TBA ISD LEADING LIFETIME LEARNING

Check✓It✓Out

A newsletter for and about the staff of the Traverse Bay Area Intermediate School District

November 18, 2016

Quick Look

News You Can Use
- People First Language
- MESSA Plan Information
- Insurance Enrollment (non-MESSA)

Staff Recognition
- New Employee Welcome

Other
- Community Events
- Board of Education Video - Nov.
- Email 101 Tips
- December Birthdays
- Photos and more!

SET SEG
School Insurance Specialists

For all non-MESSA Insurance Groups

Health Insurance Open Enrollment

Monday, December 5
12:00 p.m. – 4:00 p.m.
Administration Building – Leelanau Room

Tuesday, December 6
12:00 p.m. – 4:00 p.m.
Administration Building – Leelanau Room

Staff members participating in Set/Seg need to enroll during this open enrollment period if you plan to participate in medical coverage for the 2017 plan year. Contact Shanna Janowiak at 922-6215 with questions.

Nurturing a Safe and Supportive Environment

There is much to be thankful for as we head into a well-deserved holiday break. Taking nothing for granted, I want you to know I am thankful for you and I'm honored to serve as your superintendent.

Recent events have led all of us to do some deep thinking and reflect upon the integrity of our region and the nation. As educators, we must continue to be the beacon of hope for our young people to grow up and be educated in a world free from bullying, fear, intimidation, harassment, violence and hate. Our actions and words speak volumes. It is our responsibility to be their role models.

State Superintendent Brian Whiston shared powerful words last week. *"Since the U.S. Presidential election last week, there have been a number of reported incidents in Michigan schools of students harassing, bullying, intimidating, and using hateful speech toward other students.*

I realize that certainly at the national level over the past year, we saw the debate go to a new low, and that is impacting the actions, demeanor, and mood in some of our schools.

Our schools must be safe havens for our children-free from hate; free from intimidation; free from bullying; and free from fear.

We need to cultivate and develop in our students a steadfast respect for all others, inclusive of race, religion, orientation, or social-economic standing.

We must not let political rhetoric and actions diminish the positive learning environments we've worked so hard to nourish.

I ask that educators at all levels, from principals to teachers to parents, help their students understand that bullying and intimidation —in word and action— is unacceptable and will have consequences."

TBAISD supports a strong, collective response that ensures emotional and physical safety of all. In that spirit, we offer the following information to help our staff understand the issue and address the repercussions:

Using the language from the Olweus Program, there will be those who engage in bullying behavior, those that are the targets of bullying behavior, and those that are bystanders. Those who are targets of hostility may come to school with heightened emotions in general and anger in particular, resulting in acting out. They need assurance that they are in a safe environment supported directly by adults.

Those who engage in bullying behavior may need support to learn acceptable ways to express their perspectives. Bystanders need strategies to use when they observe bullying behavior, so they can become upstanders to support others and report the behavior. In general, school communities should strive to:

- Continue to reinforce a strong sense of school community among staff, students, and parents
- Help students see other perspectives and engage in respectful dialogue
- Teach students the language to ask questions rather than make assumptions

As a leadership organization, we share the words of Superintendent Whiston. The question must be, what are we individually and collectively willing to do? This provides educators and parents an opportunity to seize a teachable moment.

Thank you for your lasting commitment to our work. If you are traveling over the coming holiday, please be safe. Have a great weekend and restful Thanksgiving.

Mike
Michael J. Hill,
Superintendent

Welcome Our New Employee!

Jahna Fritz

Accounts Payable

Community Events

Support Special Olympics

John Casteel, Area Director for Special Olympics, is dancing (he says "in a manner of speaking") in the 2016 Swingshift and the Stars fundraiser with professional dance partner Sharon Pascoe to raise funds for Special Olympics of Michigan Area 2. November 18 is their third time in the spotlight and John hopes for a big crowd to come cheer him on. Anyone can attend Friday, November 18, or the final competition December 16 at the City Opera House from 6:30-10:00. A significant bonus can be earned by the winning dance couple each evening when more supporters attend, so please join in the fun! General admission and reserved seating is available online:

https://www.tytixhosted.com/scripts/max/18000/maxweb.exe?ACTION=ORDER#special-olympics.

