

Along The Way... *Stop And Smell The Crayons*



By Terry Eis
KSDC President

Have you ever stopped to consider the smells that you relate to the beginning of a new school year? Walking through Wal-Mart or any other store that sells school supplies triggers my memories. For me, it's the smell of a new box of crayons, preferably the big box with all the "flavors" to choose from.

As a child, I associated the beginning of school with new stuff – a Big Chief tablet, a big pencil, new scissors, a special eraser (even though I'd probably *never* need it, except for the dreaded art projects), construction paper, glue (remember the kid who ate his, or hers, as the case may be), watercolors, and crayons. Then, to carry my new treasures, I needed a box – the ones that looked like cigar boxes only they weren't. To top it all off, I also got a new lunch box.

Days before school began, I'd line up all

the new school supplies, and either my mother or I would put my name on everything. I'd organize the box with all those pristine tools of the trade so they fit perfectly, and then I'd wait until school began to be able to use any of them. But truly the best of all the new purchases was the box of crayons.

The size of the box was in direct proportion to the grade I was going into, so naturally, by the time I was in 6th grade, I was treated to the Box of 64. The smell of the crayons still comes to mind, and I remember that the points of the crayons were sharpened and the paper without a single tear. None of the crayons were broken, and all held a world of possibilities for the coming year.

*We, too, are like
the crayons in the box...
When the school year
begins, we have the option
to see ourselves
with sharpened points
and paper not yet torn.*

Getting older, though, also meant I didn't get to buy new crayons for back-to-school, so I had to wait years to repeat the magic with my own two daughters. Being a teacher I was torn between seeing the freedom of summer slip away and beginning a new school year with new students and new opportunities, but walking down the aisle of the local store with two little girls excited about buying new school supplies transported me back to when I had the same excitement. For a moment, I was able to forget the expense of buying those necessities and the implications of them (back to work I go!) and remember the aspirations and possibilities that come with a new beginning.

We, too, are like the crayons in the box. We come in a variety of "colors." When the new school year begins, we have the option to see ourselves with sharpened points and paper not yet torn. We aren't worn down from use, and we haven't been broken from someone pushing too hard while trying to color inside the lines. We are full of possibility and promise.

As the year progresses, we will get used,
Continued on page 2



Inside This Issue

Fall Institute	page 3
Middle School Initiative.	page 4
KSDC Academy	page 5
Spring Conference.....	page 6
Call For Proposals	page 7
KLFA	page 8
KSDC Mini-grant	page 9
KSDC Membership.....	page 10
Coaching Corner.....	page 12

Calendar Countdown

Fall Happening
Standards Based Reporting:
Community Conversations
September 10, 2004
Topeka, KS

2004 Fall Institute
NCLB/AYP:
Taking the Team Approach
Anita Pankake
November 3-4, 2004
Wichita, KS

NSDC Annual Conference
December 4-8, 2004
Vancouver, British Columbia
For more information, go to
<http://www.nsd.org>

2005 Spring Conference
Expanding Your Toolbox
Charlotte Danielson
Tom Guskey
February 2-4, 2005
Wichita, KS

2005 Fall Institute
Effective Instructional
Strategies
Deb Pickering
November 2-3, 2005
Wichita, KS

KSDC Board Meetings

November 3, 2004
Wichita, KS

February 2, 2005
Wichita, KS

June 8-9, 2005
Board Advance
The Barn



KSDC Presidents' Column

Along The Way...

Stop And Smell The Crayons

Continued from page 1

our points will soften and flatten out a bit. The paper protecting us and defining who we are will get trimmed away so we can provide more color, and we may get broken. Just as we view ourselves as new, fresh, and bursting with energy and promise, we can choose to see ourselves in our "used" state in the same way.

At the end of the school year, remember how you gathered all your now not-so-new school supplies? The crayons hardly resembled those you so proudly bore into the classroom at the beginning. They had been used mightily to produce fine works of art, maps of the world, timelines, graphs, and other testimonies to the learning you were experiencing.

But, yet for all their wear and tear, they were not used up. You took them home, and they joined the crayons from previous years that had been collected for use at home. They remained as symbols of all that you had accomplished and would continue to accomplish.

