



Southeast
Service
Cooperative

Connections

August 2017

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About Southeast Service Cooperative

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Shaping the Future
for communities of leaders and learners



SSC Seeks New Executive Director

Suzanne Riley Shares Message

I'm writing to tell you that after 39 wonderful years at SSC, 14 of which I've been honored to serve you as SSC's Executive Director, retirement is just around the corner! I've often remarked (since year six) that in 1978 I wouldn't have believed I'd work in any job for more than five years. The lure of challenge, change, learning, service for the public good, professional growth, and new opportunities would have been too enticing to stay in just any old place. But SSC has given me all of this through a series of positions over the years, and I've never been bored! I'll always will be grateful for this remarkable adventure.

On or around January 1, the SSC staff, Board of Directors, Advisory Committees, members, and partners will welcome our new Executive Director. This leader will be blessed, as I have been, to work with an incredibly gifted group of colleagues, a supportive and engaged Board and Advisory Groups, and a cohesive community of southeast Minnesota organizations that comprise the SSC membership. Thanks to our staff's diligence, SSC is in sound financial condition with a great facility, technology, well run operations, high quality services, and mutually beneficial partnerships.

Click below for the position announcement, or visit SSC's website at www.ssc.coop. The deadline to apply is September 7. I encourage you to share this with individuals you think may be interested. If you have any questions, please contact our search facilitator, Gary Kuphal, at gary.kuphal2@gmail.com or (507) 459-3535.

In my heart I'll always be a part of SSC and will look forward to enjoying SSC's future vicariously through all of you. Thanks for your role in creating wonderful memories. Now, in the meantime, I have work to do!

Position Announcement

SSC Welcomes Alicia Bredeesen

Alicia began her position as SSC's newest Organizational Assistant in June. Much of Alicia's job entails providing superior customer service to our Wood Lake Meeting Center clients and guests.

Prior to joining the SSC team, Alicia worked at Child Care Resource and Referral, Mayo Clinic, and managed the Twins Motel. Originally from Dover, Minnesota, Alicia has lived in Racine for the past 22 years.



Alicia and her husband Chuck have been married for over 30 years. They have two adult daughters,

Casey Jo and Coty Marie, four granddaughters, and one grandson. Alicia enjoys relaxing with her family and scrapbooking. She is also the biggest fan of her dad's band, Southbound Country. You'll find Alicia in the front row during all of the local band's gigs.

When asked her thoughts on her new position at SSC, Alicia replied, "I am living the dream, this is the best job in the world!"

SSC Baby Boom Continues

Five new babies in 10 months!

A well-recognized name to SSC members, Program Manager Nicole LaChapelle-Strumski and her wife Donna welcomed twin girls, Harper and Helena to their family on April 20. They join big brother Harry, who was born in June 2016. With the birth of the twins, a total of five new babies have joined the SSC family since last summer, when both Katie Hartman and Sarah Ness gave birth to baby boys.

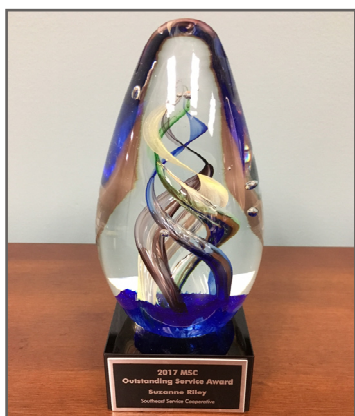


Executive Director Honored with Outstanding Service Award

On Thursday, July 13, Suzanne Riley was presented with the 2017 Outstanding Service Award at the Minnesota Service Cooperative Board Conference. SSC's staff, Board, and Advisory Committee members unanimously nominated her for this well-deserved honor.

Suzanne has served on the MSC Board of Directors and worked at SSC for 39 years. Through her current service as Executive Director, Suzanne has exemplified the best of what a leader can be. She brings passion and compassion, wisdom and humor, and empowers her team to be their best. She endlessly looks for ways to make the southeast corner of the state a better place for communities of leaders and learners.

Suzanne brings exceptional transparency and organizational coordination to her work with the board. She continually finds ways to maximize staff talent, resources, and ideas. She has



Suzanne (center) is pictured with SSC Board and staff members at the Minnesota Service Cooperative Board Conference.

leveraged the regional delivery system in all aspects of SSC operations from strategic visioning and program development, to continuous improvements for every program and service. Her service on the AESA Council has also influenced regional work and brought visibility to SSC's work at the national level.

Collaboration and cooperation are philosophical imprints that Suzanne brings to every project and every opportunity.

A strong team player, she believes that cooperatives are stronger together and can work on solutions for the greater good in Minnesota. As an independent thinker she brings new ideas, alternative perspectives, amazing

focus, and determination to succeed. She challenges the status quo and navigates change with ease.

Suzanne's humble leadership has truly radiated through to each team member and has created a positive, strengths-based culture that celebrates everyone's contributions. It has been said that the growth and development of people is the highest calling of leadership, and in this, Suzanne excels. She creates a team consisting of great people and then helps them do their best, which has strengthened the organization tremendously.

Her vision and her example have ensured that SSC is ready for all the possibilities that the future may hold.

SSC's Professional Development Program...Designed with You in Mind

By Kari Kubicek



Designed with you in mind. It's a catchy phrase, right? But, what does it really mean?

What it means to us is that SSC's Professional Development learning opportunities are inspired, brainstormed, developed, and offered based on what your professional development needs are.

Curious as to how we could possibly know what your specific needs and priorities are? In the past, we spent some time obtaining information concerning your professional needs through surveys, casual conversations, input from our Advisory Committees, suggestions from our Board and other methods. And while we did a pretty good job of offering learning opportunities that aligned with most of our members' needs, our process was limited and needed refinement, and we felt as if we might be missing some important information.

Concerned that we might be designing programs around assumptions or based on incomplete information prompted us to develop strategies, tools, timelines and a

We want to build and sustain relationships with you to learn what your personal and career professional development needs and priorities are.

robust workable process around the concept of Voice of Customer (VOC). The official definition of VOC is "a term used to describe the in-depth process of capturing customer's expectations, preferences, and aversions."

Our definition is a little less formal but based on the same premise. We want to build and sustain relationships with you to learn what your personal and career professional development needs and priorities are. The most effective way to do this, we have learned, is through face-to-face conversations. Whether we schedule a meeting with your organization's administrators or facilitate a group input session with your staff, our goal is to learn as much as possible from you about your specific professional development needs. Following these conversations, we analyze the feedback, determine the priorities, find common needs, and design programming to best support you in meeting the identified needs.

