TBA ISD LEADING LIFETIME LEARNING

Check✓It✓Out

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

October 7, 2016

Quick Look

News You Can Use

Down Syndrome Awareness
New Campus School Store
Life Skills Center Ribbon Cutting

Community Events

College Night - October 11
Apple Crunch Day - Ocober 13
PCMI Job Fair - October 13
An Afternoon of Illusions - Oct 16
DKG Auction - October 18

Other

New Staff Members
Stork News
Retirement Planning Meetings
Insurance Meeings (non-MESSA)
Drivers & Substitutes Needed

October is National Physical Therapy Month

We salute our TBAISD physical therapists and their contributions to student success in the region during this National Physical Therapy Month.

Dates to Remember

October 11
College Night
Hagerty Center, 6-8 p.m.

October 12
Life Skills Center Ribbon Cutting
Transition Campus, 10 a.m.

November 7
Regional Staff Development Day
No School for Students

Connections to Leading Lifetime Learning

Change is one of the great things about living in northern Michigan. Autumn is a welcome change that delivers vibrant colors, cooler temperatures and a bountiful harvest of apples and sweet cider. Yes, it is already October. The school year is well underway and we have many reasons to celebrate as your work brings us closer to our world class vision.

Many have asked for comments on the recent ratification of the TCAPS teacher contract. We are pleased when any of our districts are able to reach a settlement with an employee group. All staff, at every level, are valued. With that said, the TCAPS contract serves as another opportunity to examine how TBAISD is a bit different than our local school districts. Our mission is "Leading Lifetime Learning" for the five county region. Our funding, programs and services, innovative initiatives and priorities are to lead the region to increased collaboration. Through this effort, all students will experience increased achievement and success. TBAISD does not control decisions made within any of our local school districts. Each has their own school board, administration, budget and priorities. TBAISD is a fiscally responsible organization with a clear focus on the current and future priorities of our regional education system. During our October board meeting, TBAISD received an unmodified or "clean" opinion of the 2015-16 fiscal audit. All staff are commended for their contribution to this successful annual review. The audit shows we decreased our combined fund balances by $3.4 million dollars. We continue to follow a thoughtful plan to maintain an internal and external focus for the region, which includes fair and equitable contracts for all staff, world class programs and services, and leading collaboration across the region. Phase one construction of Life Skills Center (formerly the Adult Work Center) is complete and gives evidence of our commitment to students, staff and community. Employee contracts and renovation of facilities will continue to focus on sustainability and fiscal responsibility for the success of the region.

We are excited about next steps to further the implementation of our strategic plan across all departments. Our weekly cabinet meeting agenda has been revised to provide each department the opportunity to share their work and identify how it connects to our strategic plan. Teams from special education, CTC, general education, technology, finance, business and early childhood will provide progress reports three times a year to support a plan-do-check-adjust monitoring cycle that will inform and bolster communication about our action steps toward student growth and continuous improvement. Marianne Swank has stepped up to lead our teams in preparing for these presentations as they focus on the six goals of our plan. This week, CTC offered to go first and did a fantastic job! The team's focus on student work ethic is remarkable and respected throughout Michigan.

October 12 will be a day to celebrate as we invite the community to a ribbon cutting at our new Life Skills Center. The ceremony begins at 10 a.m. at the new entrance way of the facility. This is a celebration for all of TBAISD!

Mike

Michael J. Hill,
Superintendent

Welcome our New Employees!

Lisa Drudge

Teacher Assistant,
Life Skills Center

Megan Woolcott

Secretary,
Oak Park School

Welcome the new arrival!

Brinley Adele Maas
Born September 29, 2016 – 7 lbs. 5 oz., 21″ long
to Teri Maas, Teacher at Life Skills Center

OCTOBER IS
DOWN SYNDROME AWARENESS MONTH

October is Down Syndrome Awareness Month, and although 1 in 691 babies are born in the United States with Down syndrome annually and approximately 400,000 individuals have Down syndrome, many people do not understand it. TBAISD proudly serves students and families affected by this condition and encourages all to look beyond differences and celebrate contributions and similarities of individuals with disabilities.