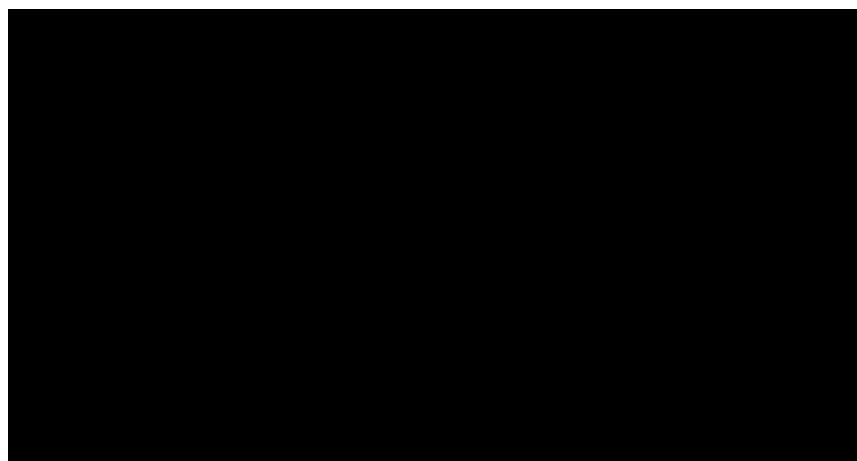
KSDC wants to encourage you in keeping focused on the successes you experience as educators. If you can see yourself as a new crayon and all the potential that lies within, and if you can imagine yourself being "chosen" by your students to color their learning with success, you will be able to see yourself throughout this year as being more powerful than you have thought possible to bring about change.

And when you arrive at the end of the school year, you won't just be tossed aside and exchanged for a "new box," for what you have given your students will go with them as they add what they've learned from you to what they've learned from others to continue their journey to success.

When you start to feel a little worn out, just take a stroll down the school supply aisle, and take time to smell the crayons!

Have a successful and adventurous school year, and color *outside* the lines! ■

KSDC Board Holds Annual Advance



Wisdom Circle members, all KSDC past presidents, meet during the organization's annual advance. Members present at the advance include: Dave Winans, Kathy Boyer, Charyll Boggs, Barb Maughmer, Sue Kidd, and Marceta Reilly.

The board advance was held June 8-9 at The Barn, just north of Topeka, KS. At the advance, board members discussed ways to continue the work of KSDC in the coming year, and each action team presented a charge statement which detailed ideas for development. Membership awards were presented and Winans was presented with the KSDC Contributions to Staff Development award.

Fall Institute 2004

NCLB/AYP: Taking The Team Approach

By Volora Hanzlick
Fall Institute Chair

Spend the Day Learning With Dr. Pankake!

- Is your building or school district making needed gains toward Adequate Yearly Progress (AYP)?
- Is your staff ready to embrace the changes necessary to show growth in student achievement as required by NCLB?

If you are looking for support and solutions, bring a team from your school and spend two days with Dr. Anita Pankake.

Dr. Pankake is a leader in the

Determining what approaches will positively influence AYP can assist schools...

areas of change and organizational development. She will share content and strategies that will help your school implement and evaluate changes intended to improve student learning.

Dr. Pankake will address general change process giving particular attention to

implementation issues. With increasing accountability, information on program evaluation (both process and outcome) will be essential in making program retention/expansion decisions, including the difficult decisions embedded in resource allocation. Determining what approaches will positively influence AYP can assist schools in maintaining or locating effective programs and processes.

Dr. Pankake is currently a Professor in the Department of Educational Leadership, University of Texas-Pan America in Edinburg, TX. Dr. Pankake is the author of *Implementation: Making Things Happen*, which is the book included in your registration for September 2004

the KASCD/KSDC Fall Institute.

Implementation is often the weakest phase of any improvement or change process, short circuiting efforts to improve student achievement. Attend this important learning experience and study implementation as a critical phase, demanding *intentional* planning and evaluation.

Day 1: November 3, 2004

Spend the day learning with Dr. Anita Pankake! Dr. Pankake will review important content from the change literature regarding what and how to change. This presentation will include the importance of change, creating buy-in for change with staff, and understanding the phases of the change process. Resistance to change and how to reduce resistance will also be explored.