Funny enough, it is not rocket science. It is simply building our relationship with you, our members, with the objective of getting to know you better and working hard to help you be successful.

Cohort Learning Opportunities at SSC

By Kari Kubicek

SSC is excited to offer four separate cohort opportunities during the 2017-18 school year.

As a follow up to the September 28 Foundations of Personalized Learning sessions facilitated by staff from the Institute for Personalized Learning, two cohort opportunities, one for teachers and one for administrators, are being offered.

These opportunities are outlined below:

Leader Cohort: Leading Personalized Learning

This leadership series is specifically designed for principals, teacher leaders, and district leaders to provide the support and community needed to initiate and sustain transformational personalized



learning work in their schools and districts. The cohort will provide leaders with the strategies and skills

(Continued on next page)

Cohort Learning continued...

necessary to lead this work, including split-screen leadership - simultaneously leading this effort while managing in a traditional environment.

The Leader Cohort is scheduled to meet on the following dates and times during the 17-18 school year:

- Session 1: November 30, 2017, 8:30 to 11:30 AM – Making a Commitment
- Session 2: January 25, 2018, 8:30 to 11:30 AM – Determining Our Purpose
- Session 3: February 26, 2018, 8:30 to 11:30 AM – Navigating Key Shifts
- Session 4: April 10, 2018, 8:30 to 11:30 AM – Positioning the Work

Click [here](#) to learn more about and register for the Personalized Learning Leader Cohort.

Teacher Cohort: Supporting Student-Centered Classrooms

The teacher series provides intentional collaboration amongst groups that are working to design personalized learning practices for their classroom or school.

The Teacher Cohort is scheduled to meet on the following dates and times during the 17-18 school year:

- Session 1: November 30, 2017, 12:00 to 3:00 PM – Shifting Your Classroom Focus
- Session 2: January 25, 2018, 12:00 to 3:00 PM – Designing an Implementation Action Plan
- Session 3: February 26, 2018, 12:00 to 3:00 PM – Networking and Resource Sharing
- Session 4: April 10, 2018, 12:00 to 3:00 PM – Moving the Work Forward.

Click [here](#) to learn more about and register for the Personalized Learning Teacher Cohort.



Making the Most of Your Instructional Coaches – Regional Coaching Cohort

The Regional Coaching Cohort is designed for instructional coaches to help grow and develop their coaching skills. Heather Willman, principal on special assignment for Rochester Public Schools, will facilitate the cohort and share tips and tricks for maximizing the impact of your instructional coaches. Cohort members will meet three times during the 17-18 school year and spend time each session practicing the skills fundamental to coaching. Participants will also take time to share what's working and what's not in their own districts. Willman will be available to provide additional support to cohort members between the cohort sessions. Principals and coaches should plan to attend together.

The Regional Coaching Cohort is scheduled to meet on the following dates and times during the 17-18 school year:

- Session 1: September 26, 2017, 8:00 to 11:00 AM – Create a one-page plan to drive your coaching and improvement efforts. Discuss methods of enrolling teachers in coaching.
- Session 2: December 5, 2017, 8:00 to 11:00 AM – Focus on developing listening skills and learn about conducting coaching cycles.
- Session 3: March 12, 2018, 8:00 to 11:00 AM – Evaluating your coaching program and enrolling resistant teachers.

To learn more about the specific content to be covered at each session and to register, click [here](#).

English Language Learner Network

And finally, SSC is offering an English Language Learner Network facilitated by SSC faculty member Kaycee Rogers. The ELL Network will meet four times during the 17-18 school year. Interested individuals must commit to attending all sessions in order to create and maintain a working network experience.

While the Network sessions address ELL teacher needs specifically, district administrators or general education teachers who work closely or more directly with ELL students will also benefit from this experience.

The ELL Network is scheduled to meet on the following dates and times during the 17-18 school year:

- Session 1: October 5, 2017, 8:30 to 11:30 AM – Making ACCESS Work for You and Your Students
- Session 2: December 6, 2017, 8:30 to 11:30 AM – Academic Language
- Session 3: February 7, 2018, 8:30 to 11:30 AM – Co-Teaching
- Session 4: April 17, 2018, 8:30 to 11:30 AM – Language Development Plans

To learn more about the specific content to be covered at each session and to register, click [here](#).

General and Admin CEUs will be available for each of the series.

Please contact SSC's Professional Development Program Manager, Kari Kubicek at (507) 281-6668 or kkubicek@ssc.coop to inquire about these opportunities!

STEM to STEAM

A Maker Day for Educators

By Katie Schmitt

Southeast Service Cooperative is hosting a **Maker Day for Educators** on Tuesday, October 24, 2017, from 9:00 AM to 4:15 PM to provide engaging opportunities to learn about STEM/STEAM as well as to explore the integration of art and design into STEM education. The day will include an interactive opening keynote with Dr. Brad Hokanson from the University of Minnesota.

Following the keynote, Learning Labs will be provided as breakouts (45 minute) and intensives (90 minute). Learning Lab facilitators will share their expertise and engage participants in learning about STEM/STEAM, technical prototyping skills, creative problem-solving and best practices. Learning Lab session descriptions and a full schedule will be available by early September.

The objectives for Maker Day are as follows:

1. Support teachers in exploring creativity, art and design within STEM.
2. Bring together tech enthusiasts, crafters, educators, tinkerers, hobbyists, engineers, science gurus, artists, and industry experts to explore STEM/STEAM in the classroom and community enrichment.
3. Explore best practices for STEAM education and managing maker spaces.
4. Experience play as learning.
5. Connect with organizations, schools, and STEAM resources.

Who should attend: K-12 Educators, Gifted and Talented Educators, Curriculum Coordinators, Community Youth Development Coordinators, Librarians, Specialists and Parents. General and Administrator CEUs will be available.

About the Keynoter



Brad Hokanson, RA, Ph.D., is Director of the Design Institute and a professor of Design, Housing and Apparel at the University of Minnesota. His research interests include 1) technology, media, and their effect on cognition, 2) the development of creative ideas, the education of designers, and the exploration of

design thinking through visualization, and 3) the advancement of education and its constructivist bases through the use of technology. He is the author of a new book, *Developing Creative Thinking Skills: An Introduction for Learners*.

Dr. Hokanson will lead Maker Day participants through an interactive keynote entitled *A Crash Course on Design Thinking*. Design thinking is a collaborative, human centered problem solving process used by program, product, and service designers to develop solution options, and can be used in lesson plan design and STEM/STEAM curriculum design. Dr. Hokanson will also lead a 90 minute Learning Lab intensive on *Visual Thinking Strategies*.