Down syndrome is a genetic anomaly and a result of a full or partial extra copy of chromosome 21, which alters development. The condition is a syndrome-- not a disease-- named for Dr. John Langdon Down, who described it in 1862. Common characteristics include upward slanting eyes, a deep crease across the palm, short stature, and low muscle tone. The syndrome increases the risk for conditions such as childhood leukemia, thyroid conditions, hearing problems, heart defects, respiratory problems, and Alzheimer's disease. All individuals with Down syndrome have varying cognitive delays, typically mild to moderate.

Most importantly, individuals with Down syndrome are unique. They demonstrate talents, strengths, and skills and contribute to their families, schools, and communities. They can lead satisfying, productive lives, as can all human beings.

TBAISD operates four center-based special education programs that serve individuals with special education needs. This includes the the Life Skills Center, where we will celebrate the completion of phase one of critical renovations on October 12. The center, which educates students between the ages of 16-26 will now have wider hallways for students to pass, more room for needed mobility equipment, and adequately sized classrooms for students.

Public education has come a long way in addressing the needs of all students and over time has expanded opportunities to more children in nondiscriminatory settings. In 1973 former Michigan Governor William Milliken signed landmark special education bills into law. These laws were used as a model to craft the Federal mandate now known as the Individuals with Disabilities Education Act (IDEA), which mandates a free and appropriate education for all students with disabilities.

TBAISD takes pride in its role of delivering programs and services such as school social work, speech and language therapy, occupational therapy, physical therapy, evaluations by school psychologists, specialized consultants, and classroom programs serving those with low-incidence conditions and high needs. We employ over 200 highly-skilled educators to carry out these services for students from Antrim, Benzie, Grand Traverse, Kalkaska and Leelanau counties.

This month as we open an updated space for our Life Skills Center students, TBAISD celebrates diversity in promoting Down syndrome awareness. As educators, we look forward to continuing to work with these wonderful students while providing support to their families and communities.

Contributed by Carol Greilick

Delta Kappa Gamma Fundraiser

Annual
Delta Kappa Gamma
Benefit Auction

Tuesday, October 18
5:30 - 7:45 p.m.
TBAISD Conference Center
1101 Red Drive

Proceeds benefit DKG grants and scholarships for teachers and students

Refreshments, small plates and desserts will be served. Admission is free and open to all TBAISD educators.

Silent and Live Auction
plus Buy-It-Now items

Business support includes the Crooked Tree Arts Center, Brilliant Books, Dennos Museum Center, State Theatre, Higher Grounds Trading Company, Bay Bread, Pine Hill Nursery, Wild Birds Unlimited, TC Golf Center, Nauti-Cat Sailing Catamaran, many local restaurants, and more.

Sponsored by Delta Kappa Gamma Grand Traverse Area Chapter
For more information visit www.dkgtc.org or email dkggta@gmail.com

Mileage/Travel Procedure

All travel vouchers must be turned in to your supervisor monthly or according to the following schedule:

July 1 – September 30
– Due no later than October 30, 2016
October 1 – December 31
– Due no later than January 31, 2017
January 1 – March 31
– Due no later than April 28, 2017
April 1 – June 30
– Due no later than June 30, 2017

Travel reimbursement is included in your paycheck and is not subject to income tax withholding. Travel vouchers can be filled in and printed from the website under employee forms.

Travel vouchers must be turned in on a timely basis. Failure to do so will result in NON-PAYMENT of the voucher.

Manufacturing Technology Academy

MTA students Brayden and Scot share their summer internship experience at Graceland Fruit with their peers.

Community Events

TBA ISD NEW CAMPUS MUSTANGS

Apple Crunch Day

New Campus students and staff would like to invite anyone who is available to join them for **Apple Crunch Day** at noon on **Thursday, October 13**. Together we will bite into locally grown apples to celebrate Apple Month. Last year over 400,000 students and staff across Michigan participated in an effort to break the world record. We came in second in the world and our goal is to have Michigan be first this year. Come and join us!