Day 2: November 4, 2004

The implementation elements of the change process will be discussed on Day 2. Specific changes regarding evaluating programs and their purpose, monitoring for change, looking at data and feedback, and providing necessary support, will be presented. Finally, moving from planning to practice will help us pull together the knowledge acquired over the two days.

Session attendees will be given time to work on developing implementation and evaluation plans in relationship to their school improvement plans. The importance of not only knowing what we plan to do, but also how we know that it is actually happening, cannot be overemphasized in this era of accountability.

Join us for this important learning opportunity to help you focus your implementation efforts for successful results and help you increase achievement for all of your students—leaving no child behind!

PLEASE JOIN US! BRING A TEAM!

Registration can also be completed online at www.kscd.us. ■

Register **NOW**

for the **FALL INSTITUTE**

- Complete this form.
- Enclose your check or PO made to:

Kansas Staff Development Council

- Send form and payment to:

Janel Andrews

210 Range
Colby, KS 67701

Name _____

Address _____

City _____

Zip _____

Phone _____

Institution _____

E-mail _____

Cost

Registration **prior to** October 20, 2004

_____ **KASCD/KSDC Member** \$ 230.
_____ Non-member \$ 260.

Registration **after** October 22, 2004

_____ **KASCD/KSDC Member** \$ 250.
_____ Non-member \$ 280.

Cost includes: Continental breakfast and lunch both days, book and materials.

If you are not a member, please take this opportunity to join by paying your dues along with this registration.

Total from above \$ _____

KASCD Individual Membership

(\$30.00) \$ _____

KSDC Individual Membership

(\$10.00) \$ _____

Total enclosed \$ _____

Enclosed is my check # _____

Enclosed is PO # _____

*Continental breakfast served each day
from 8:00 - 8:30 a.m.*

with the learning beginning at 8:30 a.m.

Sessions will end at 4:00 p.m.

To make hotel arrangements with the Hilton Airport Hotel, call the hotel at: 316-945-5272.

Room rate is \$84.00 + tax per night
if you make reservations by Oct. 20
and mention KSDC.

IN THE MIDDLE

Advocacy: An Integral Tool In Middle School Reform

By Cathy Colborn
Middle School Forum Chair

According to the dictionary, an advocate is one who “pleads the cause of another” and advocacy is “the act or process of advocating or supporting a cause or proposal.” There are many different types of advocates.

In the wave of *No Child Left Behind* schools are charged with the task of every child achieving success in their educational endeavors. QPA and NCA are tools with which Kansas strives to achieve this task. While many schools implement these practices, the results are often mixed, usually because the implementation is untouched by the factors of quality, consistency, and continuous improvement. As policymakers have increased their demands that students demonstrate higher levels of performance, middle level schools have come under closer inspection. Everything comes under the scrutiny of the microscope from grades, grade structure, curriculum, teacher preparation and evaluation, content-knowledge and pedagogy. In this context, advocacy is both appropriate and necessary.

Middle Level Education is in a class by itself as middle level learners are students in a “class” of their own. Educational opportunities, that are deserved and needed in middle level schools, are lacking in hundreds of

thousands of these young adolescents who are attending these schools. Most of these students have no advocates. Parents have other obligations, become distracted, or simply do not know how to begin to advocate for the reforms necessary for their children to participate in more engaging, meaningful, and challenging academic work. Often school boards and superintendents continue to believe that problems will diminish in the middle school if they can only get students to function fully in the primary grades. In doing so, developmental needs and intellectual stimuli become lacking.

Change will only come if there is a push in that direction. By grouping together, organizing, and stepping forth advocates can become effective “cheerleaders” for quality middle level education. Advocates are parents, educators, business people, or organizations within the community. Because there is strength in numbers, most people are more comfortable and effective acting as part of a group. Accelerating middle-grades reform depends on a total commitment and interaction between all groups mentioned, not just individuals.

There are many types and styles of advocacy. Being clear in purpose, focused, action driven, and patient are all qualities of good advocacy. Improvements that make a significant difference in students’ learning and

development will become championed causes. With having a just cause, wise use of time, tenacity, patience, courage, credible information, and the ability to identify and work with others of a like mind, advocates often achieve great things.