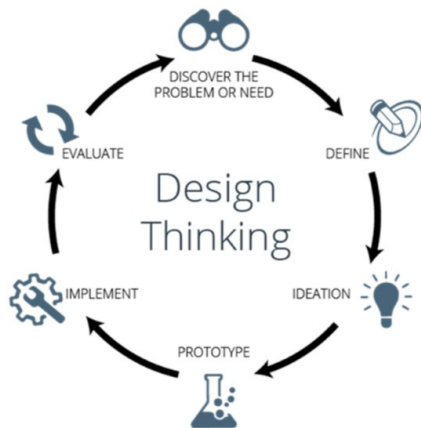


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Maker Day continued...

What is Design Thinking?

Definition: The design-thinking ideology asserts that a hands-on, user-centric approach to problem solving can lead to innovation, and innovation can lead to differentiation and a competitive advantage. This approach is defined by the design-thinking process and comprises six distinct phases, as illustrated below.



Artists, designers, architects, and craftspeople have worked this process for centuries. Design thinking skills are essential in K-12 education as the Maker, STEM/STEAM, and entrepreneurship movements collide.


The opening keynote session will be an opportunity for participants to journey through the design thinking process. Design thinking can be utilized for designing products, art, experiences, events, and services.

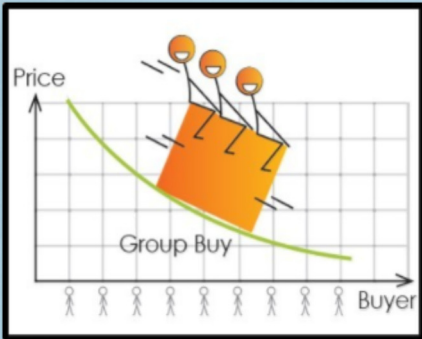
SSC Member Exclusive: FREE TICKET!

Submit a proposal to present a 45 minute or 90 minute Learning Lab. If your session is selected, you will get a free event pass. Each 45 minute Learning Lab will be presented twice.

Proposals from K-12 Educators of SSC Member Organizations are due August 22.

Presenting is a valuable experience. You are a creator, a designer, and connect with other educators. It brings your professional development full circle, as you share and reflect on your own skills and experience. Please use the online proposal form available at www.ssc.coop or by clicking [here](#). Sessions will be selected and announced in early September. Upon acceptance, you will be notified and registered for the event. Thank you for exploring the opportunity to lead a Learning Lab!





Food Procurement.

A Solution to the Food Procurement Puzzle

For the first time you, as a Southeast Service Cooperative member, are now able to join the FY19 food procurement solicitation through the Cooperative Purchasing Connection. Historically many members have had to go out for bid on your own or hire outside companies for an extra cost to do this on your behalf for your school food service program.

Join us prior to the Tax & Levy Certification Workshop with Tom Melcher on Wednesday, September 13th from 9 AM to 10 AM for this complimentary opportunity to learn about the current state of food procurement and new local solutions available at no cost through your local service cooperative. *Seating is limited. Reserve yours today!*

[Reserve My Seat](#)

Tierney's National Tech Tour Coming to Rochester!

Join the Tierney Brothers and see the latest 21st Century Classroom & Municipality Technology Solutions on

February 8, 2018 at Southeast Service Cooperative. The tour includes products for Typhoon H Drones, FrontRow Audio solutions, MakerBot 3D printers, Epson Touch-Enabled Interactive Projectors, Google Expedition Virtual Reality, SMART Board Solutions, zSpace, and Copernicus Solutions. This expo style event will run two sessions, the first from 9:00-11:00 AM and the second from 12:00-2:00 PM. RSVP requested by clicking [here](#).



Developing Leaders in Local Government

By Katie Schmitt

In listening sessions with SSC members, we've heard the following challenges in developing leaders in local government. Do these ring true at your agency?

Challenges in leadership development	Solutions provided by the Leadership Academy Cohort
1. New supervisors rarely receive adequate training for their role. They may be subject matter experts; however, they would like support in many dimensions of supervision and management.	Participants in the cohort will choose topics including: Leadership Foundations, Workforce Development, Strategic Planning, Communication, Problem Solving, Stress Management and Resiliency, and Change Management. Cohort members will be involved in recommending topics and sequence. Participants will be invited to complete a pre-cohort needs assessment and discuss cohort topics at the first in-person session.
2. Many small local government agencies do not have adequate resources to provide high-quality training for supervisors and managers.	Using the cooperative model, SSC is hosting a regional cohort. This means staff at every local government agency in the region can participate and provide high-quality learning for their employees without the high costs of employing training staff or spending valuable time to coordinate training sessions.
3. Supervisors and managers have limited time for off-site training and networking with peers.	To limit time out of the office, the cohort is designed to include both in-person and virtual sessions. Each participant receives access to an online learning system with numerous course modules that allow for individualized and flexible learning.
4. Local government organizations struggle to attract, retain, and engage employees in a competitive market.	Investing in professional development of employees is one of the best ways to retain team members and build the next generation of leaders. The Leadership Academy cohort is a unique opportunity for supervisors and managers to refine leadership skills, network with peers, and discover ways to improve your organization.
5. Professional development budgets are tight.	SSC is offering a split-pay option which spreads the cost over two fiscal years. Pay half at registration and pay the balance in January 2018.

To support our members and all cities and counties in southeastern Minnesota, SSC is pleased to offer a new professional development opportunity for supervisors and managers in local government. Over the past year, our professional development team has worked with SSC's Local Government Advisory Committee to design a leadership development training program. This new *Leadership Academy* is a nine month cohort that employs a hybrid learning model, including in-person sessions, online learning modules, and virtual group learning sessions.

To ensure a cohesive learning experience, the cohort

will have a lead facilitator that will provide training, presentations, coaching, mentorship, and assistance. Michael Garner, owner and president of Momentum, has been selected to facilitate the *Leadership Academy*. Guest speakers will be invited to present topics selected by the cohort participants.



(Continued on next page)

Leaders continued...

In order to customized the cohort for the needs of participants, a needs assessment will be completed to determine areas of high needs. This co-design feature of the cohort allows participants to take an active role in their learning. Registration is open now and there are limited seats available. Click here to learn more.

