

Cooperative Connection

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Southeast Service Cooperative

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Southeast Service Cooperative
210 Wood Lake Drive SE
Rochester, Minnesota 55904
ph (507) 288-1282
fax (507) 288-7663
www.ssc.coop

How SSC's health promotion programming saved a life

by Kari Kubicek

Lori Haarstad, a teacher at St. Mary's of Owatonna, experienced first hand the benefits of participating in her organization's health promotion programming. A short time after she participated in a CPR training facilitated by Mary Herzog, the school nurse at St. Mary's, Haarstad witnessed a bicyclist/automobile accident. Being first on the scene, Haarstad immediately recalled her training and the procedure for handling the situation.

Quickly assessing the situation, Haarstad prepared to do compressions. Fortunately, before she could begin, he began breathing on his own. Haarstad commented, Interestingly enough, there was no adrenaline rush or feeling of anxiety whatsoever. It was eerie, but as soon as I looked at the man, my entire training of CPR played through my mind. I think that is what kept me calm and focused so that I would know what to do.

Although Haarstad had been trained in CPR over ten years ago in college, she commented that things have changed a lot, and she would not have had any



St. Mary's teacher Lori Haarstad

recollection of what to do had she not been recently trained by Mary.

It's funny, I never thought I would ever be in that situation, but it's affirming to know that I am prepared to act without question. That gives you a sense of empowerment, commented Haarstad.

The CPR training facilitated by Mary Herzog was made possible through funding awarded to St. Mary's through SSC's Employee Health Promotion Support Program. Herzog commented that, All of this wouldn't be possible if I hadn't been able to purchase the Annies (CPR training mannequins) and have the classes with the help of funds we were awarded through SSC.

Kasson-Mantorville student takes home top prize at Water is Life art contest!

Alixandra Biver, a junior from Kasson Mantorville High School, was one of six high school students who won \$500 scholarships Wednesday, May 6, in the Freshwater Society's fifth annual Water is Life art contest. The six were chosen from among 29 semi-finalists from across Minnesota. See the whole story on page 13!



Best practices for health insurance: Preventing adverse selection



by *Bill Colopolous*

Health benefits programs can be affected by adverse selection. General characteristics that produce adverse selection are:

- Multiple plan design choices
- Cash in lieu of plan participation
- Negotiated contributions are often too low for employees to be able to afford family coverage
- Spouse coverage alternatives can lead to low family participation
- Pre existing conditions

Adverse selection refers to the ability of individuals in a group insurance plan being able to opt in or opt out of it depending on their perceived individual benefit value. If those with known risks are allowed to opt into a plan, they will drive up the cost of the plan. If those with little or no risk are also allowed to opt out, the plan will soon consist of participants who only represent high risks; also driving the cost of the program higher.

Here is how adverse selection relates to the categories mentioned above:

Multiple plan design choice

While a one size fits all approach to plan design limits consumer choices, offering multiple plan designs introduces an element of adverse selection. Those with higher risk tend to elect more comprehensive plan design choices; those with lower risk elect the less costly, less comprehensive plans. Multiple plan design choices result in a lower overall premium base that must cover essentially the same number of claims. This increases the overall loss ratio of the group that determines current and future premium need, driving rates and premiums higher than they would be if there was only one plan design.

Cash in lieu

Some group insurance plan sponsors allow their employees to choose to receive cash in lieu of their employer's health insurance premium contribution. This erodes the premium of the health insurance plan; driving the loss ratio of the plan higher. The lower users of healthcare will take the cash; the higher risk users will stay in the plan. But many who choose to take cash in lieu may at some point (once they have a known liability) opt back into the program. When this happens, they will face an unpopular reality of not having their pre existing conditions covered for a period of time. However, eventually that limitation will expire, resulting in yet one more adverse risk selection effect against the plan. There is also the possibility that individuals choosing cash in favor of benefits

Best Practices

Taking steps to avoid adverse selection require a comprehensive approach to managing the integrity of the risk profile of the group insurance program.

Bill Colopolous
SSC Health and Benefits Consultant

may end up making a bad decision to not be insured at all. The group could face future liabilities from employees who make these bad decisions.

Negotiated contributions are often too low for employees to be able to afford family coverage

If an employer is to maintain a successful group plan both single and family premiums must be affordable. This will assure the proper risk mix of group participation and will ensure the family premium, which is needed to cover claim costs, will be factored into the group's loss ratio. It will also prevent individuals from dropping coverage or being forced to consider inferior individual policies due to their group plan being unaffordable.

Spouse coverage alternatives can lead to low family participation

Groups whose plans are unaffordable may find that many of their plan members will opt out of their plan. This too, will erode their overall premium base and contribute to the effect of driving up their loss ratios. Competitive plan designs and affordable premiums will minimize this effect.

Best Practices continued from page 2

Pre existing Conditions

New members joining a group plan who had creditable coverage either under another group plan or a qualified individual policy within 63 days of their effective date generally qualify for full benefits under the terms of the group insurance policy. This is a legal requirement; there is nothing a group can do to avoid these liabilities. However, pre existing conditions underscore the importance of minimizing the other effects of adverse selection that can be controlled and influenced by the proper construction and maintenance of group insurance plans.

Best Practices

Taking steps to avoid adverse selection require a comprehensive approach to managing the integrity of the risk profile of the group insurance program.

Here are five simple suggestions:

1. Arrive at a consensus for one plan design that is affordable for all employees. A consumer directed health plan is the best option since it provides flexibility for most plan participants.

2. Do not allow cash in lieu.
3. Avoid multiple tier premium ratings; use two tiers single employee and employee with family coverage. More than two tiers create additional choices that can add adverse risk selection.
4. Transfer retiree coverage liabilities to Medicare when possible by coordinating coverage with Medicare supplemental plans.