“We all must become effective advocates to have an impact on education policymakers and school system leaders. Above all else, advocacy is about persuading institutions to change their policies and practices. It is not enough to have a compelling vision or criteria schools should meet to fulfill that vision. It is not enough to develop and issue policy statements. The real work takes place in face-to-face encounters with people who have the authority to set new directions and provide greater support for the educators who must pull themselves and their schools out of the muck of fatigue, resignation, and low expectations.”
(Hayes Mizell, facilitator for a panel at a meeting of the Southern Forum to Accelerate Middle School Reform)

We will advocate for middle school reform by persuading persons in authority to implement practical policies and practices that will enhance the learning and development of young adolescents.

Getting the word out expands from news coverage, newspapers, letters to the editor, websites, e-mails, flyers, and one-on-one contact. Middle Level Education Reform takes many avenues. Advocates work together in using these avenues to bring about necessary change.

More information about the National Forum to Accelerate Middle Grades is available from Deb Perbeck, superintendent at Parsons District Schools; Mark Buck, principal at Medicine Lodge Middle School; Jennifer Jones, consultant - Shawnee; Ted Juneau, principal at Central Junior High School in Lawrence; and Cathy Colborn, teacher at Medicine Lodge Middle School. ■

Information on staff development?

It's just a click away.....

www.ksdc.us

KSDC's website includes information about KSDC, *Direct Connection*, and news on upcoming events



Looking for more ideas?
Stop by these websites:
NSDC - www.nsd.org
KLFA - www.teachkansas.org

District Leaders Discuss Professional Development

By Marcia Bone
2004 Spring Conference Chair

District leaders met for three hours following the KSDC Spring Conference in Overland Park, KS to discuss professional development issues that make a difference in the classroom. A panel of Kansas superintendents including Gloria Davis, Dodge City; Mary Devin, Geary County; Sharon Zoellner, DeSoto; and Randy Weseman, Lawrence addressed challenges and their local responses to effective staff development.

Administrators First: Mary Devin addressed the importance of starting with administrators first. Geary County has 11 of its 13 elementary schools meeting the standard of excellence in

math despite challenges of high mobility, low SES, and high minority.

Focus: Gloria Davis discussed the importance of focus on instruction. Priority is given to funding instructional coaches and principals meet regularly with staff to discuss student academic progress. Seventy-two percent of the students in Dodge City speak a language other than or in addition to English.

Collaboration: Randy Weseman discussed the challenges of providing collaboration time for teachers. Community and teacher association support is an essential element. The community assists in providing alternate activities for students during early release.

Coaching: Sharon Zoellner empha-

sized the importance of providing learning coaches for teachers to support instruction. Professional development is also essential to help teachers integrate technology with instruction. Sharon spoke to the importance of placing a priority on professional development processes in the budget process. Funding sources such as Title II dollars can help support these efforts.

Andy Tompkins joined the group to discuss the legislative process. Additionally, he discussed the State of Kansas efforts to comply with *No Child Left Behind*. Despite the many challenges facing educators in our state, our educational leaders remained focused on efforts that make a difference in the classroom. ■

KSDC Initiates Academy Of Learning; A Parallel To NSDC's Academy

By Jennifer Byrne
KSDC Academy Instructor

What is the KSDC Academy?

KSDC Academy is a program structure to parallel the NSDC Academy and to make the rich Academy experience accessible to Kansas professional developers. The program is 18 months long, beginning November 2, 2004 in Wichita. The KS Academy applies national standards for professional development to state and national school improvement efforts.

Academy goals

- Advance critical connections between student learning and professional development standards.
- Develop deep knowledge in the research and best practices for professional development.
- Foster a professional learning community among professional development leaders across the state of Kansas.
- Develop leadership skills for professional development work.
- Expand professional network for participants.

Expectations for participants

- Join and maintain membership in September 2004

KSDC.

- Participate in all sessions.

Academy costs

Participants pay \$1,000. to participate in the 18-month program. Participants are responsible to pay for their

own transportation, hotel stays, and any meals not covered in the Academy program. Academy members should expect to pay a total of approximately \$300 for added hotel and meals during the Academy meeting dates. ■

Application For KSDC Academy

Application instructions: Complete this form. Have your administrator sign his/her knowledge and commitment to your participation. Send this form to:

Jennifer Jones 6359 Walker St. Shawnee, KS 66218

Questions? Call (913) 268-3917

Name _____

Position _____

School District or organization _____

Mailing address _____

Work phone _____ Work FAX _____

Home phone _____ E-mail _____

Superintendent or Director _____

Address _____

I support the participation of _____

in the Kansas Academy and understand that participation in the Academy

process will last a year and a half.