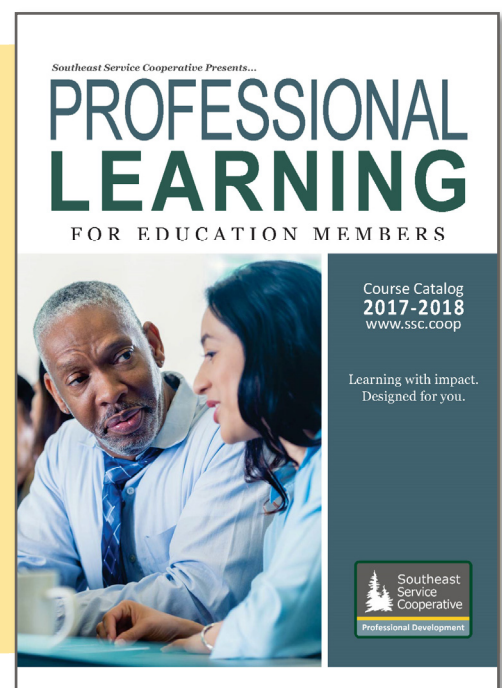
- What?** A 9-month leadership cohort that meets in-person and virtually.
- When?** Starts October 19, 2017 and ends on June 21, 2018.
- Where?** Southeast Service Cooperative's Wood Lake Meeting Center in Rochester.
- Who?** Supervisors, Managers, and Local Government Employees who are interested in developing and refining leadership skills.
- Why?** **For individuals:** You would like to improve your leadership skills as a supervisor or manager and advance in your career. You would like to connect with peers. You would like to have access to tools, resources, and best practices that help you and your team get results and make an impact in your agency.
- For administrators and human resources staff:** You would like to provide access to flexible, high-quality leadership development for your employees without the extra costs of coordination. You would like your supervisors and managers to innovate, enhance their leadership skills and abilities, and better engage their team members. You would like to provide paths to career advancement and successful succession planning.

The wait is over!

SSC's Professional Learning Catalog for Education Members is now available to view and download on our website at www.ssc.coop/catalog.

This comprehensive resource outlines the many exciting professional learning opportunities that SSC has lined up for the 2017-2018 school year based on input from our education members.

Have additional ideas for staff development? Reach out to Kari Kubicek at kkubicek@ssc.coop to discuss ways we can support you in turning your ideas into high-quality professional learning opportunities!



Concurrent Enrollment Update

By Katie Schmitt

The Minnesota Legislature made a one-year appropriation for \$348,000 (with a possible additional appropriation in the following year) to expand opportunities for educators across the state to become qualified to teach concurrent enrollment classes. In July, Metro ECSU, the project lead and fiscal host, organized a meeting with service cooperatives to outline project objectives and draft the initial tasks in the action plan. Below, we provide the core objectives and high-level project plan tasks below. Please contact Katie Schmitt at kschmitt@ssc.coop or (507) 281-6676 if you have questions or ideas regarding concurrent enrollment.

Core Objectives

- Increase equal access and funding for educators and districts across Minnesota
- Make courses easily accessible (e.g. online, one-stop course provider for a subject area)
- Leverage existing courses and partnerships
- Employ cost-efficient practices to bring maximum value to districts (number of teachers involved, high-quality learning)
- Geographically scale and improve upon the Online 18 pilot
- Start courses in spring semester 2018

Project Plan

Task 1: Engage MDE in Project Plan

Metro ECSU will complete the project plan and budget.

Task 2: Identify Common Needs for Courses

The top areas needed by LCSC and NWSC are American History, English, Math, Biology, and Psychology. SSC member districts interested in concurrent enrollment teacher development submitted information in March. Metro ECSU will aggregate and analyze the data to determine high priority subject areas for the regions not currently participating in Online 18.



What is Online 18?

The Legislature appropriated \$3 million for a partnership between Lakes Country Service Cooperative (LCSC), Northwest Service Cooperative (NWSC) and Minnesota State University – Moorhead (MSUM) to develop and offer 18 graduate credits online in multiple content areas to assist teachers in becoming qualified as determined by the Higher Learning Commission to teach concurrent enrollment classes.

This past spring, SSC was able to enter teachers from Region 10 into a lottery for open spots, not filled by LCSC and NWSC, in the Online 18 courses. Four educators were selected from our region to participate in courses.

Task 3: Inventory of Higher Education Courses

Based on the needs of the school districts, Metro ECSU will complete an inventory of what is currently available and what courses are in development.

Task 4: Conduct RFP and Select Course Providers

Task 5: Open Registration

The process for teacher selection will be determined. It may be a lottery system and/or based on the cohort/course subject area. When SSC has details on the teacher selection process, we will share that with you.

Student Programs

2017-2018

Young Authors, Young Artists Conferences

The Young Authors, Young Artists Conference welcomes students in grades 3-8 from all schools across southeast Minnesota. Students participate in an active, motivating, idea-generating symposium of sessions. The conference focus is to promote student enthusiasm and competence in written and visual communication. Students will be encouraged to have fun with their creativeness and uniqueness.


Dates:

Grades 6-8: Nov. 2-3, 2017
Grades 3-5: May 2018



The Minnesota Service Cooperative Knowledge Bowl competitions are interdisciplinary academic contests for students in grades 7-12.

During the contest, teams of students compete in written and oral rounds by answering questions related to all areas of learning, typical of secondary educational programs. These questions test students' recall, problem solving, and critical thinking skills. This competition provides a format for student growth centered around academics.



Senior High (Grades 9-12)
Winter/Spring 2018

Junior High (Grades 7-9)
Fall/Winter 2017/18



Knowledge Bowl

Science & Nature Conference

The Science & Nature Conference provides an opportunity for students in grades 2-4 across southeastern Minnesota to engage in learning about science and nature. Increasing access to science education in a fun, immersive environment and by offering student directed choice, participants experience high levels of engagement. Exposure to science and environmental education at an early age helps build aptitude and interest for careers in these fields.


Date:

Oct. 27, 2017



The Spelling Bee is an exciting and challenging academic contest for students in grades 4-8. All levels of the Spelling Bee in Southeast Minnesota are possible due to the sponsorship of the Southeast Service Cooperative, and other local sponsors. The classroom, school-wide, and state-wide spelling bees eventually lead up to the National Spelling Bee in Washington, D.C.



Spelling Bee

Dates:
Regional: Feb. 13, 2018
Final: Feb. 27, 2018



www.ssc.coop/studentprograms

YOU'RE INVITED

JOIN US AS THE ROCHESTER AREA MATH SCIENCE PARTNERSHIP PRESENTS

STEM EDUCATOR FORUM: Project Lead the Way

NOVEMBER

08

WEDNESDAY AT 4:30-8 PM

RSVP NOW

As an educator, you understand the concept and importance of STEM education, but do you know how to effectively deploy your districts STEM strategy? Many of SE MN schools have enhanced student STEM engagement in classrooms through Project Lead the Way (PLTW). Join your fellow SE MN educators for this educator led forum. Your colleagues will lead conversations and training on trending issues and topics within STEM, PLTW transformative learning strategies, and best practices for your classroom and district. The event's keynote speaker Mark Schultz, from DEED, will present on The State of Affairs: The Labor Market and Workforce Development Pipeline for SE MN. Rochester Area Math Science Partnership participants will also showcase student clubs, initiatives, and resources available to promote further student transformative STEM engagement and teacher supports.