Practical Considerations

More affordable premiums can be created by balancing contributions between single employees and those with families. This could be done by requiring some single employee contribution and shifting those funds to increase the employee with family contribution.

In cases where employer contributions have been set according to the cost of the highest value plan (in groups offering multiple plans) it is also preferable to re calibrate the basis of the contribution agreements to the premium value of the lowest cost plan option.

This will accomplish two goals:

- Free up funds that will enable a better balance of single employee and employee with family contributions
- Allow for an easier evolution to one plan design.

Summary

Adverse selection is real and pervasive in many of our region's group insurance plans. Planning effort is required and sound strategies must be taken to minimize its multiple, negative effects. The good news is that there are definitive actions that each group can take that will produce corrective results. This year, the Southeast Service Cooperative has incorporated such actions into its renewal management strategies. These strategies are helping control costs for our pool members who have adopted them.

To find out more, please contact me at 507 206 7419 or bcopolopoulos@ssc.coop.

SSC's new videoconferencing system offers more options for members



SSC now has videoconferencing abilities, which will mean increased savings for our members, as we plan to offer this option for many

of our seminars and meetings. If your workplace is equipped with a videoconferencing connection, and you chose to participate with it, it can mean less travel time, cost and time away from your office. Look for information on videoconferencing options on announcements from SSC.

For more information contact Dale Walston at (507) 281 6675, dwalston@ssc.coop.

Feeling Green?

Do your part to save paper by receiving this newsletter electronically.

Contact:

Nicole LaChapelle at
nlachapelle@ssc.coop
to make the switch.

Available funding for health promotion programming to be increased for 2009-10

by Kari Kubicek

The 2008 09 year marked the launch of SSC's Employee Health Promotion Support Program, a program designed to assist SSC members in the planning and implementing of health promotion programming in their organizations. This program, available at no charge to SSC pool members and at a fee of \$400 annually for non pool members, consists of multiple components; however, the funding available to pool members for health promotion programming is a tremendous opportunity that should not be missed.

To make this opportunity even more valuable, SSC is increasing the available funding to its pool members for the 2009 10 year. Awarded funding is based on the number of contracts (employees who participate in the insurance plan) an organization has and there are four tiers of funding available. Each tier of available funding will be increased by \$250 for the 2009 10 year and the funding tiers are as follows:

At or over 200 contracts	\$.1,750
100 - 199 contracts	\$1,500
51 - 99 contracts	\$.1,200
At or below 50 contracts	\$1,000

For those organizations that have yet to begin health promotion in their worksite, these funds can go a long way in kick starting their program.

Awarded funds may be used for costs to start a local Employee Wellness Committee, stipends for committee members (up to 50% of funds), policy development, incentives and prizes, materials, biometric testing supplies, stipends and substitute costs for participants



in wellness training and forums, presenters and other costs directly related to providing a healthy working environment and health promotion for employees. Activities must be made available to all employees.

The Employee Health Promotion Support Program also offers a number of additional opportunities to its members. These include:

- Local employee health promotion coordination training
- Health fair consulting
- Biometric testing
- Incentive items at cost
- Two to three topical forums
- Blue Cross Blue Shield of Minnesota's Whole Person Health Support Program*

**items followed by an asterisk are services either not available to Non Pool Members or available at an additional cost.*

SSC is currently planning its activities and forum topics for next year and we are always looking to our members for their input. If you have ideas about what topics you would like to see covered in our forums or any questions related to this program, please contact Kari Kubicek, kkubicek@ssc.coop, or Nicole LaChapelle, nlachapelle@ssc.coop.

What was accomplished in the 2008-09 year?

Although not all SSC pool members took advantage of the funding opportunity provided through the Employee Health Promotion Support Program during the 2008 09 year, several organizations did successfully implement activities and programs. Through the program, SSC awarded a total of \$15,198.40 to eight school members and six CCOGA members. Programming and activities supported and/or implemented by this funding include the following:

- CPR and AED trainings
- Employee health fairs and biometric screenings
- Topical speaker fees
- Flu shot clinics
- Promotion of wellness through emails, educational literature, etc.
- Walking, aerobic, strength training programs
- Purchasing of incentive items
- Creating a health resource library
- Healthy eating campaigns, weight loss challenges
- Wellness Committee stipends

Employee evaluations are required to be completed and submitted with the final report at the end of the funding period. Some comments made by employees who participated in the health promotion programming in their organization cited reasons for participating. Some of these included to:

- educate
- use it as an incentive to stay healthy
- improve personal health and awareness
- know the importance of feeling good and feeling healthy
- serve as a role model to the children in the classroom

SSC is excited to be able to continue offering this program. Don't miss out on the opportunity to do something for yourself and your organization!

Poverty seminars at SSC to offer insight into the region's growing problem

People in poverty face challenges virtually unknown to those in middle class or wealth challenges from both obvious and hidden sources. The reality of being poor brings out a survival mentality, and turns attention away from opportunities taken for granted by everyone else. If you work with people in poverty, some understanding of how different their world is from yours will be invaluable.

A Framework for Understanding Poverty

Understanding the Culture of Poverty for City and County Personnel

Monday, June 8

Examine the differences between generational poverty and middle class and how service providers can better meet the needs of their clients, students and families. Learn how the lack of resources, beyond financial, affects how an individual views the world and participates in school, work and society. Understand that there are hidden rules in

generational poverty and middle class that differ greatly and affect how individuals and families learn, work and live.

Generational Poverty and Middle Class Poverty Seminars for Educators

Tuesday & Wednesday, June 9 & 10

This class will examine the differences in resources, language, family structure, discipline and hidden rules that can and do affect achievement. Identify the hidden rules that are at work, in school and home and how these rules affect how students are motivated, comfortable and open to learning.

