

# Cooperative Connection

May 2012

Southeast Service Cooperative

Vol XXIII, No. 2

## Inside

MN Legislature and education.....	2
Summer PD at SSC .....	3
Centers of Excellence update.....	4
StandardsInsightMN™ .....	5
Native American Voices .....	6
Advanced Placement training ....	7
Knowledge Bowl results .....	8 & 9
VREP program .....	10
Formative assessment session .	12
2013 mandated plan changes ..	13
MSTP PD opportunities ...	14 & 15
Recent Board actions .....	18
Upcoming events .....	19
Directory.....	2

## When was the last time your speaker received a standing ovation?

by Amy Grover

Join us on August 29 for “Making a Difference: Purpose, Passion, Pride” with Steve Gilliland. One of today’s most exciting and exhilarating speakers, Steve brilliantly lays out manageable means that make it possible for every teacher, staff member, and administrator to unlock their potential and exert profound influence. Filled with inspirational anecdotes, laugh-out-loud humor and thought-provoking ideas, this presentation challenges educators to reach down where the students are, no matter how far down that is, and make a difference.



Steve Gilliland

This exceptional program is filled with actionable insights and

*Steve Gilliland continued on page 17*

## Wellness and prevention facts

by Bill Colopoulos

In 2011, the U.S. Centers for Disease Control (CDC) reported that, on average, 70% of our healthcare spending was for health care services related to preventable conditions.

A recently published report by the American Journal of Preventive Medicine predicts an increase of 33% in general obesity and a 130% increase in the numbers of those considered to be severely obese (overweight by 100 lbs. or more) by 2030.

Last year, less than 30% of employees in Minnesota had a physical exam or used the wellness and prevention benefits included in their health insurance policies.

Surveys conducted by Price Waterhouse Cooper in 2011 show that employee satisfaction with their health benefit program is 28% higher when wellness incentives are offered.

### Today’s Wellness Opportunities

The logic of wellness programs is easily established by the significant opportunities for health

*Wellness continued on page 17*



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

## David Krenz: Legislature's treatment of Minnesota education is unacceptable

by David Krenz

It's very easy to say something is important, to tell other people it is important, and preach that it's a priority. It's another thing to then do something about it.

For years now, politicians have preached about the importance of education, but the choices they make at the Capitol have not prioritized educating our kids. This legislative session was no exception.

Minnesota owes a whopping \$2.4 billion to schools. This is from an accounting gimmick called the school shift. A school shift is when politicians borrow funding from schools to balance the state budget, with a pledge to pay it back when they have the cash. When faced with difficult decisions in 2011, the legislature again decided to employ this gimmick.

Because of this, my district in Austin borrowed over \$7 million to pay our bills and make up for this missing state revenue. That's \$7 million from our reserves that we could be using to hire teachers, buy up-to-date textbooks, or introduce an advanced level math program. Instead, it's \$7 million we're waiting to see from the state as a result of mismanagement and bad choices.

That's \$7 million we should have had from the state, and there's no plan to pay it back. As a

school district, we need stable funding that allows us to invest in teachers, students, bus drivers, paraprofessionals and everything else in the district required to educate our kids. Every two years when the Legislature balances the state budget, education is the last item to be considered, usually at the end of the legislative session when everyone wants to return home. What usually happens then is whatever is left is given to education and that usually means the program is on the chopping block. This is unfortunate and unacceptable.

Our kids suffer the effects of these decisions. Minnesota now ranks 47th in the nation in class size and among the top 10 states making the deepest cuts to education. Politicians have made choices that underfund our schools and kids for years. Across the state, including Austin, we are seeing the direct impacts of their choices. Politicians continue to say education is a priority but do nothing to address the root of the problem. There are other options available. Fair revenue could be collected by closing corporate tax loopholes in a bill proposed in the House and Senate this session — but voted down — that would have garnered \$450 million per year for education.

The bill that made it the furthest in the Capitol for education funding actually did nothing to help fund our schools. It took spare change from one pocket and threw it into



*Austin Superintendent David Krenz*

the other, while making no real impact on education.

Mahatma Gandhi said, "Action expresses priorities." It is time the legislature took action on what they say their priorities are by making better choices and putting their money where their rhetoric is, by adequately funding schools. It's time to finally "walk the talk" by making education a priority in Minnesota.

**David Krenz is superintendent of Austin Public Schools.**

This piece appeared in the May 12, 2012, *Austin Post-Bulletin*.

# Roll out those lazy, hazy, crazy days of summer...

by Diane Schwinghammer

Since the age of 5 my entire life has revolved around the school calendar year. Summertime as a child meant sitting under a tree reading comic books, swimming in Middle Spunk Lake and playing outside all day long until sunset. As a teenager, summers were spent reading the 500+ page novels such as Anna Karenina, Gone With the Wind and Atlas Shrugged, babysitting and hanging out with friends. College meant summer school and working part time. As a teacher, summertime was to renew, rejuvenate and revitalize myself by reading endlessly, cleaning closets, going on vacation and anxiously planning for the next school year. As an administrator, my ability to renew, rejuvenate and revitalize was more challenging because the summertime was designed to plan for the coming school year, so school was never far from my mind.

What is in store for you this summer? What skill do you need to refresh? Do you feel torn between the need to upgrade the skill or increase your knowledge and the need to enjoy the sunshine, walk in the woods, read a book under a tree, and play outside in the moonlight? Why not plan professional development so “livin is easy” (vacation) is balanced with “livin is learning” (inspiring and energizing) by connecting with experts in a relaxed atmosphere at SSC?

Southeast Service Cooperative would like to invite you to renew, revitalize and rejuvenate with inspiring and energizing seminars and workshops this summer. Begin your summer with Chris Jakicic, a national author with formative assessment expertise. Relieve those “what is formative assessment” questions by personally having these questions answered with best practice strategies, Monday and Tuesday, June 11-12.

Are you a teacher working with the students who take Advanced Placement classes? We are here for you so that you can network about Vertical Team Training, June 14-15.

Do you need to renew your teaching license? The buffet of workshops that will meet re-licensure requirements will be offered Monday, June 18.

Do you know the Six Shifts: How the MN English Language Arts and Content Area Literacy Standards Affect Teaching and Learning? Find out what they are with Lori Mack on June 20.

Math, Science, Technology Partnership Cohorts will be meeting the week of July 16<sup>th</sup>. The MSTP grant has given teachers valuable resources in addition to building networks that are supportive throughout the year.