Dinner is complimentary at this event. This event is open to RAMSP and Non-RAMSP participants. Attendees need not be involved in the PLTW program to attend.

RSVP or contact Sarah Ness
for more information at
ssness@ssc.coop or (507) 281-6678.

Rochester Area MATH SCIENCE Partnership RAMSP

Calling All Educators to Lead STEM Educator Forums

SSC is now accepting applications for forum facilitators to host short 30 minute break out sessions at the RAMSP Fall Educator Forum on Wednesday, November 8, 2017. Facilitators will be compensated with a small stipend for participating. Selected facilitators will be notified in September.

Lead conversations and training on trending issues and topics within STEM, Project Lead the Way, transformative STEM learning strategies, and best practices for your STEM classroom and district.

Apply Now

Showcase Your STEM Clubs & Educator Resources

The RAMSP STEM Club & Resource Expo, a free and new event happening at the RAMSP Fall Educator Forum on November 8, 2017 from 4:30-8 PM, is looking for SSC members and community partners to showcase and share student clubs and community resources that promote and support STEM education and workforce development for students and educators.

Space is limited. Reserve your booth today!

Reserve Your Booth Today!

Roof Restoration or Replacement?

Five Things to Consider

By Sarah Ness

1. Restoration Costs Less.

A complete roof replacement can be expensive in labor and materials, particularly if the existing roof must be removed first. Depending on the roofing system selected, costs average between \$10 and \$20 per square foot. Restoration, on the other hand, requires less labor and materials, and thus costs about \$2 to \$9 per square foot.

2. Restoration Extends Your Roof's Life.

Commercial roofs typically last about 20 years - restoration can add 10 to 15 years of life. You can defer complete replacement and make future plans for the expenditure in your capital budget.

3. Restoration is More Sustainable.

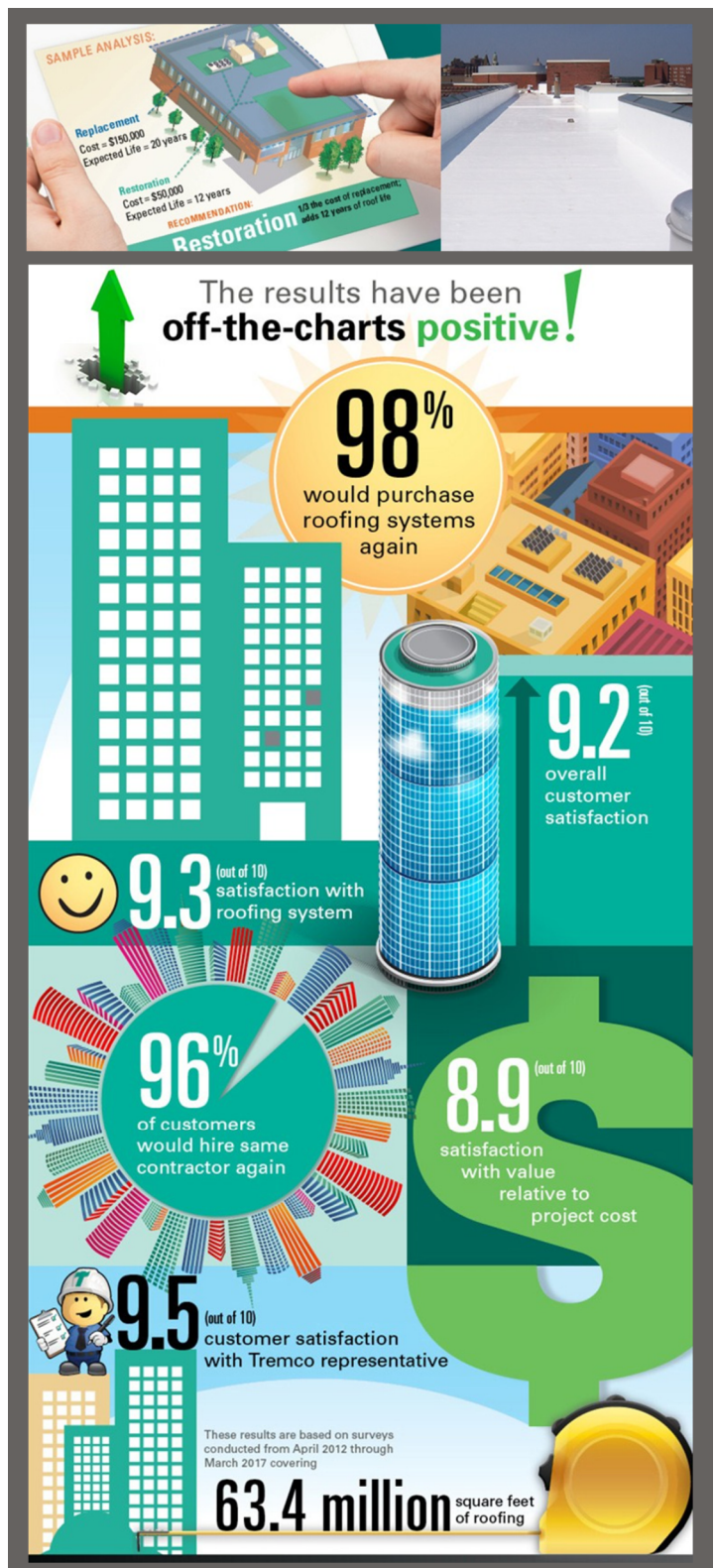
Millions of tons of roofing waste end up in landfills annually. Because it allows you to reuse your existing roof, restoration is a much more environmentally friendly option. Plus, it can make your building more energy efficient and may help it qualify for ENERGY STAR or LEED credits.

4. Restoration Provides Tax Benefits.

Roof restoration is classified as a maintenance expenditure, while replacement is considered a capital expense. In most cases, you will pay less tax on maintenance by taking the current deduction versus capitalizing the expense and recovering the cost through depreciation. According to federal rules, commercial roofs are depreciated on a 39-year schedule. Since roofs have an average life of 20 years, it's wise to extend the useful life of your roof as long as possible.

5. Restoration Helps Prevent Catastrophic Loss.

Ignoring the fact that your roof is deteriorating doesn't make the problem go away; it can only get worse. The more time passes, the greater the potential damage and the more it costs to restore it. At some point, the only option will be total replacement. Continued neglect can put your business, employees, and tenants at risk.