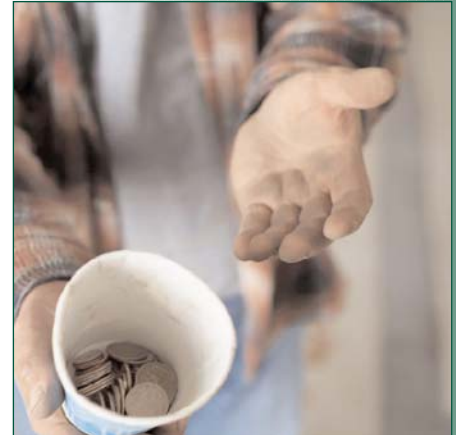
Instructional Strategies

Generational Poverty

Thursday & Friday, June 11 & 12

Attendees will examine various strategies which will assist students affected by generational poverty in learning and wanting to learn.

Instructor Pat Anderson is a certified trainer for Dr. Ruby Payne's



A Framework for Understanding Poverty. She has taught at the Moorhead State College Campus School and Fargo Public Schools. She has served as Region IV Director of Basic Skills for the Minnesota Department of Education.

For more information on SSC's poverty seminars, please log on to www.ssc.coop.

Note: There is no cost for AYP schools and districts to attend the Generational Poverty seminars.

Response to Intervention team training: Doing it right

A two day Response to Intervention workshop will be offered, at no cost, to district and schools not meeting adequate yearly progress on June 16 and June 17. The first day focus will be learning the critical components of RTI framework and how to best implement them into a Tier I model. The second day will extend into Tier 2 and how to find and utilize interventions to meet the needs of small groups of learners. Participants will learn:

- The critical components of an RTI framework
- How to determine a class wide

- versus individual problem
- How to select interventions for core reading and math programs
- How to develop a comprehensive needs checklist to assist in implementation
- How to use diagnostic data to support the use of specific evidence based interventions

Instructor Cheryl Nash coaches schools and districts in their implementation of an RTI framework. Her training comes through the University of Minnesota's Dr. Matthew Burns. His model is considered a hybrid,

blending the best and most critical components of RTI.

All K-8 teachers and principals are encouraged to attend this workshop, however, it would be best to attend as a team.

This is an opportunity to learn and apply the principles of RTI and begin an action plan for your classroom/school. This is an opportunity not to be missed!

For more information, or to register, please go to www.ssc.coop.

Knowledge Bowl teams set a record!

by Kirsten Kuehl

Ninety three teams participated in Senior High Knowledge Bowl during the 2008 09 season. Thirty two schools from across southeast Minnesota fielded teams that began competition in December.

Round robin competitions took place once a month in December, January and February. Teams were divided into two tiers and took part in Sub Regionals (over five days) in March. Twelve teams from each tier advanced to Regionals. The top three teams from tier A and the top two teams from tier AA advanced to the State Knowledge Bowl Competition. The event was held April 22 23 at Cragun s Conference Center in Brainerd.

Twenty four teams, from two tiers competed with teams from across Minnesota. Teams consist of five students (including the alternate). All

team members work together on a 60 question written round. Four team members compete in five oral rounds.

Over 800 teams from 290 school districts throughout Minnesota participate in Senior High Knowledge Bowl.

The top teams are pictured on page 7. Teams received trophies for their school and individual medallions for each team member.

Congratulations to these teams on their great showing!

Schools that participated in Senior High Knowledge Bowl are:
Albert Lea, Austin, Caledonia, Cannon Falls, Chatfield, Dover Eyota, Fillmore Central, Glenville Emmons, Goodhue, Grand Meadow, Houston, Kasson Mantorville, Kenyon Wanamingo, Kingsland, LaCrescent,

Lanesboro, Lewiston Altura, Mabel Canton, Northfield, Pine Island, Plainview Elgin Millville, Red Wing, Rochester (Century, Rochester Mayo, Rochester Off Campus,) Rushford Peterson, Southland, Spring Grove, St. Charles, Stewartville, Triton and Winona.



Indoor air quality certification workshops have been set for 2009

by Bob Tweten

School Districts are required to have a staff member certified in Indoor Air Quality submit annual Attachment #99, and have an operational IAQ Management Plan in order to qualify for any new Health and Safety funding.

Plan to attend one of the following workshops:

Mankato

Friday, June 12, 2009
10 AM 2 PM

Grand Rapids

Tuesday, June 16, 2009
10 AM 2 PM

Detroit Lakes

Wednesday, June 17
10 AM 2 PM

St. Paul

Tuesday, June 23
8:30 AM Noon

St. Paul

Thursday, October 22
8:30 AM Noon

For additional Information contact Dan Tranter at (651) 201 4618 or daniel.tranter@health.state.mn.us to register for one of these workshops.

Please feel free to contact me regarding Health and Safety questions as they apply to your school district: Bob Tweten (507) 281 6663 or btweten@ssc.coop.



Top placing teams at Regional Knowledge Bowl

Tier AA Teams



1st Place Rochester Mayo Gold
 Back: Susan Wolfe (Advisor), Abhayjit Singh, Joe Hagedorn, Jake Giesen (Advisor)
 Front: Joanna Zhang, Andrew Peters, Tom Hadley



2nd Place Northfield Gold
 Back: Dan Mellstrom, Brian Jacobel, Andrew Tiano
 Front: Sam Estenson, Coleman Durkin



3rd Place Rochester Century 1
 Katie Manduca, Bruce Gregoire, Raghav Chandra, Jason Kim



4th Place Kasson Mantorville 1
 Back: Janae Kirsch, Sam Buchl, Erik Johnson
 Front: Drew Hackenmiller, Luke Schwartz



5th Place LaCrescent 1
 Back: Jim Hermes (Advisor), Erin Dunlap, Brittany Kuschel, Brandon Kuschel
 Front: Lauren Oliver, Kaylee Knowles

Southeast Minnesota made a great showing at 2009 State! **Rochester Mayo placed 2nd in Tier AA** and **Rushford Peterson placed 6th in Tier A**. Each team member was awarded medallions. Rochester Mayo also took home a trophy.