Minnesota Native American literature is an exciting addition to the required Minnesota ELA



Standards. You won't want to miss the Minnesota Native Voices Symposium offered twice, July 24-25 and August 14-15. You will be inspired by Norm Benson and John Bobolink's conversations with you about the history of Indian Education, their culture and experiences working in public education. Dawn Quigley is an Indian Education teacher who will guide you through the ELA standards with knowledge and experience and will help you to plan units of study. Did you know that Katie Schmitt will discuss Native American Art and the Birchbark Bookstore will be on hand so you can purchase books that align with the ELA Standards. **This is a symposium - so much more than a workshop - an experience that will be more than meeting the ELA requirements, but building your personal knowledge of Minnesota Native Americans.**

Southeast Minnesota Leadership Academic (SEMLAC) will be meeting August 2 to prepare for the coming school year.

# Regional Centers for Excellence: Update from MDE

One of the most exciting aspects of Minnesota's NCLB Flexibility Waiver is the development of our new **Regional Centers for Excellence**.

Under the past NCLB model, support and service to schools was delivered through various service providers. A key component of the new NCLB Flexibility Waiver is the requirement for states to provide a *state-developed differentiated recognition, accountability and support system* to build the capacity of under-performing districts and schools.

Our new statewide system of support is called our "**Minnesota School Improvement and Support Model**" and within that model are our three new **Regional Centers of Excellence**.

Under the past NCLB system, the Minnesota Department of Education's (MDE) role was predominately one of compliance and regulation. Our new Regional Centers move MDE into a partner role in which we will provide direct support and technical assistance to districts and schools and work alongside you to help build capacity for meaningful change that will lead to improved academic outcomes for students.

Our Regional Centers will craft a range of statewide services and supports to scale up improvement efforts across multiple Title I districts and schools, and will provide a focused and consistent delivery of those services across the state. The range of services and supports include guided facilitation and technical assistance, as well as web-based resources and other tools to assist you with everything from Data Analysis, Academic Standards, Reading, Math, English Language Development, Special Education and Instructional Leadership. Schools identified as Priority or Focus schools, will benefit from more intensive services and follow-up.

The Center Director for the Southeast / Metro Regional Center of Excellence is Paul McDowall. In the coming weeks, we'll be introducing you to additional key players who will be partnering with you in your efforts to improve achievement for the students you serve. For questions about the new School Improvement and Support Model and our Regional Centers, please contact Steve Dibb at MDE.

## Meet Center of Excellence Director Paul McDowall



I am excited about the opportunity to work with schools and districts in the area as Director of the new MDE Center of Excellence for the Southeast Region. I am fortunate to have the Southeast Regional Center based in Rochester and to work with Suzanne Riley and the talented staff of the Southeast Service Cooperative.

After serving in the Air Force, I began my teaching career as a language arts teacher in a California middle school. My wife and I returned to Minnesota, raised two daughters and I continued my career in public education. My professional experiences over the last thirty years include elementary and middle school classroom teaching, district level staff development coordinator and 18 years as an elementary principal in a suburban school district. My

most recent experience was working as a leadership coach through the Minnesota Principal's Academy with school leaders involved in the School Improvement Grant program.

By July 1<sup>st</sup>, other MDE Center of Excellence staff will be hired and we will begin working with select districts and schools this summer. I look forward to a productive partnership with the members of SSC.

## Partnering in supporting SE Minnesota education excellence

SSC continues to be the premier provider of job embedded professional development and technical assistance for ALL districts and schools in southeast Minnesota. The support that SSC offers districts and schools through various delivery modes include but not limited to the following topics:

- Academic Standards – training and the StandardsInsightMN™ web-based tool for unpacking and planning (*refer to page 5 for more information*)
- Literacy and English Language Arts
- Mathematics
- Leadership development
- Data Analysis & Planning
- Professional Learning Communities
- School Improvement Strategies
- Strategic Planning for Districts and Schools
- Teacher Evaluation tool
- Team Building Strategies
- Myers-Briggs Type Indicator®
- Strengths Finder 2.0

How can SSC support YOU? What is YOUR need? Contact Diane Schwinghammer at dschwinghammer@ssc.coop, (507)281-6683 for more information.

## Do you need to tone up your standards alignment process?

by Diane Schwinghammer

The Southeast Service Cooperative has obtained exclusive rights to the web-based tool, StandardsInsightMN™. The software provides professional interpretation and unpacking of each 2010 Minnesota K-12 English Language Arts and the 6-12 Content Area Literacy Standards, and will soon include the Minnesota Mathematics Standards. Larry Ainsworth defines unpacking as “providing clarity as to what students must know and be able to do. When teachers take the time to analyze each standard and identify its essential concepts and skills, the result is more effective instructional planning, assessment, and student learning.” In essence, this tool translates the technical language of the standards into practical guidance as to what this means at the classroom level.

Using this resource, you will find valuable guiding questions that facilitate essential conversations for all curriculum areas. StandardsInsightMN™ provides the support to connect Minnesota ELA and Mathematics Standards to the curriculum, assessment and classroom practice. The unpacked content was developed by teachers and content specialists, and saves an enormous amount of paper and pencil work, thus allowing more time for professional dialogue among grade level teams, interdisciplinary teams, vertical teams, and administrative PLCs.

StandardsInsightMN™ may be used by individual educators to gain a thorough grasp of the Minnesota Standards or as a powerful collaborative tool supporting educator teams through the essential conversations necessary for developing shared responsibility for student attainment of all Minnesota ELA and Literacy Standards. *(The Educator’s Guide to StandardsInsightMN™)*

This tool is especially useful as Minnesota teachers prepare for 2013 and the MCA-III testing of the English Language Arts and Literacy Across the Content Area standards. With a close reading of these Standards, it is evident that there are six major shifts required for teaching and learning in order for students to achieve mastery of the Minnesota ELA Literacy Standards. In addition, these Standards require teachers of History/Social Studies, Science and Technical subjects to teach students to read primary and secondary source documents and develop complex vocabulary. StandardsInsightMN™ unpacks and provides detail of the essential components for each benchmark and offers unparalleled assistance as your teachers implement these standards.

Consider these questions that face teachers in your district as they develop a shared responsibility for student attainment of these standards.

### StandardsInsightMN™ Minnesota state standards unpacked

- What steps are necessary to implement the Minnesota Standards in our district?
- What types of knowledge, skills, and understandings are embedded in the Standards?
- How can I see progressive levels of sophistication from grade to grade?
- What needs to happen for our curriculum, instruction, and assessment to align with the Minnesota Standards?
- Are there current units of study that need to be modified or moved to a different grade level?
- What are keywords or vocabulary that show progression of sophistication from grade to grade?
- What are significant differences in evidence of student attainment, knowledge, and skills between each grade level?

