecrossmn.com and click "not registered yet?"
- 2 Enter information from your member ID card and your e-mail address
- 3 Create a user name and password and answer security questions, then sign in (If you've already registered, simply sign in to myBlueCross.)
- 4 Then, you'll see your myBlueCross home page. Select the "health & wellness" tab

Take your health assessment

- 4 Access your health assessment in the "My Health Assessment" tab
Now you're ready to answer important questions about your health. It's completely confidential and takes about 20 minutes. Once you're finished, you'll immediately receive a personalized report with information about your health and support to help you get and stay healthier.

Get support with online health coaching programs

Your online health coaching programs give you step-by-step support for a healthier lifestyle. To use them, select the "health & wellness" tab, then "My Health Programs."



Already registered for myBlueCross but forgot your user name or password?

Just click "Forgot user name or password?" on the sign-in page.

Forgot user name. You'll be asked to enter basic information. Have your member ID card handy.

Forgot password. You can have a password reset link e-mailed to you. Otherwise, you can answer security questions or have a PIN mailed to you.

HOW DO I KNOW IF I AM A BLUE CROSS AND BLUE SHIELD OF MINNESOTA MEMBER?



calendar of events



november

	Sr. High KB Coaches Meeting.....	11/1
	Becoming a Love & Logic® Parent (1 of 3).....	11/1
8502	Instructional Coaching Academy.....	11/2
8751	Time Management - Professional Development Luncheon.....	11/3
8741	Investigating the 2010 MN English/Language Arts Standards: Classroom Teachers Grades K-5 - Day 1.....	11/3
	Becoming a Love & Logic® Parent (2 of 3).....	11/8
	Curriculum Coordinators Network/Data Assessment	
8760	AYP Plan Writing Cluster - Day 3.....	11/9
8761	AYP Plan Writing Cluster - Day 3.....	11/10
	Coordinators (CCN/DAC).....	11/11
	Becoming a Love & Logic® Parent (3 of 3).....	11/15
	Title 1 Network.....	11/15
8749	Leadership Consortium - Day 2.....	11/16
8762	AYP Plan Writing Cluster Day 4.....	11/9
8742	Investigating the 2010 MN English/Language Arts Standards: English/Language Arts Teachers Grades 6-12.....	11/17
	Gifted/Talented Network.....	11/17
8637	Transforming the Angry Child.....	11/17
	Thanksgiving Holiday.....	11/24, 25
8738	Math Science Teacher Partnership Training.....	11/29
	Substitute Teacher Training.....	11/29,30

december

8743	Investigating the 2010 MN English/Language Arts Standards: History/Social Studies/Science/Other Technical Subjects Grades 6-12...	12/1
7524	CCN/DAC Meeting.....	12/2
	Wellness Coordinator Training.....	12/7
	Wellness Forum.....	12/7
6982	Spelling Bee Coordinators Meeting.....	12/7
6982	Spelling Bee Coordinators Meeting.....	12/9
8749	Leadership Consortium.....	12/13
8763	AYP Plan Writing Cluster Day 5.....	12/14
8752	Stress Relief: Weighing in on Balance - Professional Development Luncheon.....	12/15

january

	Science Rocks! Conference.....	1/5
8741	Investigating the 2010 MN English/Language Arts Standards: Classroom Teachers Grades K-5 - Day 2.....	1/9
8749	Leadership Consortium.....	1/11
8739	2011-2012 STEM Project - Day 3.....	1/12
8742	Investigating the 2010 MN English/Language Arts Standards: English/Language Arts Teachers Grades 6-12.....	1/13
	Parent Coordinator Forum.....	1/16
8638	Helping Children When Families Experience Change.....	1/16
	Title 1 Conference.....	1/17
7524	CCN/DAC Meeting.....	1/20

For more events,
information or
registration:
www.resourcetraining.com

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Monday-Friday
8:00am-5:00pm

send address
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our mission

We build meaningful relationships that enrich members and equip them with tools for success.



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INVESTIGATING THE 2010 MN ENGLISH/LANGUAGE ARTS STANDARDS

ENGLISH/LANGUAGE ARTS TEACHERS GRADES 6-12

NOVEMBER 17 & JANUARY 13
8:30 AM-3:00 PM

Join us, as ELA teachers in grades 6-12, in an investigation of the 2010 MN reading, writing, speaking and listening, and language standards. This investigation will assist teachers in better understanding of the standards as career and college readiness tools, as well as the integration across sections of the standards. This day will allow for a more in-depth look at each of four areas of standards with a recognition that being literate is at the heart of learning in all subject areas. We will address the ELA standards as they relate to 6-12 ELA teachers by examining the standards documents, characteristics of a literate student, the standards for each of the four areas, and ideas for next steps.

REGISTRATION: 8:00 a.m.
REGISTRATION DEADLINE:
November 10th, 2011
COURSE CODE: 9742



For more information on these 2 workshops, contact Melissa Holm at (320) 255-3236 or mholm@resourcetraining.com

HISTORY/SOCIAL STUDIES/SCIENCE OTHER TECHNICAL SUBJECTS GRADES 6-12

DECEMBER 1 & FEBRUARY 16
8:30 AM-3:00 PM

Join us for an opportunity to collaborate among history/social studies, science and technical subjects educators in an investigation of the 2010 MN reading and writing standards as they pertain to your content area. This day will allow for a more in-depth look at reading and writing standards as college and career readiness tools with a recognition that being literate is at the heart of learning in all subject areas. We will address the ELA standards as they relate to teachers of history/social studies, science and technical subjects. We will examine the standards documents, characteristics of a literate student, standards for reading and writing and ideas for next steps. The investigation ideas are suitable for large or small groups of collaborative teams working on understanding and integrating these new ELA standards for non-ELA teachers.

REGISTRATION: 8:00 a.m.
REGISTRATION DEADLINE:
November 10th, 2011
COURSE CODE: 9742

INSIDE THE NEXT ISSUE:

LEEA
ProjectEARTH
School Specialist - School Nurses
Superintendent Forum
WEM Award
...and so much more!

SERVING OUR MEMBER SCHOOL DISTRICTS

Adding value...Maximizing resources