Tier A Teams



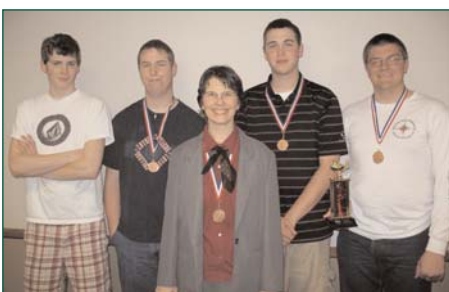
1st Place Dover Eyota 1
 Back: Tom Theye (Advisor), Caleb Hammel, Travis Schreier
 Front: Ty Stroope, Tom Wick, Becca Erickson



2nd Place Rushford Peterson 1
 Back: Mary Wolter (Advisor), Kean Fallon, Andrew Mackenzie, Carl Schiltz
 Front: Mike Wolter, John Klungtvedt, Deb Klungtvedt (Parent Volunteer)



3rd Place Spring Grove 1
 Back: Thomas Trehus, Peter Zaffke, Joe Morken, Al Lochner (Advisor)
 Front: Kjersti Fried, Annie Galloway



4th Place Cannon Falls 1
 Back: Mitch Carpenter, Joe Schwarzhoff, Kevin Althoff, Zeke Pederson
 Front: Anne Mellesmoen (Advisor)



5th Place Houston 1
 Back: Ryan Gatzlaff (Advisor), Chris Stackhouse, Luke Jerviss, Meredith Lee
 Front: Tyler Krage, Zach Stackhouse

Other teams from our region did well against the best teams in the state. Northfield placed 8th in Tier AA. Dover Eyota placed 15th and Spring Grove placed 20th in Tier A. Forty eight teams competed at State.

Electrical safety in the workplace - CliffsNotes guide to NFPA 70E



by Tim Puyleat
IEA

NFPA 70E Electrical Safety in the Workplace is a consensus standard that has been around for a few years and provides guidelines for working on or near live electrical parts. The goal of the standard is to protect workers from electrical shock and arc flash while completing tasks on energized parts. Until recently, compliance with this standard was considered voluntary under OSHA guidelines. However, OSHA is starting to enforce compliance with the standard as part of the safe work practices requirement of the electrical safety standards.

The question for many organizations then becomes, what are the requirements and where do I start? NFPA 70E provides an outline for performing hazard assessments, determining the proper protection boundaries and appropriate personal protective equipment (PPE). Compliance with this standard does not require a large budget of either time and money. What it does require is a review of the hazards within each facility that starts with an inventory of the electrical panels and equipment in the facility above 50 volts or more. Once the panels are identified and the voltages understood, the tables in the standard are used to determine the tasks performed and the PPE

required. The tables also define the flash protection boundaries required to protect the qualified workers and others from injury in the event of an arc. Once these determinations are made, train all employees on the requirements of the program and verify they are following the procedures and wearing the proper PPE.



The aftermath of an electrical arc flash

Some other key concepts to keep in mind:

Restrict employees from working on energized electrical parts. The only instance where live work is permitted should be troubleshooting and/or testing circuits. In all other cases, the panel should be locked and tagged out.

Develop safe work procedures for qualified employees. Use a permit system for those instances where energized work is required. The permit should indicate potential hazards and the actions taken to reduce or mitigate those hazards.

Work with contractors and verify their compliance with the applicable regulations. Just because a contractor has been hired, does not reduce your

liability when something happens.

Document the steps taken to comply with the standards. Documentation proves that something was done. Without it, there is no way to verify actions taken. Secondly, have a documented plan for compliance. If you are not in compliance, but have an action plan that is defined, OSHA will be more understanding and give you time to complete the process.

Maintenance of electrical systems is critical in the process. The tables in NFPA 70E provide protection based on assumptions. If the circuits are incapable of tripping when required the exposure to the employee will be greater.

For more information, a copy of the standard is available through NFPA at their website: www.nfpa.org or you are welcome to contact Tim Puyleat, at IEA. Tim can be reached at 507 884 6691 or timp@ieainstitute.com.



2009 Young Authors,
Young Artists Conference

Spark Your
Creative Fire

May 20 & 21

MSC Online Learning Program moves into its second year

by Kari Kubicek

SSC is now accepting district enrollments for its second year of offering the Minnesota Service Cooperatives (MSC) Online Learning Project, an approved online provider with the Minnesota Department of Education. MSC Online is a collaborative of Northeast Service Cooperative and its member districts, SSC, Lakes Country Service Cooperative, and Resource Training and Solutions.

SSC launched the MSC Online Learning Project last fall and currently has five districts enrolled in the program: Albert Lea Public Schools, Byron Public Schools, Cannon Falls Public Schools, Northfield Public Schools and Pine Island Public Schools. A total of 25 students from these districts enrolled in 46 online courses offered through MSC Online during the 2008-09 school year.

The program represents an innovative, collaborative solution to providing high quality, cost effective opportunities for online teaching and learning for students in grades 9 through 12. Because this program is a part time, non diploma program, students will remain enrolled in their own district while taking courses with MSC Online.