StandardsInsightMN™ can help you answer each of these questions. We encourage you to learn more about how this resource might help your teachers by contacting us for a webinar or on-site demonstration. For more information please visit our website to learn more and explore the demonstration site. We also encourage you to contact Amy Grover, Lori Mack, or Diane Schwinghammer at (507) 288-1282.

## Minnesota Native American Voices Symposium

by Lori Mack

The Minnesota Academic Standards for English Language Arts (ELA) and Literacy in History/Social Studies, Science, and Technical Subjects need to be fully implemented by this coming fall and will be tested for the first time in the spring of 2013. One of the new components found in the ELA and Literacy Standards is the addition of language to include literature “...**by or about Minnesota Native Americans.**” These standards are referenced in grades, 2, 4, 6, 7, 8, and grade bands 9-10, and 11-12.

This has created a need for many educators to develop a deeper, richer understanding of Minnesota Native American culture, beliefs, perspectives, and literary resources. SSC is pleased to offer our Minnesota Native American Voices Symposium two different times this summer. The purpose of this symposium is to shed light on the multiple Minnesota Native American resources, as well as, fiction and informational texts available, and to gain a better understanding of the new 2010 ELA standards as they relate to Minnesota Native American texts.

Day one keynote speakers John Bobolink and Norman Benson will provide an understanding of Minnesota Native American Indian perspectives, art, and culture throughout history, as well as share best practice methods when working with Native American children and their families. SSC’s



*Symposium presenter Norman Benson*

Katie Schmitt will share her expertise in Art History and her work with the Plains Art Museum to help you discover pathways to implementing Native American art into your classroom studies.

Day two of the Minnesota Native American Voices Symposium will feature keynote speaker Dawn Quigley. Dawn, an Indian Education, Reading, and Language Arts teacher, will focus on the specific ELA and Literacy standards that feature the inclusion of Minnesota Native American literature. She will help participants gain a deeper understanding of these standards and she will share a plethora of resources, strategies, and lesson ideas to incorporate resources with integrity. Dawn will teach you how to evaluate literature for bias, stereotypes, loaded words, tokenism, historical distortion, victimization, the roles of women and elders, and whether the



*Symposium presenter John Bobolink*

author or illustrator represents Native peoples in an accurate and respectful manner. Dawn will be available in the afternoon of day two to work with teachers as you plan your units of study. Lori Mack will provide Literacy and Standards support throughout the sessions.

We have asked Birchbark Books Bookstore from Minneapolis to join us on-site on day two of the symposium. Susan White and her associates are Minnesota Native Americans and are very knowledgeable in helping you search for the right literature for your students. The Plains Art Museum has agreed to share their Art and Artifact Trunks with attendees so that you can preview them for possible use in your classroom. The trunks are available to teachers on a first come, first serve basis. The Plains Art museum will ship them to and from your school free of charge!

## Grant opportunity allows districts to participate in free Advanced Placement training

It's not too late to apply to participate in the Southeast Minnesota Advanced Placement (SEMNAAP) Project, funded by a \$15,490 grant from the Minnesota Department of Education.

The foundation of this grant opportunity is the chance to attend a two-day *Pre-AP®: Setting the Cornerstones™ of the AP Vertical Team* training workshop designed to develop a deeper understanding of AP Vertical Teams (the what, why and who), their potential for creating greater student success and greater teacher satisfaction through a more articulated program of study between classes and across grades. The workshop

demonstrates the positive impact of Vertical Teams on equity and on teacher pedagogy and practice. Participants receive a toolkit of concrete applications, including strategies and hands-on activities that can be used to build vertical teams and to begin developing their district's action plan. Guided discussions facilitate identifying and solving potential roadblocks. Workshop content focuses on 1) standards alignment, 2) research-based strategies, 3) instructional design, and 4) professional learning communities.

Currently, teams from Rochester Public Schools, Rochester Catholic Schools, Lake City Public Schools, and Spring Grove Public Schools



will be participating. There is still room for one more district to participate, so if you would like additional information and an application, please contact Amy Grover at [agrover@ssc.coop](mailto:agrover@ssc.coop) or (507) 281-6693.

## Let SSC help you utilize all of SMART Notebook's exciting new tools

SMART Technologies unveiled a tremendous update for SMART Notebook software on April 27, 2012. "Version 11 of SMART Notebook will enable teachers to integrate online resources into SMART Notebook files, enhancing instruction and increasing classroom efficiency."

This exciting update brings enhanced learning to your teachers and staff. Katie Sue Cunningham is a Certified SMART Board Trainer for Southeast Minnesota. Katie is available to come to your school, and update your trained staff on the changes from Notebook 10.8 to



Notebook 11. If your staff wasn't trained before this update, that is fine too. Katie can train your teachers how to effectively use their SMART board. Katie is also offering classes at the Southeast

Service Cooperative in Rochester on a monthly basis.

Katie's summer training schedule will fill up quickly, so please contact her at your earliest convenience to set up training dates.

To find out more regarding SMART Notebook 11, please click [here](#).

Katie Sue Cunningham can be contacted at [kcunningham@ssc.coop](mailto:kcunningham@ssc.coop) or (507) 281-6667.

## Five Knowledge Bowl teams advance to State, Rochester Mayo team places 3rd

By Kirsten Kuehl

Ninety-seven teams participated in Senior High Knowledge Bowl during the 2011-12 season. Twenty-nine schools from across southeast Minnesota fielded teams that began competition in December.

Teams participated in round robin competitions once a month in December, January and February. Teams were divided into two tiers and took part in Sub-Regionals in March. These competitions were held March 13-14 at the Rochester Community and Technical College, Heinz Center. Twelve teams from each tier advanced to Regionals on March 16 & 20 at the Southeast Service Cooperative. The top five teams received trophies for their school and individual medallions for each team member.

The top three teams from tier A and top two teams from tier AA advanced to the State Knowledge Bowl Competition. The event was held April 12-13 at Cragun's Conference Center in Brainerd.



*Rochester Mayo High School team stands proudly after receiving their medallions for 3<sup>rd</sup> place. They have placed the past two years!*

Twenty-four teams, from two tiers (48 total) 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. At the state meet, four person teams compete against one another in one written and five oral rounds of interdisciplinary questions for a total of 285 questions. Success at the competition requires the ability to work as a team, as well as to recall information quickly in a variety of areas of study.

Knowledge Bowl is sponsored by eleven Service Cooperatives around the state.

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

The SE Minnesota teams that advanced to State are pictured on page 9. Congratulations to these teams on their great showing!