Please contact Theresa Thybault-Knecht know if you plan to attend so enough apples will be available.

College Night

Traverse Bay Area Intermediate School District and Northwest Michigan College announce the 2016 College Night. High school students throughout the region are invited to attend and meet with representatives from more than 50 colleges. The event is sanctioned by the Michigan Association of Collegiate Registrars and Admissions Officers.

Tuesday, October 11, 6:00 - 8:00 p.m.
Hagerty Conference Center
715 Front Street, Traverse City
For more information please contact Terri Sheldon, 922-6349

TBA ISD LEADING LIFETIME LEARNING

Northwestern Michigan College

Family Event
"An Afternoon Of Illusions"

St. Francis parish and Grand Traverse Area Catholic Schools have teamed up to bring "An Afternoon of Illusions" with Carson Entertainment on Sunday, October 16 at St. Francis High School. This highly acclaimed, family-friendly show features grand illusions and comedy as seen on Fox TV's "Masters of Illusion" and Penn & Teller's "Fool Us." Advance tickets are $15 for adults, $10 for 17 and under ($20/$12 at the door) are are available through the St. Francis Parish website, www.sfparish.org. Proceeds benefit St. Francis parish and GTACS.

Insurance Meetings

~ For All non-MESSA Insurance Groups ~

Monday, November 14
3:30 p.m. - TBAISD Conference Center

Tuesday, November 15
7:00 a.m. - TBAISD Conference Center
3:30 p.m. - TBAISD Career-Tech Center

Open enrollment dates will be announced shortly. Please make every effort to attend one session in order to review and learn about changes to employee medical coverage for the 2017 plan year. Contact Shanna Janowiak at 922-6215 with questions.

Retirement Planning Meetings

The Office of Retirement Services (ORS) has scheduled two Pre-Retirement Information meetings (PRIMs) in Traverse City during the 2016/17 school year – November 1, 2016 and May 4, 2017. PRIMs are an opportunity for you to learn more about your retirement plan so you can make informed decisions about your future. PRIM topics include:

- Eligibility Requirements
- Calculating Retirement Benefits
- Insurance after Retirement
- Choosing a Pension Payment Option
- Questions and Answers

If you would like to attend a PRIM, please register online with ORS as soon as possible as seating is limited. Links to register online are included below, as well as other helpful links for retirement information.

PRIMs in Traverse City 2016/17:

Tuesday, November 1, 2016
5:30 – 7:30 p.m.
NMC, Scholar's Hall, Room 109
Click here to register online

Thursday, May 4, 2017
5:30 – 7:30 p.m.
NMC, Scholar's Hall, Room 109
Click here to register online

· You may wish to download the Retirement Readiness booklet prior to the meeting.
· Unable to attend the PRIM on November 1st or May 4th? Check out the ORS online tutorials and follow ORS on Facebook and/or Twitter.

UnClassified

Seeking - Oak Park school is aware of a parent who is in need of a couch. Please contact TBAISD school social worker Mary Povolo at 933-6579.

Seeking - Used rowing machine wanted. Please contact Susan at 218-0774.

Five Students Land Jobs for First Semester of School

As the school year gets underway, one unique TBAISD program is helping students receive real world experience in the safety of a school setting. The vocational skills program, offered at our New Campus School, provides critically-needed practical work experience to students of legal working age by learning how to run an on-site school store.

New Campus School is operated by TBAISD Special Education on its Grand Traverse Commons campus to serve elementary through high school students from the five-county northwest Michigan region who need significant behavioral interventions as a part of their education. Approximately 60 students are enrolled at the school.

The school store program was established nearly 20 years ago by TBAISD employees Kris Wendland and Laurie Glass. Each semester, a group of students are interviewed and selected by staff to participate. Once enrolled, they learn how to run a school store business that serves fellow New Campus students and the staff members who work in the building adjacent to the school. Fondly referred to as "Popcorn Friday," students and staff look forward to theater-style popcorn, icy cold sodas, and other snacks wheeled through the hallways on a cart for sale. Students are responsible for taking inventory, preparing supply lists, preparing food for sale, serving as sales persons, running a cash box and ensuring profits allow restocking costs.