The cost for a district to enroll in MSC Online is \$1,950 per year. This fee allows the district access to all of the following:

- Access for teachers and administrators to the Moodle Course Management System (CMS)
- Access to online courseware
- Free hosting of district sponsored blended classroom courses, professional development and/or

I have found MSC Online to be a good option for students. I have been trained to be a teacher and had the experiences that show me what is expected from both the teachers and the learners. I have found that Online learning is not for everyone, but it can be useful to many. Pine Island will be blending a 30 hour course into our 10 grade curriculum next year, "Introduction to Online Learning". We hope to give the students an experience in Online Learning and make them more knowledgeable, enabling them to make informed decisions of whether or not Online learning is for them.

Kevin Cardille
Pine Island High School Principal

professional learning communities
Training for up to three individuals in the Facilitating Online Learning course

On going professional development for teachers and administrators
Regional program administration and coordination with the Minnesota Department of Education

Maintenance of the CMS, including level 2 (program and software) and Level 3 (server) technical support

One of MSC Online's objectives is to build regional capacity through training educators in the SE region to teach online courses. As listed above, a component covered by the enrollment fee is the training of up to three individuals from the enrolling district to teach online coursework. The Facilitating Online Learning (FOL) course is a three week training that begins with an initial face to face

session, followed by three weeks of online coursework, and ending with a final face to face session. In the first year of programming, 24 individuals completed the FOL course and became certified to teach online courses through MSC Online.

To meet the growing training needs of our current districts and districts enrolling in MSC Online for the 2009-10 year, two FOL trainings have been scheduled during the upcoming summer and a third training will be scheduled in the early fall of 2009. The summer trainings are as follows:

FOL Training Session #1

Initial face to face session
Wednesday, June 24
9 AM 3:30 PM

Three weeks of online course work (week added for Fourth of July)
Final face to face session
Wednesday, July 22
9 AM 3:30 PM

FOL Training Session #2

Initial face to face session
Thursday, August 13
9 AM 3:30 PM

Three weeks of online course work (week added for Labor Day)
Final face to face session
Thursday, September 10
9 AM 3:30 PM

More information about MSC Online can be found on our website at www.ssc.coop. If you have questions or would like to enroll in this program please contact Kari Kubicek, kkubicek@ssc.coop, or Nicole LaChapelle, nlachapelle@ssc.coop.

Schools - Get help with creating a positive learning environment School Wide Positive Behavior Intervention and Supports (SWPBIS)



by Heidi Knepper

If you are working hard to create a positive teaching and learning environment in your K-12 school, you are not alone. Schools across the country are struggling with an increase in disruptive environments which directly lead to less time for teaching and learning. Addressing this issue is critical as problem behaviors not only interfere with academic, social, and vocational success, but also represent one of the most common reasons children are excluded from school. If you are a school in Southeastern Minnesota struggling with these issues, School Wide Positive Behavior Intervention and Supports (SWPBIS) might be just what you are looking for!

Instead of a separate program, SWPBIS is a systematic process within which schools are able to analyze their needs, and identify where they need to be for positive teaching and learning to occur. After the discipline needs are identified, practices may be developed or adopted and fitted to meet those needs. Often times, SWPBIS is introduced as a universal behavior intervention in schools implementing Response to Intervention (RTI). Therefore, SWPBIS helps schools to develop a system to:

- Analyze where discipline problems occur
- Examine the level of support available in all systems needed to create positive school environments
- Collect and analyze data to facilitate the selection of Best Practices that fit the needs of the school within each system
- Develop Best Practices that consider the function of behaviors
- Provide an environment that increases social and academic learning

Southeast Service Cooperative has developed and submitted a grant

proposal in collaboration with South Central and South West/West Central Service Cooperatives to provide regional training consistent with the National PBIS Center's training, materials, messages and model. This proposed regional training model will focus on creating a network of regional trainers, who will build internal capacity in schools by training staff to implement the National PBIS Center's model in their own schools. Participating in this opportunity would give your staff access to high quality SWPBIS training and support on a local level.

If you would like to request an application or just have some questions about our SWPBIS grant proposal, please call or email Program Coordinator Heidi Knepper at (507) 281-6669 or hknepper@ssc.coop.

Five lucky winners of survey giveaway announced!

We have some winners! Recently, we routed a lengthy online survey to help us with our organizational review and to help us assess training needs. To motivate people to complete the survey, we offered a reward. Anyone that provided their contact information was entered into a drawing of five prizes to be given away after the survey period ended. Congratulations and thanks for your help!

Each of the winners listed here will receive a **FREE technology integration training!**

Megan Berberick
Business Manager,
Lewiston Altura

Therine Gudknecht
Business Manager,
Kenyon Wanamingo

Royce Helmbrecht
Principal, Lyle Public School

Joanne Michet
Teacher, Rochester

Abe Rodemeyer
Elementary Principal,
Byron School District



SSC Position Opening - School Improvement Coordinator

This position may be part time or full time and provides technical assistance in school improvement planning and professional development services for area schools and school districts, specifically those identified as needs improvement due to not making adequate yearly progress (AYP) as defined by the No Child Left Behind Act. This person conducts planning and development under the guidance of the School Improvement Lead Coordinator.

The School Improvement Coordinator serves as a core member of the regional AYP Support Team with the following responsibilities:

1. Technical Assistance in School Improvement Planning: Assists the AYP/School Improvement Lead Coordinator in the development and implementation of school and district improvement plans with leadership teams of schools and districts identified as not meeting adequate yearly progress (AYP) (number of schools and districts to be determined), serving as a liaison between district leaders, school leadership teams, and the AYP support team.
2. Professional Development Service Design and Delivery: Assesses needs, develops training topics, finds instructional resources, and coordinates regional professional development activities; also assists schools and districts with coordination of local professional development activities.
3. Project/Program Development as it relates to AYP school improvement programming: Conducts research and generates recommendations as requested by other staff; assists Lead Coordinator as requested with program and partnership development, program/project design, budgeting, implementation, evaluation, and management.
4. As needed, serves as a liaison between MDE staff and School/District Leadership Teams for the assigned schools and districts.
5. Participates in planning meetings and training activities with other SSC staff, Minnesota Department of Education staff, and other AYP Coordinators. Maintains skills and expertise in curriculum and professional development, graduation standards, assessments, data analysis, planning, and facilitation.