Key Procurement Trends for 2017

By Sarah Ness

Now that purchasing varies vastly from local vendors to large national vendors the procurement process presents both opportunities and challenges like never seen before. Conducting due diligence into the best fit of procurement solutions is crucial to manage the increasingly complex arrangements of getting member driven solutions to your front door step.

SSC members that want to take control of the procurement function while improving organizations strategic plan will benefit from understanding these key procurement trends that are accelerating in 2017.

1. Digitization

A primary problem of today's logistics has to do with complexity. The immense range of suppliers and increasing compliance issues often cause friction for SSC members. When procurement needs are integrated with the entire payables process through digitization three transformations occur:

- The order-to-payables continuum is streamlined and simplified
- Errors, time, and cost are slashed; and
- Discounts are captured and supplier payment methods can be expanded

2. Enhanced Data Reports and Analysis

A centralized platform presents the opportunity to take much of the friction and work out of traditional paper-based purchasing by linking purchasing and accounts payable to a unified system. Data is being delivered in ever-more robust reports, with insights into entire payables cycle. Using that data, the issues

When an organization is aware of procurement policies and strategies, the rogue costs of indirect spend, also known as dark purchasing, are massively reduced.

can be identified and resolved, while forecasting and decision making can start to be based on actionable intelligence. Procurement solutions drive visibility into spend with an intuitive interface, thus mitigating risk from complaisance failures.

3. District/Organizational Education Around Procurement

A knowledgeable and experienced staff not only streamlines the purchasing process, but can also identify and improve important functions like technology feature improvements. When an organization is aware of procurement policies and strategies, the rogue costs of indirect spend, also known as dark purchasing, are massively reduced. Dark purchasing occurs because staff are either unaware of procurement policy or do not consistently access approved vendors or methods which result in redundant or unnecessary purchasing and loss of discounts.

Educating the entire team accelerates compliance, accountability, and procurement habits. It ensures a consistent approach to adhering to procurement policy and great cost savings throughout the organization regardless of location. Also it puts your staff in the driver's seat to pick what they want and need while streamlining their purchasing pathways as they only need to remember one username and password.

4. Collaboration

Procurement vehicles like the Cooperative Purchasing Connection (CPC) act as negotiators, strategists, mediators, data aggregators, and financial analysts. Automation of financial processes between Express and SMART Finance or Skyward have broken down the barriers between procurement and accounts payable and accounts receivable. Likewise, the ability to accumulate and analyze data easily

(Continued on next page)



Procurement continued...

has enabled CPC to make more strategic decisions regarding product expansion, choice of suppliers, etc.

When all departments work together with the common goal of coordinating and optimizing the procurement process, they help reduce purchasing costs, and the organization becomes stronger. Additionally,

collaborating patterns with relevant data will be given information that allows procurement to look beyond the cost of goods and services and discover other means to save money. In this way, procurement becomes a strategic partner to the entire organization. Learn more about integrating your current finance system with CPC's online procurement system [Express](#).

Why Should You Consider a Food Bid Letter of Commitment for FY 18-19

By Sarah Ness

For the first time you, as a Southeast Service Cooperative member, are now able to join the FY19 food procurement solicitation through the Cooperative Purchasing Connection. Historically many members have had to go out for bid on your own or hire outside companies for an extra cost to do this on your behalf for your school food service program.

Join us prior to the Tax & Levy Certification Workshop with Tom Melcher on Wednesday, September 13th from 9 AM to 10 AM for this complimentary opportunity to learn about the current state of food procurement and new local solutions available at no cost through your local service cooperative. Seating is limited. Reserve yours today by clicking [here](#)!

CPC Food Program Advantages at a Glance

Increase your buying power while decreasing your soft costs (labor). Connecting you with an entire statewide network of school districts with similar purchasing needs increases your purchasing power with vendors as sales volume for vendors grows. Costs are also reduced as your time is now freed up to focus on other important tasks while Cooperative Purchasing Connection staff provide time and resources to complete the bid on behalf of the state.

- Product and Service Options
- Networking Opportunities; Group Synergy
- Support from Southeast Service Cooperative
- Transparency

FY 18-19 Bid Details

- Options are being reviewed to split the state into smaller service zones for more competition.
- Small wares (utensils, pans, pots, cookware, etc.)



and ware wash (chemicals, detergents, sanitizers, etc.) will be run separately for additional competition.

- Other options are on the table to run fresh fruits and vegetables separately for additional competition.

Next Steps

1. **Download and sign the Letter of Commitment ([available here](#)).**
2. **Determine your district/school's unique purchasing needs.** This includes volume, spend, delivery needs, and order requirements.
3. **Determine districts' level of involvement for the food bid process.** Food Service Directors are invited to join a focus groups to help determine the terms, conditions, and specifications of the RFP, draft/ review the product specification list, review and evaluate all responses, recommend vendors for live presentations, and vote for final award.
4. **Email your Letter of Commitment, purchasing needs, and involvement levels to Sarah Ness, Program Manager at SSC by September 30, 2017.**

SSC member's competitively solicited food procurement program will be made up solely of School Food Authorities (SFAs) and will be solicited according to USDA and state competitive procurement guidelines to meet both federal and state requirements.

Controlling Summer Mold Growth

By Angie Radel, IEA Regional Manager

Schools can fall prey to mold growth during the summer months, especially when HVAC systems are shut-down and buildings are closed. If mold infiltrates a school building, it negatively affects indoor air quality throughout the school year. Schools that teach younger students should be especially careful because children's lungs are still developing, making them more vulnerable to health conditions and respiratory problems triggered by mold. Even healthy adults are susceptible to health problems caused by mold. With the help of proper moisture management, a school can ward off such problems and can offer a healthy learning environment for everyone.

Moisture is mold's best friend. Mold grows on damp surfaces that make an ideal host. Areas in a school that may have excessive moisture include windows, roofing materials, ceiling tiles, walls and wall assemblies (including drywall), water fountains, carpets, inside HVAC ducting, cooling coil drip pans, books, and other areas where there may be leaky pipes, misguided sprinklers or poor drainage. In schools, moisture management problems generally occur during maintenance procedures, such as carpet cleaning, or when there is reduced use of the HVAC system and the area experiences elevated humidity levels when the school doesn't use temporary humidity control equipment.

How Can You Manage Mold in Schools?