In addition to gaining an understanding of supply and demand, students also build appropriate interpersonal skills required in a work environment, such as promptness, respectfulness, initiative, team work and independence.

Twenty-six-year veteran teacher Laurie Glass stresses that New Campus students who participate in the vocational skills program are not required to demonstrate strict academic qualifications to be selected. "Our students can grow from this program regardless of whether they have cognitive impairments, learning disabilities, or autism. The point is that no matter what the students' challenges are, we believe they all have the potential to learn these employment skills which will benefit them in the workforce and in their relationships." Glass continues, "It's especially rewarding when we see students' self-confidence and independence increase – that kind of learning touches all parts of their lives."

Board Of Education

September 2016 Meeting Minutes Link
http://www.tbaisd.org/downloads/_news_/minutesseptember62016.pdf

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

TECHNOLOGY MATTERS

ISD Program Websites

Do you maintain an external website such as Weebly or Wix to communicate with students, parent and partners in education? If so, please advise the web communication team so future TBAISD website developments can support your communication needs.

Student Recognition

Congratulations CTC students **Ally Brooks** (Graphic Arts) and **Keegan Ales** (Web & Game Programming) for being selected as September Rotary Students of the Month.

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.

Help Wanted Needs Extend Beyond Summer

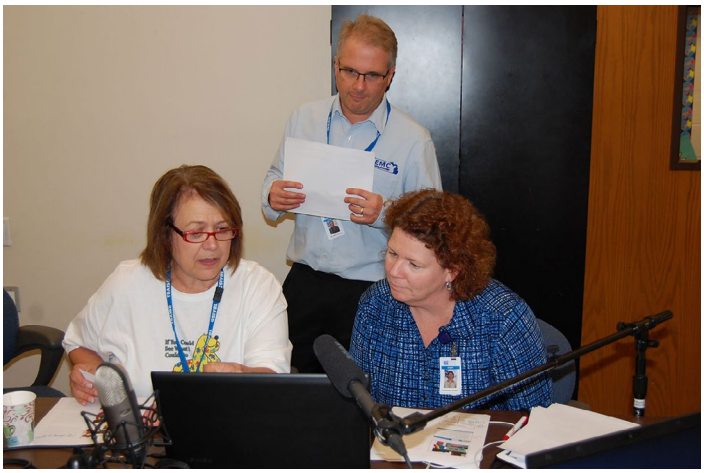
TBAISD coordinated services grapple with shortage of school bus drivers, substitute teachers and aids for regional schools

As summer winds down, one constant still remains. Help wanted signs are seen widespread across the region, including school districts seeking bus drivers and substitute teachers to join their labor force. **You can help!** Please share this information with family, friends and acquaintances.

School bus drivers are currently being sought by Dean Transportation who provides coordinated services for special education transportation to all school districts served by the TBAISD. This partnership delivers significant cost savings to the region's schools and allows school administrators to remain focused on educating students, knowing it has the support of a transportation agency with a well-equipped fleet and highly qualified staff who follow an intense driver-training program to support the needs of students with disabilities.

A shortage in substitute teachers is another ongoing concern for schools all across the region. PCMI Staffing Services works in partnership with TBAISD to employ qualified substitute teachers, teacher assistants and custodial services for all sixteen public school districts in the region. Substitute positions are offered at a variety of locations and times, allowing individuals flexible work options.

Job seekers may visit www.deantransportation.com/jobs for Dean Transportation employment information. PCMI is holding a **job fair on Thursday, October 13**, from 10:00 to noon at TBAISD administration building located at 1101 Red Drive in Traverse City. Individuals can pre-register at www.pcmiservices.com or call 231-922-6230 for more information.



Collaboration -- *Oak Park Supervisor Deb Nelson, REMC Technology Specialist Michael George, and Strategic Plan Manager/Behavior Team Coordinator Marianne Swank set up a temporary sound studio to record their work that will be shared with others.*