The School Improvement Coordinator will receive training and support in provision of technical assistance. Frequent travel and attendance at meetings are required.

Qualifications and Skills required for this position: Requires extensive knowledge about K-12 school instruction and operations. Specific skills and knowledge:

- Experienced educator (teacher/administrator)
- Trained in interpreting/using assessment data for decision making
- Understanding of quality framework for continuous improvement plans
- Group facilitation skills, excellent communication skills
- Understands Title I and the consequence stages of not making AYP
- Understands the federal requirements of School Improvement plans and the technical assistance process

Go to www.ssc.coop for the full position description and instructions for applying.

High Schools - Encourage your students to participate in Channel One's Student Food Drive



As a courtesy, SSC is helping to promote a program that might interest our members; the Channel One Food Bank and Food Shelf 2009 Student Food Drive! More information is available on our website at www.ssc.coop.

The Student Food Drive is an effort conducted by high schools in the service area to collect and donate food to local Channel One Food Banks.

As part of their commitment to the Student Food Drive, Tyson will be donating a tractor trailer full of frozen protein (approximately 35,000 pounds) that will help feed people in need throughout our region.

Students will participate through their high school. With the help of a faculty advisor, students plan events to promote the Drive, organize their food collection, and package and deliver food to Channel One. Students are recognized for their efforts at an awards party on the last day of the Drive.

All participating schools receive a participation award of \$150, which may be used to offset Student Food Drive expenses, for other school projects or as donations to nonprofit agencies in their communities.

Channel One's inaugural Student Food Drive will be held September 28 to November 6, 2009. They will be contacting high schools in our area to try and secure your participation in this exciting event.

If you would like to participate and/or have a particular advisor who you would like to coordinate this program in your school, contact Channel One by May 15 so they can begin planning before summer break.

Your Channel One contact is:
Julie Christensen
Volunteer Recruiter and Community Relations Coordinator
(507) 424 1705 or
juliechristensen@channelone.org

Schools - Plan to work the American Anthropological Association's RACE exhibit into your 2010 curriculum

Mayo Clinic and the Rochester Public Library are hosting the American Anthropological Association's RACE traveling exhibit at the Rochester Public Library from May 17 to September 6, 2010. Area schools are invited to include the exhibit in the 2010 school curriculum. Schools will have priority to tour the 5,000 square foot exhibit May 17 through the first two weeks of June 2010.

This exhibit is designed to educate on the importance of diversity to all communities. It is currently touring major United States museums including the National Museum of Natural History in Washington, D.C.



The educational goal of the RACE exhibit is to help individuals of all ages better understand the origins and manifestations of race and racism in everyday life by investigating race and human variation through the framework of science. The exhibit is a multimedia educational experience and is also interactive.

Additional information and contact information will be available soon.

Audrey Betcher, Director, Rochester Public Library and Susan Ahlquist, Mayo Clinic Public Affairs, are assisting with coordination of this project.

For more information go to www.understandingrace.org.

Four area student artists competed in the 2009 Water is Life art contest finals



We are happy to announce that Alixandra Biver and Anna Carlsen, both from Kasson Mantorville High School, Amanda Fry, Plainview Elgin Millville High School, and Jodi Misar, Winona Senior High School were selected as the southeast regional semi finalists in the Water is Life art contest. Their works were selected from 34 pieces of art judged April 29 at the Regional Event held at the Wood Lake Meeting Center located at the Southeast Service Cooperative

The four semi finalists advanced to a statewide competition May 6 at the Gray Freshwater Center, home to the Freshwater Society, in Excelsior, Minnesota. They competed with semi finalists from other regions in Minnesota. Alixandra Biver was one of the six winners, and received a \$500 scholarship. Each semi finalist received a \$100 prize.

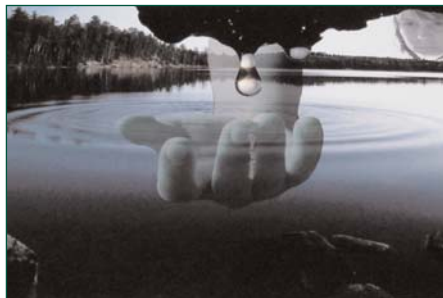
The Water is Life Art Contest gives schools and students an opportunity to convey an important message through their creative talents. High school artists learn about and become involved in preserving our freshwater resources. Expressing meaningful and artistic ways to portray the importance of freshwater was the theme of the fourth annual Water is Life Art Contest and Scholarship Program.

The Freshwater Society of Minnesota in conjunction with the Southeast Service Cooperative has, for the fifth year, sponsored the Water is Life scholarship contest to provide opportunities for regional senior high

students to creatively display and celebrate the beauty of water, lament its environmental degradation, or illustrate its impact on the human condition.

For over 35 years, the Freshwater Society has been a leading public nonprofit organization dedicated to conserving, restoring, and protecting freshwater resources and their surrounding watersheds. Through its program initiatives in freshwater resource management, groundwater and surface water stewardship activities, public education, conferences and publications, the Freshwater Society has been a catalyst for understanding one of our most important natural resources

To view some of the art work and activities from the previous contests, please go to www.freshwater.org and follow the links to the Water is Life Art Contest. For more information about the Water is Life Art Contest, contact Jeanne Prok at (952) 471 9773.