Schools that participated in Senior High Knowledge Bowl are: Austin, Caledonia, Cannon Falls, Chatfield, Dover-Eyota, Fillmore Central, Goodhue, Grand Meadow, Houston, Kasson-Mantorville, Kenyon-Wanamingo, Kingsland, LaCrescent, Lanesboro, Lewiston-Altura, Mabel-Canton, Medford, Northfield, Pine Island, Plainview-Elgin-Millville, Red Wing, Rochester Mayo, Rushford-Peterson, Southland, Spring Grove, St. Charles, Stewartville, Triton and Winona.

*Knowledge Bowl continued on page 9*

## Southern Minnesota Initiative Foundation YES! teams win awards

At the Northfield Earth Day Event on April 28, several Youth Energy Summit (YES!) teams from SSC Member Districts took home awards. This year eleven high school teams were supported by Southern Minnesota Initiative Foundation (SMIF) as part of its ongoing work to encourage student entrepreneurial efforts.



YES! teams of youth in grades 8-12 engage in hands-on learning and undertake meaningful projects related to energy efficiency, renewable energy, waste reduction,

recycling, composting, local foods, and more. During the 2011-2012 school year, a total of 27 YES! teams participated around central, southwest, and southern Minnesota.

For more information about the YES! Program, visit [www.youthenergysummit.org](http://www.youthenergysummit.org).



# Southeast Minnesota Knowledge Bowl placements at State

## Tier AA



Rochester Mayo .....3<sup>rd</sup>



Northfield .....12<sup>th</sup>

## Tier A



Dover-Eyota .....11<sup>th</sup>



Chatfield .....12<sup>th</sup>



Houston .....14<sup>th</sup>

Teams from southeast Minnesota made a great showing at 2012 State! Teams from Chatfield, Dover-Eyota, and Houston represented Tier A. Teams from Northfield and Rochester Mayo represented Tier AA.

# Randolph High School offers virtual reality course

By Kari Kubicek

Randolph Schools was one of ten SE MN school districts that participated in a two day Virtual Reality Education Pathfinder (VREP) Training Institute in February. The VREP Program is a new program offering through SSC and the February event was the first event offered through the program. In anticipation of sending seven students to learn how to use the Blender software and virtual reality equipment, Randolph High School offered a Communication Arts course beginning at the start of second semester centered on the use of the Blender software and VR equipment.

Seven Randolph students are currently enrolled in the course and Doris Johnson, Computer Science teacher, facilitates the course, giving direction to her students related to the Blender tutorials and resources available to them and outlining course expectations. Students began by creating smaller projects such as a turtle walking or the Beatles' Yellow Submarine gliding by. As the semester has moved forward, students have progressed to more advanced projects such as creating lightning, ice cubes in a glass of water, and a flame thrower.

The class is currently putting together a video that will include a logo and project created by each student that they will share on the course website. Members of the school board have visited the



*Members of Randolph High's Communications Arts class*

classroom a couple of times since the start of the course and the students have been enthusiastic about sharing what they have learned and created.

Johnson indicated that the students work on their projects at home quite a bit and are very focused during the class period designated for their VR work. "As a teacher, this is one of the quietest class periods that I have," claimed Johnson, due to the student's high level of focus on learning about Blender and creating their projects.

The class is also assisting MySky Innovations, a technology resource which focuses on programmed learning and computer aided instruction. The current project the students are working on is very detailed, as they are creating 60 molecules which will be animated in 2D. The graphics they design will be incorporated into a game and individualized lessons.

For this assignment, the students named their "company" A<sup>2</sup>Z Virtual Reality. "Because every

student contributed in making the template for the molecules, the Blender graphics are turning out better than I imagined. I am impressed by the way the class is working together," says Randi Schmicking of MySky Innovations.

Johnson said, "There are so many different directions for a student to go in this curriculum. Even after doing just one tutorial, each student has learned a concept that makes him/her an expert. It could be as simple as boring a hole through a solid or as complex as modeling a human head from a cube. As a class, the students have shared their knowledge to help each other overcome obstacles. It is this student sharing that is the KEY to our successful VR course at Randolph Schools."

A student in the class, Collin Regenscheid says, "This class is awesome. It is the one class I don't want to fall asleep in. When I show my projects to kids not in the class and explain how I did them, their response is 'that's crazy and totally cool'."

For more information on the VREP program, contact Kari Kubicek at [kkubicek@ssc.coop](mailto:kkubicek@ssc.coop) or (507) 281-6668.

## Vertically align your GATE program with SSC's Regional Gifted and Talented Network

In an effort to meet the needs of our membership, Southeast Service Cooperative is pleased to offer a Regional Gifted and Talented Network. To provide support for the high ability students in your school(s), we invite you to join the Network for the 2012-2013 school year. The purpose of this regional network is to offer assistance and support to districts as they continue to develop, modify, and expand programs and activities that benefit high ability learners at all grade levels.

Please consider designating a coordinator from your school. To help assist districts with vertically aligning their program, we encourage elementary, middle, and high school educators to join the network.

### 2012/13 G/T Network Dates

**Thursday, October 4** - *Best Practices in Identification of Gifted Learners,*

Wendy Behrens, MDE

**Thursday, November 29** – *Social and Emotional Topics for Gifted Learners,*

Teresa Boatman

**Thursday, March 28** - *Topic TBA*

**Thursday, May 23** - *Topic TBA*

*Sessions take place from 12:00 – 3:00 PM.*

The fee for this professional development opportunity can come from your district gifted and talented funds. The group will meet at SSC four times during the school year. Each network meeting will feature a presenter who specializes in Gifted

and Talented Education. Time will be set aside at the start of each session to allow attendees to eat lunch and participate in networking.

The cost to join the network, and attend all four sessions is \$130/per year for members or \$150/per year for non-members. Cohort members are welcome to bring one or more guests to each session at a cost of \$20 each.

For more information on the network, [click here](#) or contact SSC's G/T Network Coordinators:

Nicole LaChapelle  
nlachapelle@ssc.coop  
(507) 281-6674  
or  
Lori Mack  
lmack@ssc.coop  
(507) 281-6691

## Wellness is on the menu at SSC's Summer Health Forum

SSC offers three health forums per year as part of its Employee Health Promotion Support Program. The forums offer member wellness coordinators and committee members presentations on a wide variety of wellness topics as well as the opportunity to network with other area wellness coordinators.