*Several TBAISD team members who support Benzie & Frankfort Schools attended an evening showing of **Paper Tigers** at Frankfort's Garden Theatre in October. Paper Tigers is a documentary about Adverse Childhood Experiences (ACES). This was a community event to raise awareness of ACES.*

MESSA

www.messa.org

MESSA Members – Important!

For those who want to move to the MESSA ABC plan on January 1, 2017, please have your application returned to Shanna no later than December 2. Please contact Shanna at 922-6215 with questions.

Regional Staff Development

What is People First Language?

Excerpt from: theArc.org

People with disabilities are – first and foremost – people who have individual abilities, interests and needs. Their contributions enrich our communities and society as they live, work and share their lives.

People with disabilities constitute our nation's largest minority group, which is simultaneously the most inclusive and the most diverse.

The language a society uses to refer to persons with disabilities shapes its beliefs and ideas about them. Words are powerful; old, inaccurate, and inappropriate descriptors perpetuate negative stereotypes and attitudinal barriers. When we describe people by their labels of medical diagnoses, we devalue and disrespect them as individuals. In contrast, using thoughtful terminology can foster positive attitudes about persons with disabilities. One of the major improvements in communicating with and about people with disabilities is "People-First Language." People-First Language emphasizes the person, not the disability. By placing the person first, the disability is no longer the primary, defining characteristic of an individual, but one of several aspects of the whole person. People-First Language is an objective way of acknowledging, communicating, and reporting on disabilities. It eliminates generalizations and stereotypes, by focusing on the person rather than the disability.

Disability is not the "problem." For example, a person who wears glasses doesn't say, "I have a problem seeing," they say, "I wear/need glasses." Similarly, a person who uses a wheelchair doesn't say, "I have a problem walking," they say, "I use/need a wheelchair."

Our words and the meanings we attach to them create attitudes, drive social policies and laws, influence our feelings and decisions, and affect people's daily lives and more. How we use them makes a difference. People First Language puts the person before the disability, and describes what a person has, not who a person is. Using a diagnosis as a defining characteristic reflects prejudice, and also robs the person of the opportunity to define him/herself.

United Way

UNITED WAY
OF NORTHWEST MICHIGAN

Support the 2016 TBAISD Campaign

Board Of Education

November 2016 Meeting Video Link

http://www.tbaisd.org/Core/News/Article/1302/

TBAISD Board of Education agendas, meeting minutes, and meeting videos can be found on our website on the Board of Education web page.

Email 101

Get the most out of your email communication

As with any technology, it is important to be attentive to using it wisely, effectively and with professionalism. Please consider these helpful tips:

Email Mechanics

Review emails for spelling and grammatical errors before sending.

Content and Topics

Keep language simple. If the information is complicated, it may need to be communicated in a different way.

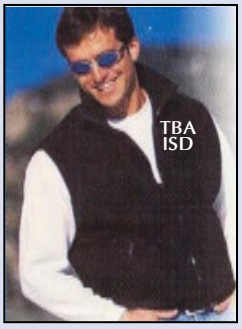
Tone and Appropriateness

Avoid severly negative words if possible, as words with judgemental tones can be amplified and/or misinterpreted in email.

Go to Lynda.com for video tutorials on email etiquette.

http://www.lynda.com/

E101-4



TBAISD Logo Apparel

- Long-sleeve twill shirts
- Polo/golf shirts
- Polar fleece jackets or vests and MORE!

Contact Renee Childers
Phone: 922-6212
email: rchilders@tbaisd.org

CTC Hosts Junior Achievement Reverse Job Shadow Day

December 2 Workplace Learning Event

The Career-Tech Center will host dozens of local professionals for the area's second annual Junior Achievement (JA) Reverse Job Shadow Day on Friday, December 2. More than 1,000 Career-Tech Center students, who travel from their home schools throughout the TBAISD five-county region for technical education each day, will take part in the Reverse Job Shadow Day within their regularly scheduled class sessions.

Junior Achievement of Northwest Michigan is coordinating the event and gathering volunteers to lead the classroom sessions. JA District Manager Leisa Eckerle-Hankins has commitments from veteran business people to spend the day sharing their work experiences with students. "Reverse Job Shadow Day brings the workplace to students, placing seasoned professionals in every classroom and within every CTC program to explain the relevance of educational content and how it applies to the world of work," explains Eckerle-Hankins.