Jodi Misar's winning work. She is from Winona Senior High School.



*Alixandra Biver
Kasson Mantorville High School*



*Anna Carlsen
Kasson Mantorville High School*



*Amanda Fry
Plainview Elgin Millville High School*

Recent Board meeting actions and information

February 2009

Accepted the settlement report for the 2007 2008 School Health Insurance Pool.

Credited the calculated excess claims fund for Stewartville Public Schools and for Mabel Canton Public Schools, pursuant to SSC policy on management of the Health Insurance Pools.

Authorized submission of a 2009 RUS DLT grant proposal, and authorized the Executive Director, Suzanne Riley, to sign all related documents and commit matching funds on behalf of the Service Cooperative and participating school districts.

March 2009

Authorized the purchase of a copier for \$1,330 and replace our lease ending in April with a new lease with Metro Sales for \$8,984 per year.

Established the membership fees for 2009 2010 at the same levels as the current year. AMCPU numbers for 2007 08 will be used to calculate fees.

Approved a request for membership on the SEMNET joint powers agreement board effective July 1.

April 2009

Extended the service agreement with IEA for environmental health and safety management services to SSC members for two years through June 30, 2012 in consideration for \$10,000 paid by IEA to mitigate part of SSC building retrofits and upgrades in the space IEA occupies.

Accepted the report of Board Clerk Don Andring regarding compliance with Minnesota Rule 2785.0500, as follows: I hereby certify that I have verified the qualifications of the current Southeast Service Cooperative Board Members and declare that the Board is in compliance with Minnesota Rule 2785.0500.

Accepted the Personnel Committee's recommendation for 2009 2010 employee compensation as submitted, including overall 3% wage and benefit adjustments and the Executive Director's salary, adopted the 2009 2010 Personnel Benefit Plan, outlined in documents filed with the official minutes of the meeting.

Approved the promotion of Heidi Knepper to the position of Director of Planning and General Administration effective July 1, 2009.

Authorized the Executive Director to open a position for an AYP School Improvement Coordinator for up to a full time appointment.

Extended the current contract with Next Generation Benefit Solutions, LLC through June 30, 2010.

Board Meeting Calendar

SSC Board Meetings:

Wednesday, May 27

Wednesday, June 24

Wednesday, July 29 (fifth Wednesday)

Wednesday, August 26

Wednesday, September 23

Wednesday, October 28

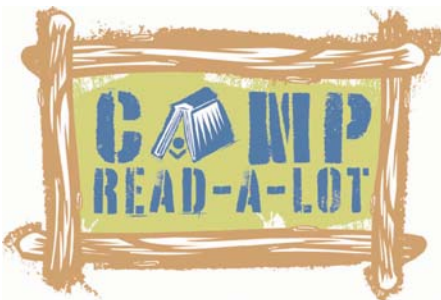
Monday, November 30 (fifth Monday)

Wednesday, December 23

Wednesday, January 27, 2010

Note: Completed SSC Board of Directors meeting minutes are available on the SSC website at www.ssc.coop

Teachers & librarians: Plan to attend SELCO's Camp READ-A-LOT this August



SELCO will host Camp Read a Lot, a fun filled summer literature experience, on August 13, at Eagle Bluff Environmental Learning Center in Lanesboro, Minnesota. Campers are invited to read exciting titles for children grades 2 5 from June

August. Read on a boat, on the beach or even in a tent! Then come to camp in August to share ideas with colleagues and listen to engaging speakers while enjoying a gorgeous summer day!

Details:

For teachers of grades 2 5, elementary school library media specialists, and public library staff

Presentations by Children's and Young Adult Book Expert Anita Silvey and MN Author Chris Monroe
Book Discussions

Registration fee is \$15, lunch included

To register for this event, please visit the SELCO training page at <http://tinyurl.com/selcocamp2009> or call SELCO at 1 800 992 5061. Questions? Email us at camp@selco.info.

Register early!

Calendar

May

Wednesday, May 20 & Thursday, May 21
All day event
Young Authors, Young Artists Conference
University Center Rochester

Wednesday, May 20
Noon 2:30 PM
MASA Region I Member Meeting

Wednesday, May 27
5 8 PM
SSC Board Meeting

Thursday, May 28
9 AM Noon or 1 4 PM
MDE SERVS Financial Training Session

June

Monday, June 8
9 AM 3 PM
Understanding the Culture of Poverty for City and County Personnel

Tuesday, June 9
9 AM 3 PM
Generational Poverty and Middle Class

Wednesday, June 10
9 AM 3 PM
Generational Poverty and Middle Class

Thursday, June 11
9 AM 3 PM
Instructional Strategies Generational Poverty

Thursday, June 11
10 11:30 AM
Legislative Wrap Session

Friday, June 12
9 AM 3 PM
Instructional Strategies Generational Poverty

Tuesday, June 16
9 AM 3 PM
RTI Team Training: Doing it Right

Wednesday, June 17
9 AM 3 PM
RTI Team Training: Doing it Right

Wednesday, June 24
5 8 PM
SSC Board Meeting

July

Wednesday, July 9
10 AM 1 PM
SMART Board Basic and Airliner Training

Monday, July 20
9 AM Noon
SMART Board Training Adding Sound, Video and Animation

Tuesday, July 21
9 AM Noon
PowerPoint Games for the Classroom

Wednesday, July 29
9 AM Noon
Senteo 2 Interactive Response System Training

Wednesday, July 29
5 8 PM
SSC Board Meeting

August

Wednesday, August 5
9 AM Noon
Digital Storytelling

Monday, August 10 & 17
9 AM Noon (both days)
Moodle Training Series

Tuesday, August 11
1 4 PM
Word 2007 Webinar

Wednesday, August 12
1 4 PM
PowerPoint 2007 Webinar

Wednesday, August 19
9 AM Noon
Creating Virtual Field Trips

Thursday, August 20
1 2:30 PM
Computer Terms in Plain English Webinar

Monday, August 24
1 4 PM
Excel 2007 Webinar

Tuesday, August 25
1 4 PM
Creating Self Correcting Answer Sheets in Excel

Wednesday, August 26
1 4 PM
Outlook 2007 Webinar

Wednesday, August 26
5 8 PM
SSC Board Meeting

New technology trainings at SSC this summer!