The next forum will be held on Tuesday, June 26 from 9:00 AM - 1:00 PM. Presentations will include the following:

***Avoiding Injury and Beating Sitting Disease,*** Andrew Wood - Rehabilitation Services, Olmsted Medical Center  
Information will be shared on ergonomic interventions in the



office and how wellness initiatives are at the forefront in the prevention of ergonomic related injuries including "sitting disease".

### ***Park Passport Program Overview***

*Matt Durand and Josh Prokopec, City of Owatonna*

An overview of the Park Passport program, which is part of the City of Owatonna's Wellness Committee's

initiative to promote healthy choices in their employees' lifestyles, will be shared.

### ***Make Your Plate, MyPlate***

*Kaitlin Anderson, HyVee*

Attendees will learn how to plan easy, healthy meals that follow the USDA's MyPlate guidelines. A live cooking demo and healthy food samples will be included.

[Click here](#) for more information on the forum.

For information on SSC's Employee Health Promotion Assistance Program, contact Nicole LaChapelle at [nlachapelle@ssc.coop](mailto:nlachapelle@ssc.coop) (507) 281-6674.

# Are you applying the power of formative assessment in your classroom?

by Amy Grover

How skilled are you at designing high quality formative assessments? Are you using the data to modify learning activities to improve student understanding? Is the information gathered shaping your teaching? Have the assessments been designed to provide opportunities to close the gap between current and desired performance? Are your students involved in self-assessment? Does the feedback do more than monitor educational outcomes?

High quality formative assessments have the power to transform your teaching practices and dramatically improve student success. Traditionally, we have used assessments to measure how much our students have learned up to a particular point in time. This is what is sometimes referred to as “assessment *of* learning” and what we use to see whether our students are meeting standards set by the state, the district, or the classroom teacher. While these are important measures, “assessment *for* learning” serves more to support learning during the learning process. Learn more about formative assessment at this two-day professional development opportunity, featuring Solution Tree speaker and nationally-renowned expert, Chris Jakicic.

**Join us at the Southeast Service Cooperative on Monday, June 11 and Tuesday, June 12 from 8:30 AM - 3:30 PM each day to learn about:**

- Types of assessment
- The compelling research base for formative assessment
- Creating a balanced assessment system
- Unwrapping standards into learning targets
- Designing quality assessments
- Writing quality items (constructed/selected response)
- Using assessments effectively
- Analyzing performance assessments and rubric data
- Ensuring reliable data collection
- Responding to identified student needs
- Student involvement in the assessment process

Dr. Jakicic recently released a new book (with a foreword by Rick and Becky DuFour) entitled *Common Formative Assessments: A Toolkit for Professional Learning Communities at Work* and this is a fantastic opportunity to learn from her years of experience and gain a strong understanding of formative assessments. Chris Jakicic, EdD, served as principal of Woodlawn Middle School in Long Grove, Illinois, from its opening day in 1999 through the spring of 2007. Under her leadership, the staff shifted toward a collaborative culture focused on learning and implemented assessment for learning practices to shape their



instructional strategies. Student motivation and performance increased. Dr. Jakicic began her career teaching middle school science for nine years, and led her colleagues in implementing the principles of professional learning communities. Through her work with teachers and administrators across the country, she shares practical knowledge about how to use formative assessments to interpret classroom information for effective instruction. Dr. Jakicic has written articles for the *Journal of Staff Development* and *Illinois School Research and Development Journal* and has worked as an adjunct instructor at National-Louis University as well as Loyola University Chicago, where she earned a doctor of education.

For more information, contact Amy Grover at [agrover@ssc.coop](mailto:agrover@ssc.coop) or (507) 281-6693.

# 2013 plan year will bring mandated plan changes

by Bill Colopoulos

A combination of new IRS regulations for Health Savings Accounts and health care reforms will impact existing plans in 2013:

- HSA rules increase contributions, deductibles and out of pocket maximums <sup>(1)</sup>
- FSA medical accounts will be capped at \$2,500
- Summary of Benefits and Coverage and Uniform Glossary

## Changes to Health Savings Accounts

New IRS regulations will increase the contribution limits for HSAs but will also increase deductibles and out of pocket maximums for HSA-compatible “High Deductible Health Plans”:

<u>HSA Contributions</u>	<u>2012</u>	<u>2013</u>
for HSA participants with single coverage	\$3,100	\$3,250
for HSA participants with family coverage	\$6,250	\$6,450
"Catch up" contributions: for 55 + single or family	\$1,000	\$1,000
<u>HDHP Minimum Deductibles</u>	<u>2012</u>	<u>2013</u>
for HSA participants with single coverage	\$1,200	\$1,250
for HSA participants with family coverage	\$2,400	\$2,500
<u>HDHP Maximum Out of Pocket</u>	<u>2012</u>	<u>2013</u>
for HSA participants with single coverage	\$6,050	\$6,250
for HSA participants with family coverage	\$12,100	\$12,500

The change in minimum deductibles will also impact plans with “embedded” deductibles (deductibles for individual plan participants) and plans with “carryover” provisions (deductible expenses incurred in the last quarter of the calendar year also applying to the next year).

In both cases, these changes will apply to plans with plan years beginning on or after January 1, 2013. Changes to these plans will be communicated as soon as they are finalized and will be included in affected groups’ 1-1-2013 renewals.

## Changes to Flexible Spending Medical Accounts

For FSA plan years beginning or concluding in 2013, the medical account maximum allowable contribution will be \$2,500. Please note that unlike the changes to HSA rules, the FSA medical maximum will apply to plans

beginning in 2012, but finishing in 2013. For example, if your plan year begins on 9-1-2012 and ends 8-31-2013, your medical account maximum can be no higher than \$2,500.

The change applies only to the FSA medical account; the FSA dependent care account maximum remains at \$5,000.

## Summary of Benefits and Coverage (SBC) and Uniform Glossary (UG)

Beginning with new plans or plan years on or after 9-23-2012, plan sponsors must provide plan participants standard information that allows them to compare medical plans as they make decisions about purchasing health care coverage.

On February 14, 2012 the Departments of Health and Human Services (HHS), Labor (DOL), and the Treasury released final rules that require health insurers and group health plans to provide participants and beneficiaries a Summary of Benefits and Coverage (SBC) and make available a Uniform Glossary.

The SBC will expand our current two-page plan summaries to approximately eight pages. Moreover, the formal process of creating the new SBCs will require that groups finalize their plan changes at least 30 days prior to the SBCs’ *required* distribution at open enrollment. This will require that we shorten the decision-making timeframe for making plan changes.

More information about the SBCs and their accompanying Uniform Glossary of common insurance terminology will be coming in the weeks ahead.