The key to controlling indoor mold growth in schools is to control moisture. The EPA recommends schools control moisture by implementing the following practices:

- Conduct maintenance as scheduled and perform regular school building inspections for signs of mold, moisture, and leaks.
- Report all water leaks and moisture problems immediately to your maintenance staff.
- Clean and dry damp or wet building materials and furnishings within 24–48 hours after a leak or spill to prevent mold growth.
- Keep indoor relative humidity levels between 30% and 60%:
 - ⇒ Ventilate bathrooms, locker rooms, and other moisture-generating sources to the

outside.

- ⇒ Use air conditioners and dehumidifiers.
- Contact a certified contractor to remove mold off hard surfaces and to remove and replace porous materials, such as ceiling tiles or carpet, that become moldy.
- Avoid installing carpet in areas with perpetual moisture problems:
 - ⇒ Near drinking fountains and classroom sinks.
 - ⇒ On concrete floors in contact with the ground and subject to frequent condensation.
- Cover cold surfaces, such as cold-water pipes, with insulation.
- Ensure that the school operates exhaust systems, such as bathroom fans, together with air conditioning or heating systems.
- Establish policies that restrict moisture generating activities, such as carpet cleaning, during vacation unless moisture removing equipment is operating.
- Consider cycling the air conditioning system several hours every day or running portable dehumidifiers.

Source: Environmental Protection Agency: Fact Sheet: MOLD IN SCHOOLS

If your school has any indoor air quality concerns, contact Angie Radel, at the Institute for Environmental Assessment, at angie.radel@ieasafety.com or (507) 281-6682.

Health Care Reform? Or Health Insurance Reform?

The Road to Single Payer

By Bill Colopoulos, SSC's Health & Benefits Consultant

The ACA (and now the AHCA) have generated a lot of noise about health care reform, but are both conceptually flawed. They equate **health insurance reform** with **health care reform**. Both approaches fail to recognize that funding health care via insurance is part of the problem, not a solution to our health care cost crisis. The cost crisis is caused by the price and utilization of our health care services.

Our health care cost crisis requires we address two basic facts: health care costs drive health insurance costs and we are suffering from a severe lack of price competition for our health care services. Our failure to address these two issues head on makes meaningful health care reform a daunting challenge.

"Medicare for All" as proposed recently by a popular presidential candidate implies the application of the Medicare fee schedule to all health care services. That would be a serious concern to the health care services industry. At present, Medicare fee schedules are generally regarded as a fluid price dynamic among most providers: what they cannot recover in Medicare fees they can charge other patients. Who would cover the cost shift if the entire population were to suddenly become Medicare eligible and private insurance were to disappear. With no solution in sight, this is a key reason we do not have a universal single payer system.

As our experiences of the past confirm, even the single payer plans proposed by various states and by Hillary Clinton in the early 1990s have ultimately failed because they were premised on the idea that government could dictate provider fee mandates. What various single payer sponsors have found is that even with the insurance companies sidelined, the far bigger obstacle to single payer is ultimately the health care provider industry's opposition to government price controls.

Economics experts will attest that price controls are never a good idea. Price controls adversely impact the laws of supply and demand in ways that usually affect consumers – usually the most vulnerable consumers – adversely. With providers charging fees for the same

procedures that vary by more than 400%, the negative effects of price controls would be difficult to measure, let alone correct.

So what can we do, if not mandate government fee schedules?

Restore price normalcy to a system that has historically not had it. What is price normalcy? A pricing system driven by competition: a system where providers of health care services are primarily motivated to compete for their patients' health care business based on the cost efficiency of care they deliver. Conversely, patients must be motivated to seek cost efficient care providers. Health care consumers must not continue to be voluntarily blind. In fact, both patients and providers **must** become price aware and cost motivated before our system of health care can become financially sustainable and affordable.

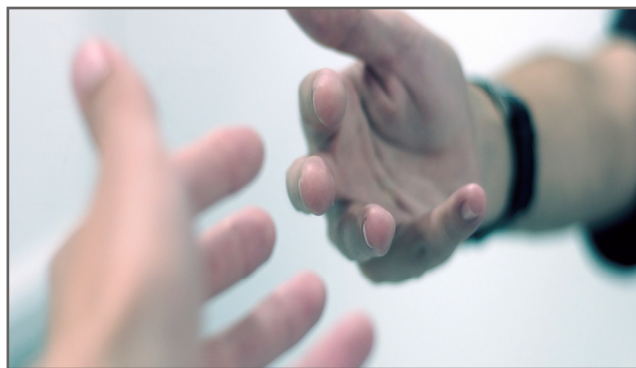
Price theory suggests that effecting such change cannot be done via any third party reimbursement system; public or private. Simply replacing a dysfunctional private insurance pricing model with a dysfunctional government pricing model will not work, at least not for the U.S. Our system is too big; our patient population too diverse and generally too unhealthy to make price controlled health care delivery practical.

The only solution is that our system of health care delivery has to be reformed so that providers of health care services have a stake in the health and well-being of their patients and must be motivated to provide cost-efficient care.

Our current fee-for-service reimbursement system must be dismantled and replaced with a new, single reimbursement system. The new system must precede a universal single payer program. Without that important transitional step, there is little chance a universal single payer system could succeed in the U.S.

Bill Colopoulos is a health care economist who has conducted advanced studies in the single payer systems currently operational in the U.S. Canada, Europe, and Japan. He has taught classes on international health care systems and is currently the author of a new book, Single Payer America.

A Place for Support in Challenging Times



encouraging him to recognize areas that he can offer support for his son. After some family counseling, the young man voluntarily agreed to enter into a treatment program and is now successfully working a recovery program.

Life is full of challenges that may be expected or unexpected, new or the same old thing, welcome or unwanted. Sand Creek's Employee Assistance Program (EAP) is designed to support you in navigating these challenges. Sand Creek offers a variety of resources to meet your needs in many areas related to work challenges, home life situations, and the intersection of the two. For many people finding the "balance" between work and home life is a large stress. Sand Creek has expertise in navigating these challenges.

Sandra called Sand Creek EAP when challenges with her job as a case manager were mounting. She loved her work, but felt as though her experience and opinions were being set aside due to personality style differences. Additionally, she expressed that she felt that there was a certain amount of favoritism being exhibited and it was causing her to feel anxious and depressed, thus causing work performance to suffer. Her initial phone conversation with a Sand Creek representative helped her figure out that she would like to meet with a counselor. She was connected with a licensed clinician near her home and had a session two days later. Over the course of several sessions she and the counselor worked on how she could advocate for herself at work and learn techniques to reduce stress. The clinician used an intentional and mindful approach to help improve her personal communication skills with her co-workers, as well as crafting an action plan that helped her remain focused on areas that were within her own control.