SMART Board Training Adding Sound, Video and Animation Monday, July 20, 9 AM Noon
Sounds are all around us and capture our attention faster than most other mediums. This hands on class will take you step by step through the process of adding MP3 sound clips, video and animation to your Notebook SMART Board lessons. You will be able to save a YouTube video in a format that you can access and save in Notebook and stop worrying about your Internet access.

Creating Virtual Field Trips Wednesday, August 19, 9 AM Noon
Virtual field trips can be tailored to every grade level. Trips range from the simple, such as a photo tour of a famous museum, to extremely detailed and high tech field trips that offer video and audio segments to make the visit more interactive. This course will familiarize you with online field trips, lessons and activities that have already been created and are ready for you to use. We will then work together step by step and create our own field trip.

Creating Self Correcting Answer Sheets in Excel

Tuesday, August 25, 1 4 PM
How much of your day is spent correcting papers? An hour, two hours maybe even more? In this hands on class you will learn the steps to create a self correcting answer sheet in Excel. Yes, a self correcting test! You also have the option for the test to calculate the percentage for you. This powerful application can correct short answer, multiple choice, true/false, matching and more.

Go to www.ssc.coop to register.



SSC is a 2008 Recipient of the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility.

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editor: Nicole LaChapelle
nlachapelle@ssc.coop

Southeast Service Cooperative

210 Wood Lake Drive SE
Rochester, MN 55904
Phone (507) 288 1282
Fax (507) 288 7663

Office Hours
Monday Friday
8 AM 4:30 PM

For up to date news, visit
www.ssc.coop



Southeast Service Cooperative

210 Wood Lake Drive SE
Rochester, MN 55904
ph (507) 288-1282 - fax (507) 288-7663
www.ssc.coop

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Call toll free, 1-800-657-6996, then an option:

- 1 . . .Cooperative Purchasing
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- 3 . . .Staff Development
- 4 . . .EHSM
- 5 . . .Student Academics & Conferences

We want to be there when you call, so try dialing us directly at the numbers below. Our voice mail system allows you to leave a detailed message if the person you're calling isn't able to answer right away. If you don't know who you need to talk with, dial (507) 288-1282 and one of our staff or our auto-attendant will direct you from there.
To send a fax dial (507) 288-7663.

	<i>name</i>	<i>phone</i>	<i>email</i>	<i>service area</i>	
SSC Staff	Katie Sue Cunningham	.(507) 281-6667	..kunningham@ssc.coop	...Program Assistant	
	Amy Grover	.(507) 281-6693	..agrover@ssc.coop	...Program and Planning Manager	
	Chris Hancock	.(507) 281-6671	..chancock@ssc.coop	...Accounting Assistant	
	Heidi Knepper	.(507) 281-6669	..hknepper@ssc.coop	...School Improvement Coordinator	
	Kari Kubicek	.(507) 281-6668	..kkubicek@ssc.coop	...Program Coordinator	
	Kirsten Kuehl	.(507) 281-6670	..kkuehl@ssc.coop	...Instructional Services Coordinator	
	Nicole LaChapelle	.(507) 281-6674	..nlachapelle@ssc.coop	...Communications and Program Assistant	
	Dick Riley	.(507) 281-6666	..driley@ssc.coop	...Program Assistant	
	Suzanne Riley	.(507) 281-6673	..sriley@ssc.coop	...Executive Director	
	Shelley Rinkel	.(507) 281-6672	..srinkel@ssc.coop	...Trainer	
Consultants	Diane Schwinghammer	.(507) 281-6683	..dschwinghammer@ssc.coop	...Lead School Improvement Coordinator	
	Bob Tweten	.(507) 281-6663	..btweten@ssc.coop	...Health and Safety Consultant	
	Dale Walston	.(507) 281-6675	..dwalston@ssc.coop	...Director of Operations	
	SSC Consultants				
	Bill Colopoulos	.(507) 281-6690	..bcolopoulos@ssc.coop	...Health and Benefits Consultant	
	Lesley Hauser	.(507) 281-6684	..lhauser@ssc.coop	...School Improvement Consultant	
	Roger Jones	.(507) 286-7807	..rjoneshr@prodigy.net	...Human Resource Mgmt Consultant	
	IEA (Institute for Environmental Assessment)				
	Thad Dahling	.(507) 281-6680	..thadd@ieainstitute.com	...Environmental Technician	
	Neal Forde	.(507) 281-6665	..nealf@ieainstitute.com	...Project Manager	
Bruce Huffer	.(507) 281-6681	..bruceh@ieainstitute.com	...Facility Consultant		
Natalie Nagel	.(507) 281-6688	..natalien@ieainstitute.com	...Administrative Assistant		
Tim Puyleart	.(507) 884-669	..timp@ieainstitute.com	...Industrial Division Manager		
Angie Radel	.(507) 281-6682	..angier@ieainstitute.com	...Senior Field Technician		
Pat Weir	.(507) 281-6677	..patw@ieainstitute.com	...Regional Manager		

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