If you have any questions about the information in this article, please contact Bill Colopoulos at bcolopoulos@ssc.coop or (507) 206-7419.

<sup>(1)</sup> SEE IRS 2012- 26 CFR 601.602: Tax forms and instructions. (Also: Part 1, §§ 1, 223.)

# Summer professional development opportunities for Math and Science Teachers

By Kari Kubicek

## MSTP Project Information

Southeast Service Cooperative (SSC), in partnership with Winona University and Hamline University, is offering math and science teacher professional development opportunities through the Math Science Teacher Partnership grant program during the summer of 2012. This programming has been made possible through an award by the Minnesota Department of Education to assist teachers in improving content and knowledge and pedagogical techniques to more effectively implement the Minnesota Mathematics and Science Academic Standards with the goal of improving student learning.

## MSTP Science Summer Programming

### Nature of Science and Engineering in Biology July 16-20, 2012, 8:30 AM to 3:30 PM each day, SSC and Rochester area

Professional development module for Grades 7-12 Life Science Teachers

How can the new engineering standards fit seamlessly into your life science curriculum? What experiences do students need to develop an understanding of the nature of

engineering and its connection to their lives? Join your colleagues and experience the nature of science and engineering and its value in your science curriculum.

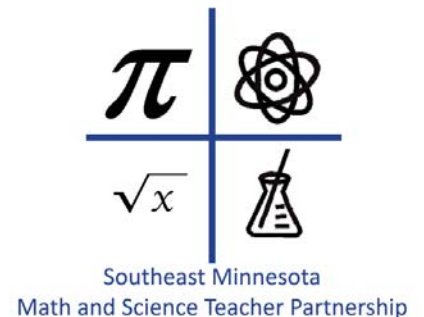
Hamline University in cooperation with the SCC has created an interactive, fully-funded, one-week summer academy for 7-12 life science teachers. This experience will equip you with ideas and skills to implement the new Minnesota Science Standards and prepare your students for success in the nature of science and engineering.

Engineering will be experienced with presenters and field trips related to eco-engineering, genetic engineering and “nature’s engineering”, i.e., Evolution.

Don’t miss this opportunity to experience the nature of science/engineering standards and enrich your curriculum.

Goals and Activities:

- Use local ecosystems/ environments as the context for biology content and engineering
- Revisit concepts and processes essential to teaching the nature of science and engineering
- Develop strategies to integrate engineering with life science content standards



## Presenter information

**Lee Schmitt** is Professional Development Coordinator and faculty in the Hamline University School of Education. His work involves developing and implementing programs and courses for in-service teachers of science in the areas of science content, inquiry/ best practices, and standards-based curricula. Schmitt facilitated two MSTP Science Academies in Rochester, and in other regions of the state, for elementary and 7-12 life science teachers on the nature of science and engineering standards. He serves on the board of the Minnesota Science Teachers Association (MnSTA) and the Minnesota Earth Science Teachers Association (MESTA). Schmitt has 15 years of classroom experience as a science teacher and 19 years in teacher professional development.

*MSTP continued from page 14*

### Expectations for MSTP science project participants and stipend information

Participants must complete and sign the [MSTP Science Cohort Agreement](#), committing to the following to receive the \$350 stipend designated for cohort participation:

- Participation in the July 16-20, 2012, five day workshop at SSC and the Rochester area.
- Completion of any pre session readings and or planning assignments, as needed.
- Participation in evaluation activities to fulfill the MSTP project requirements.

### MSTP Math Summer Programming – July 16-19, 2012, 9:00 AM to 3:00 PM each day, at SSC

Professional development module for Grades 3-8 Math teachers

#### Visualizing Mathematics: Making it Real for Everyone

The primary objective of this four day workshop is to focus on facilitating rich mathematical tasks that promote mathematical thinking in students. Participants will experience standards-based activities that help students build number sense and promote inquiry in the classroom. The content areas that will be covered are: Patterning and Algebra, Statistics, Geometry,



and Measurement. Hands-on activities and the use of manipulatives will be used to solve real life applications that promote understanding and help students visualize the content. A technology component will be built into each day of the workshop. In addition, teachers will be broken out into grade-band areas to adapt the tasks to different classrooms.

#### Presenter Information

Nicole Williams teaches in the Department of Mathematics and Statistics at Winona State University, Winona, MN. She has been a professor at WSU for eight years and is interested in strengthening teachers' understanding of mathematics through rich investigative activities. Outside of school, she has collaborated with elementary and middle school teachers developing curriculum and implementing standards-based activities. These activities have been presented at NCTM conferences and published in *Teaching Children Mathematics* and *Mathematics Teaching in the Middle School* journals.

### Expectations for MSTP math project participants and stipend information

Participants must complete and sign the [MSTP Math Cohort Participant Agreement](#), committing to the following to receive the \$350 stipend designated for cohort participation:

- Participation in the July 16-19, 2012, four day workshop in the Rochester area.
- Completion of any pre session readings and or planning assignments, as needed.
- Participation in evaluation activities to fulfill the MSTP project requirements.

Interested individuals must complete, sign, and return the appropriate Cohort Agreement by Thursday, May 31 to MSTP Project Coordinator Kari Kubicek at [kkubicek@ssc.coop](mailto:kkubicek@ssc.coop), or fax it to (507)288-7663.

*Summer PD opportunities continued from page 3*

Do you think Engineering concepts are too difficult for elementary students? As they say, think again. Shari Furst and Lee Schmitt will be here to provide you with the strategies to bring engineering to your classroom, during the [Inquiry-based Learning with Engineering and Frameworks](#) workshop August 9-10.

Geography teachers are really in for a treat with Sharon Shelerud and Lisa Sanders leading [Links to Geoliteracy](#) on August 16. Not only will you be dissecting the geography standards, you will receive a password which will

give you additional resources throughout the year.

Do you analyze the complexity of the texts you ask students to read? Literacy is a hot topic and SSC's education literacy specialist would say, "and it should be". [Text Complexities](#) is the title of the workshop on August 21, which is very timely as you prepare for workshop week and the start of the school year. Perhaps the skills learned will help you navigate through the complexity of texts you receive during workshop week!

Every one of these opportunities offers you a stimulating day or two amidst the "lazy, hazy, days of summer", that are so essential to reflect, renew and rejuvenate. The gift we give ourselves is this balance of lazy and stimulating days in order for us to be renewed and refreshed for the students of the 2012-2013 school year.

For more information, contact Director of Instructional Services Diane Schwinghammer at [dschwinghammer@ssc.coop](mailto:dschwinghammer@ssc.coop) or (507) 281-6683.