Marty called regarding his teenage son who struggled with a substance abuse problem. The substance abuse was significantly impacting his own life and the overall family dynamic. He loves his son greatly and was lost on ways that he might be able to speak to his son about his concerns. After meeting with Marty and his son to determine the level of care needed, a Sand Creek chemical health professional was able to offer an assessment of the situation and treatment recommendations. The Sand Creek clinician also helped Marty navigate his feelings of hopelessness by

Areas Sand Creek Can Help with

- Relationship concerns
- Coping with stress
- Grief and loss or change
- Parenting support
- Work or career concerns
- Depression, anxiety, and other mental health challenges
- Conflict resolution
- Eldercare or childcare
- Financial troubles
- Chemical dependency
- Legal concerns

Sand Creek offers experienced professionals to help you navigate challenges and connect you with resources. If you are already a member, call (888) 243-5744 to begin an initial assessment and access services or learn more about Sand Creek by visiting www.sandcreekeap.com.

To learn how your group can receive Employee Assistance Program services through SSC, contact Nicole LaChapelle-Strumski at nlachapelle@ssc.coop or (507) 281-6674.

SSC Upcoming Events

September

LGAC Meeting
September 7

**Local Government Insurance
Pool Annual Meeting**
September 8

**Food Procurement: A Solution to
the Food Procurement Puzzle**
September 13

Tax & Levy Certification Session
September 13

"SSC 101" for New Superintendents
September 13

**Wellness Forum: Igniting
and Sustaining Energy**
September 20

**Making the Most of Your
Instructional Coaches:
Regional Coaching Cohort**
September 26

SAC Meeting
September 26

Introduction to Gifted Learners
September 27

Affective Needs of Gifted Learners
September 27

SSC Board Meeting
September 27

**Foundations of
Personalized Learning**
September 28

October

The Writer's Workshop
October 3

**English Language Learner
(ELL) Network**
October 5

**Supporting Student Number Sense
through Differentiated Instruction**
October 12

**Math Across the Curriculum:
A Deeper Look into Predicting**
October 12

**Local Government Leadership
Academy for Supervisors and
Managers**
October 19

**Effective Boards: Working Together
to Create Meaningful Impact**
October 21

**STEM to STEAM:
A Maker Day for Educators**
October 24

SAC Meeting
October 24

Board Meeting
October 25

Science and Nature Conference
October 27

November

Biblio and Cinema "Therapy"
November 1

**Twice-Exceptional Gifted
and Talented Students**
November 1

**Young Authors, Young Artists
Middle School Conference**
November 2 & 3

**Rochester Area Math Science
Partnership STEM Educator Forum**
November 8

**Supporting Students' Algebraic
Reasoning through Differentiated
Instruction**
November 14

**Math Across the Curriculum:
Cause and Effect Relationships
Across Content Domains**
November 14

SAC Meeting
November 21

Board Meeting
November 22

**Communicating in a
Demanding World**
November 28

**Personalized Learning Leader
Cohort: Leading Personalized
Learning**
November 30

**Personalized Learning Teacher
Cohort: Supporting Student-
Centered Classrooms**
November 30

SSC Board Actions and Information

In addition to routine fiscal and routine business actions, the Board took the following actions in recent meetings. Complete SSC Board of Directors meeting minutes are available on the SSC website at www.ssc.coop.

May

- Appointed Mike Christensen and Lynn Gorski as SSC's two representatives to attend the statewide MHC meeting on Wednesday, July 12.
- Extended the current contract with Next Generation Benefits Solutions, LLC for one year through June 30, 2019 and established the consulting fee for the 2017-2018 and 2018-2019 fiscal years.
- Approved contracts for lobbying and legislative advocacy with Capitol Hill Associates and National Strategies for the fiscal year 2017-2018.
- Adopted the proposed policy on Break Time for Nursing Mothers as recommended by the Policies Committee.
- Accepted and approved the recommendation of the Personnel Committee for 2017-2018 employee compensation, including wages and benefits, the employee benefit plan document, the Executive Director's compensation, Executive Director's retirement notice, and succession planning.
- Accepted the resignation of Bryan Scherr effective end of day Friday, June 30, thanked him for his service, and authorized staff to immediately conduct a search for an RCE Advocate/Math Specialist.
- Hired Alicia Bredesen in the full-time position of Organizational Assistant effective on Friday, June 2 at compensation commensurate with the SSC guidelines.
- Appointed the following individuals to serve new two-year terms on the Superintendents Advisory Committee beginning July 1, 2017 through June 30, 2019: Jeff Apse, Rachel Udstuen, Beth Giese, Mark Matuska, Mike Funk; and the appointment of Belinda Selfors to fill the vacant term (David Thompson retirement) through June 20, 2018.
- Accepted the notices of the following school districts for withdrawal from the SSC School Health Insurance Pool effective September 1, 2017: Spring Grove, Goodhue, Pine Island, Cannon Falls, Fillmore Central (teacher sub-group only), Lake City, and St. Charles.
- Approved extension of the current contracts with Gary Kuphal and Bruce Klaehn for one year through June 30, 2018.
- Accepted a grant for \$1,500 from the Greater Rochester Arts and Cultural Trust for the 2017-2018 middle school Young Authors, Young Artists conference.
- Hired Carolyn Olijnek in the position of SE/Metro RCE Math Specialist/Advocate effective July 10, 2017 at a salary commensurate with SSC guidelines and RCE statewide compensation comparables.
- Accepted the resignation of Scott Fitzsimonds effective end of day July 3, 2017 and thanked him for his service.
- Approved Associate Membership of Rochester Arts & Sciences Academy effective July 1, 2017.
- Appointed Superintendent Matt Schultz, Lanesboro, to the Superintendents Advisory Committee.
- Approved the proposed 2017-2018 budget

June

- Accepted the settlement report for the 2016 Local Government Health Insurance Pool, and, pursuant to SSC policy on management of the Health Insurance Pools, credit calculated excess claims fund for eligible groups as outlined in the settlement document.
- Approved SSC's share of MHC consultant fees based on the MHC formula for MHC consultant Genie Neville and for MHC benefits attorney Kinney & Larson LLP for the fiscal year 2017-2018.

SSC Board of Directors

Carol Cravath, Chairperson
Plainview-Elgin-Millville Public Schools

Theresa Arrick-Kruger, Vice-Chair
Houston County

Karla Bauer
Kenyon-Wanamingo Public Schools

Mary Blair-Hoeft, Treasurer
City of Byron

Mike Christensen
Red Wing Public Schools

Lynn Gorski
City of Owatonna

Brian Grudem, Clerk
One Year Appointment

Don Leathers
Austin Public Schools

Bree Maki
Lewiston-Altura Public Schools

Rob Mathias
Stewartville Public Schools