Each of the Career-Tech Center's 23 technical education programs will be assigned Junior Achievement volunteers for classroom presentation and discussion on Reverse Job Shadow Day. "The goal is to format the class sessions as panel discussions rather than one-way presentations by the JA volunteers," says Eckerle-Hankins. "This creates an informative environment, but also invites questions and give-and-take conversation among students, volunteers and teachers."

Reverse Job Shadow Day volunteers include employees from organizations such as North Flight, Voltage Electric, Brand Tonic, Brauer Productions, Safety Net, Great Lakes Stainless, FBI, Team Bobs and many more.

Instructional Coaching Academy builds upon the collaborative teaching model.

A thankful school community – *A gigantic Thanksgiving feast was prepared for and by the New Campus students and staff.*

The region's superintendents tour our Career-Tech Center.

Like us!

Join TBAISD on Facebook TODAY!

www.facebook.com/tbaisd

Follow us as news happens!
Click "Like" below our TBAISD profile picture and follow all the latest updates.

BIRTHDAYS December

Thursday 1
Hollie Bittenbender, Occupational Therapist, Bellaire
Laura Miller, School Social Worker, Admin Bldg
Friday 2
Sherry Grimm, Secretary, Traverse Heights
Saturday 3
Jessica Francisco, Occupational Therapist, Admin Bldg
Monday 5
Jennifer Berner, Teacher Consultant, West Senior High
Erin Moug, Teacher Consultant, Admin East
Steven Rosinski, Job Coach, LSC
Tuesday 6
Pamela Hoyt, TA CI, LSC
Charisma Venchenko, TA AI, Oak Park
Wednesday 7
Anna Eckstein, TA MOCI, LSC
Diana Longton, ASD Teacher, West Senior High
Thursday 8
Becky Westphal, MOCI Teacher, LSC
Tim Wheatley, Teacher, MTA
Friday 9
Gerald Hawes, Learning Lab Instructor, East Jordan
Barb Shaw, SXI Teacher, LSC
Saturday 10
Amy Brunner, Speech Pathologist, Admin Building
Michele Cadotte, Teacher Consultant, Oak Park
David Kaggwa, Job Coach, LSC
Cynthia Stemple, Interpreter, East Middle School

TBA ISD CTC CAREER-TECH CENTER

World Class Cafe
Anywhere in the World

Hours of Operation

Wednesday, Thursday and Friday
11:00 a.m. to 1:30 p.m.

Link to menu:
http://www.tbactc.org/documents/WorldClassCafe2016MenuB.pdf

Sunday 11
Mimi Spaulding, Transition Coordinator, LSC
Monday 12
Barb Beauregard, Speech Pathologist, East Middle
Angela Holmes, Behavior Support Assistant, Admin E
Mason Palmer, TA MOCI, LSC
Amiann Ranger, Teacher Consultant, VIAT
Tuesday 13
Rachel Walmer, Teacher Consultant, Admin East
Wednesday 14
Margie Peacock, Teacher Consultant, Admin East
MaryEllen Phillips, TA SCI, LSC
Friday 16
Kim Ayers, TA MOCI, LSC
Karen Green, TA SXI, LSC
Grant Wright, Tech Support Specialist, Admin Bldg
Saturday 17
James Bartley, TA AI, East Middle School
Michelle Thomas, Teacher Consultant, Long Lake
Tuesday 20
James Laurent, Physical Therapy Asst., Traverse Hts.
Wednesday 21
Lisa Antal, TA AI, West Senior High
Jan Gac, Receptionist, CTC
Friday 23
Tina Martinek, Payroll Facilitator, Admin Bldg
Saturday 24
Emily Krause, Interpreter, Kalkaska MS
Amy Powell, Physical Therapist, Admin Bldg
Sunday 25
Holly Davis, TA MOCI, Courtade Elem.
Wednesday 28
Shannon Eno, MOCI Teacher, Courtade Elem.
Colleen Tennant, Secretary, Admin East
Thursday 29
Deb Renken, Speech Pathologist, Mill Creek Elem
Kim Town, TA CI, LSC
Friday 30
Julie Gordon, Service Area Supervisor SE, Admin East
Ann Nordeen, School Psychologist, East MS
Jennifer Stairs, English Language Arts Inst., CTC
Saturday 31
Larissa VanderZee, English Language Arts Inst., CTC

Advance your Technological Proficiency

Go to: www.lynda.com

lynda.com

Log in while phyically at a TBAISD facility to set up a new account.
http://www.lynda.com/Login