*Native Voices Symposium continued from page 6*

Please consider attending with a team of teachers from your district. Planning to implement these new standards across grade levels as well as vertically in your district will create a richer context for Minnesota Native American instruction. We hope to see you for our Symposium July 24 and 25 **or** August 14 and 15 here at Southeast Service Cooperative. To register, please click [here](#).

John Bobolink is an enrolled member of the Leech Lake Indian Reservation, has over twenty years working in the field of education, and has been at the Saint Paul Public Schools Indian Education Program for the past ten years.

Norman Benson is an enrolled member of the Three Affiliated Tribes Mandan, Hidatsa, & Arikira,



*Symposium presenter Dawn Quigley*

has over twenty-nine years working in the field of Chemical-use prevention and education, and has been at the Saint Paul Public Schools Indian Education Program for the past fourteen years.

Norman & John have been providing this presentation for the past three years to various groups, which include teachers,

students, parents, social workers, case workers, and government employees at the county, state, and federal departments.

Dawn Quigley is an Indian Education teacher along with a Reading and English teacher in Forest Lake, MN. She has been an educator for over 16 years and has taught in various districts around the Minneapolis area. Along with a passion for reading Native literature she has also had a number of her own writings published regionally.

Dawn is an enrolled member of the Turtle Mountain Band of Chippewa Indians (North Dakota).

For more information about the symposium contact Lori Mack at [lmack@ssc.coop](mailto:lmack@ssc.coop) or (507) 281-6691.



*Steve Gilliland continued from page 1*

inspiring stories and is a powerful presentation that reveals the true path to impact the thoughts and feelings of staff, teachers and administrators. No matter how many years you have spent in front of a classroom, from the seasoned professional to the first year teacher, this program captures the true essence of teaching by sharing incredible insights, experiences, revelations and confirmations. Long after Steve's final words, your teachers and other district staff will be buzzing with excitement and motivated to make a difference.

Steve's passion is to bring laughter to people while slipping simple nuggets of truth into their hearts, giving them courage to take a look

at their challenges and enabling them to begin to conquer them. Steve helps people make a difference in their careers, their relationships and their lives. As one newspaper stated, "Steve Gilliland is what happens when the of Ron White collides with the inspiration of Zig Ziglar and the insight of Stephen Covey." In the brief span of a staff development program, he helps teachers and staff understand and embrace serious issues while entertaining and empowering his audience.

This presentation will be offered from 9:00-10:30 AM in Knowlton Auditorium at Austin High School and again from 1:30-3:00 PM in Potter Auditorium in Chatfield. We have arranged for the

afternoon session to be broadcast via live stream for districts unable to attend in person. This would allow your district to view the presentation in real-time via the Internet.

The maximum cost for small districts (<950 students) to participate is \$500 and the maximum cost for large districts (>950 students) to participate is \$1,000. This fee will be adjusted based on the final number of districts participating. To drive this cost down, please encourage your neighboring districts to participate! If you are interested, please contact Amy Grover at [agrover@ssc.coop](mailto:agrover@ssc.coop) or (507) 281-6693.

*Wellness continued from page 1*

improvement that can be found among most employee groups at the present time. A recent U.S. Department of Health and Human Services study of employer group health plans showed that for every 100 employees:

- ✓ 25 have cardiovascular disease
- ✓ 12 are asthmatic
- ✓ 26 have high blood pressure
- ✓ 30 have high cholesterol
- ✓ 38 are overweight
- ✓ 21 smoke
- ✓ 31 use alcohol excessively
- ✓ 24 don't exercise
- ✓ 44 suffer from stress

All of these adverse lifestyle factors translate to measurable health care, absenteeism, presenteeism (at work, but at sub-par health status) and productivity losses – and corrective opportunities for wellness programs.

#### **What Kinds of Wellness Programs are Popular?**

73% of employers surveyed by Price Waterhouse Cooper in 2011 offered these insights regarding the popularity of wellness programs:

- **Health risk assessments (52%)**
- **Biometric screening (45%)**
- Weight management (41%)
- Tobacco cessation (38%)

The most popular use of incentives in 2011 was for the Health Risk Assessment (62%) and Biometric

Testing (56%), up from 57% and 46%, respectively, since 2008.

*Bill Colopoulos is a healthcare economist and consultant serving the Southeast Service Cooperative's health insurance pools. He can be reached at [bcopolopoulos@ssc.coop](mailto:bcopolopoulos@ssc.coop).*

## Recent Board meeting actions and information

**Note: Complete SSC Board of Directors meeting minutes are available on the SSC website at [www.ssc.coop](http://www.ssc.coop).**

In addition to routine fiscal and business actions, the Board took the following actions in recent meetings:

### March 2012 Regular Meeting

Approved the hiring of Paul McDowall as MDE Center of Excellence Director effective April 9, 2012.

Approved a contract with LTC Financial Partners to provide group and individual services in acquiring long-term care insurance coverage.

Approved the proposed membership fee structure for 2012-2013.

Accepted the application of Sacred Heart School, Adams to become a member of Southeast Service Cooperative effective March 1, 2012.

### April 2012 Regular Meeting

Adopted the School Health Insurance Pool 2012 Plan Year Renewal rating formula and plan as recommended by the Formula Committee; approved maintaining the current stop loss levels; authorized the Executive Director to offer conditions to groups with significant needed rate

increases as an incentive to earn the maximum pool rate relief.

Met our new Regional Center of Excellence Director Paul McDowall and received a progress report on development of the Center.

Received an update report on the parking lot development.

### May 2012 Regular Meeting

Appointed superintendents to new 2-year terms on the Administrative Advisory Committee:

- At large: Mike Funk, Albert Lea
- Area 1: John McDonald, Kingsland
- Area 2: Dave Thompson, Stewartville
- Area 4: Cheryl Johnson, Goodhue County Education District
- Area 3: Craig Junker, Lake City (Bruce Klaehn retiring from AAC).

Approved Association memberships for 2012-2013.

Approved contracts for insurance consulting, insurance legal services, and lobbying.

Adopted the Service fees for 2012-2013 as proposed.

Selected Dale Walston, SSC Director of Operations, as the honored recipient of the 2012 SSC Outstanding Service Award.

Scheduled Board/AAC/Staff strategic planning session for the night of the regular Board meeting July 30, 2012.

Accepted the recommendation of the Personnel Committee and adopted the proposed compensation plan for 2012-2013 as presented.

### Future Board Meeting

#### Dates:

Monday, July 30

Wednesday, August 15

Wednesday, September 26

Wednesday, October 24

Monday, November 26

Wednesday, December 26

# Calendar

## May

### Review of 2012 Education Laws with Tom Melcher

May 29  
9:00 - 11:30 AM

## June

### Annual Health & Safety Town Hall Meeting

June 7  
10:30 AM - 12:00 PM

### Formative Assessment Workshop with Chris Jakicic

June 11 & 12  
8:30 AM - 3:30 PM

### Intro to the Revised Social Studies Standards

June 12  
9:00 AM - 3:00 PM

### Advanced Placement Vertical Team Training

June 14 & 15  
7:30 AM - 4:30 PM

### Save Your License Session - Reading Strategies

June 18  
8:00 - 10:00 AM

### Save Your License Session - Positive Behavior Intervention Strategies

June 18  
10:00 AM - 12:00 PM

### Save Your License Session - Warning Sign of Mental Health Disorders

June 18  
12:00 - 2:00 PM

### Save Your License Session- Accommodations to Meet Graduation Standards

June 18  
2:00 - 4:00 PM

### Six Shifts: How the MN English Language Arts and Content Area Literacy Standards Affect Teaching and Learning

June 20  
8:30 AM - 3:00 PM

### AAC Meeting

June 21  
12:00 - 3:00 PM

### SSC Summer Health Forum

June 26  
9:00 AM - 1:00 PM

### SMART Board Intermediate with updated Notebook 11 Software (For PC Users)

June 26  
1:30 - 4:30 PM

### SSC Board Meeting

June 27  
5:30 - 8:00 PM

### SMART Board Beginner with updated Notebook 11 Software (For PC Users)

June 28  
8:30 - 11:30 AM

## July

### MSTP Math Summer Programming - Visualizing Mathematics: Making it Real for Everyone

July 16 - 19  
9:00 AM - 3:00 PM

### MSTP Science Summer Programming - Nature of Science and Engineering in Biology

July 16 - 20  
8:30 AM - 3:30 PM

### Minnesota Native American Voices Symposium

July 24 & 25  
8:30 AM - 4:00 PM

### AAC/Board/Staff SSC Strategic Planning Meeting

July 30  
5:00 - 8:00 PM

## August

### Reading Like a Detective and Writing Like an Investigative Reporter: Incorporating the 2010 Literacy Standards into your Content Area

August 7  
8:30 AM - 3:00 PM

### Inquiry-based Learning with Engineering and Frameworks

August 9 & 10  
9:00 AM - 3:30 PM

### Minnesota Native American Voices Symposium

August 14 & 15  
8:30 AM - 4:00 PM

### SSC Board Meeting

August 15  
5:30 - 8:00 PM

### Links to Geoliteracy: Meeting the Minnesota High School Geography Standards

August 16  
9:00 AM - 3:30 PM

### The Perplexing Issue of Text Complexity: Implementing Standard 10 in Your Classroom

August 21  
8:30 AM - 3:00 PM



SSC is a 2011 Recipient of the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility.

*Cooperative Connection* is a publication of the Southeast Service Cooperative, published four times per year for members, associates, and the general public.

Editor: Nicole LaChapelle  
[nlachapelle@ssc.coop](mailto: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](http://www.ssc.coop)

Views and ideas expressed in the Cooperative Connection, by its contributors, advertisers and editors do not necessarily reflect views or policies of the Service Cooperative and should not be considered an endorsement thereof.

## Southeast Service Cooperative direct dial phone numbers, e-mails, and 800 #

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

- 1..... Cooperative Purchasing
- 2..... Dental Reimbursement
- 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.

	name	phone	email	service area
<b>SSC Staff</b>	Suzanne Riley .....	(507) 281-6673	.....sriley@ssc.coop.....	Executive Director
	Katie Sue Cunningham .....	(507) 281-6667	.....kcunningham@ssc.coop.....	Training and Program Technician
	Amy Grover .....	(507) 281-6693	.....agrover@ssc.coop.....	Program and Planning Manager
	Chris Hancock .....	(507) 281-6671	.....chancock@ssc.coop.....	Accounting Technician
	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 Technician
	Lori Mack .....	(507) 281-6691	.....lmack@ssc.coop.....	Regional Education Specialist
	Dick Riley .....	(507) 281-6666	.....driley@ssc.coop.....	Program Assistant
	Katie Schmitt .....	(507) 281-6676	.....kschmitt@ssc.coop.....	Cooperative Purchasing Program Assistant
	Diane Schwinghammer .....	(507) 281-6683	.....dschwinghammer@ssc.coop.....	Director of Instructional Services
	Bob Tweten .....	(507) 281-6663	.....btweten@ssc.coop.....	Health and Safety Manager
	Dale Walston .....	(507) 281-6675	.....dwalston@ssc.coop.....	Director of Operations
	<b>SSC Consultants</b>	<b>SSC Consultants</b>		
Bill Colopoulos .....		(507) 281-6690	.....bcolopoulos@ssc.coop.....	Health and Benefits Consultant
Mary Haney .....		(507) 281-6686	.....mhaney@ssc.coop.....	School Improvement Consultant
Kathy Hartman .....		(507) 281-6685	.....khartman@ssc.coop.....	School Improvement Consultant
Roger Jones .....		(507) 951-6749	.....rjoneshr@yahoo.com.....	Human Resource Mgmt Consultant
<b>IEA (Institute for Environmental Assessment)</b>				
Thad Dahling .....		(507) 281-6680	.....thad.dahling@ieainstitute.com.....	Project Manager
Bruce Huffer .....		(507) 281-6681	.....bruce.huffer@ieainstitute.com.....	Facility Consultant
Christi Jorde .....		(507) 281-6665	.....christi.jorde@ieainstitute.com.....	Project Manager
Natalie Nagel .....		(507) 281-6688	.....natalie.nagel@ieainstitute.com.....	Support
Angie Radel .....	(507) 281-6682	.....angie.radel@ieainstitute.com.....	Senior Project Manager	
Pat Weir .....	(507) 281-6677	.....pat.weir@ieainstitute.com.....	Regional Manager	

## SSC is recipient of 2012 Best Places to Work Award

SSC was recently recognized as a 2012 Best Places to Work in Southeast Minnesota by Workforce Development, Inc. The Best Places to Work is a national program that recognizes the best employers in local communities. Workforce Development surveyed companies within Freeborn, Mower, Rice, Steele, Goodhue, Olmstead, Houston, Dodge, Fillmore and Wabasha Counties to identify the Best Places to Work in Southeast Minnesota.



SSC completed an online application sharing information on benefits, training and development, paid time off, performance management

programs, growth, advancement and more. A site visit was conducted by Workforce Development Foundation board members.