Superintendent or Director signature _____

I agree to meet the expectations listed for Academy participation.

Participant signature _____

Registration fees will be billed to the school district or organization upon acceptance of the participant into the Kansas Academy. Refunds will be made only prior to the first session. No refunds will be made after the first session.

New February Date

Expanded Opportunities For Learning

KSDC Spring Conference 2005

Expand Your Toolbox With Danielson, Guskey

By Jennifer Byrne
2005 Spring Conference Chair

The KSDC 2005 Spring Conference is on the horizon! **Expanding Your Toolbox** is a conference with a slightly different approach. The pre-conference is February 2, 2005, with the full conference on February 3-4, 2005, both to be held at the Wichita Airport Hilton in Wichita, KS.

The theme for the Spring Conference is a combination of developing tools for results with teachers (Charlotte Danielson) and developing tools for results with students (Tom Guskey). This two-pronged approach is planned to help schools achieve their goals for increased student learning.

The **Expanding Your Toolbox** conference will be packaged in a format that includes team debriefing and planning times so that participants have the maximum opportunity for sharpening their tools during the conference.

Teachers and administrators will want to participate in Charlotte Danielson's pre-conference session, **Tools for Results with Teachers**. Charlotte Danielson is Program Administrator for Educational Testing Service (ETS) and President of Princeton Education Associates in Princeton, NJ. She has worked as a consultant on performance assessment for numerous schools and school districts in the United States and overseas. In her pre-conference session, Danielson will focus on strategies that develop teachers' learning and leading and how to impact student improvement. Participants will have the opportunity to discuss how to tailor adult learning to their particular school needs.

During the full conference, teachers, superintendents, administrators and

other support staff will hear Tom Guskey present **The Battle over Report Cards: Grading Policies and Practices that Work**. Tom Guskey is a professor of Educational Policy Studies and Evaluation at the University of Kentucky. He has been a teacher at all levels, served as an administrator for the Chicago Public Schools and was the first director of the Center for the Improvement of Teaching and Learning, a national educational research center. Guskey's presentation at this conference outlines a variety of ways to report student learning progress to parents and the community, including report cards, alternative formats for parent conferences, newsletters, phone calls, and other reporting tools.

Designing new reporting structures that better communicate and involve parents in students' learning will be highlighted, along with policies and practices that should be avoided due to their negative consequences for students, teachers, and schools.

Both Danielson and Guskey will also present breakout sessions.

In addition to Guskey and Danielson, **Dr. Andy Tompkins** will present the keynote address at the luncheon on Fri., February 4.

Acquire some new tools and sharpen



KSDC's Goal:

*All teachers
in Kansas
will experience
high quality
professional
learning
by 2007*

the ones you already have in your toolbox for making a difference in student learning by attending this conference.

Registration will be available online at www.ksdc.us after October 27, 2004. Printed programs will be available at the Fall Institute, November 3. *Hotel reservations may be made at the Wichita Airport Hilton. Make reservations by January 14, 2005 and mention KSDC in order to receive the special conference hotel rate.* ■

Top 10... Reasons To Join KSDC

10. Network with some of Kansas' best educators.
 9. Add KSDC Membership to your resume! It will look great!
 8. Attend KSDC-hosted seminars and conferences at a special rate!
 7. Learn and share ideas that can be put to use immediately.
 6. Get a nationally-recognized publication in your mailbox four times a year.
 5. Stop by the KSDC website for updates of organizational news.
 4. Take advantage of KSDC's mini-grant support.
 3. Get involved in improving student learning statewide by volunteering to be a part of the KSDC Board or an action team.
 2. Building and agency memberships available that are only dollars per person.
 1. It's only \$10.00: Less than the cost of a dinner at your favorite restaurant.
- Send in your KSDC Membership Application printed on page 10 today!**

You're Invited to Submit a

Proposal



for the spring conference of the

Kansas Staff Development Council

EXPANDING YOUR TOOLBOX

February 3-4, 2005 — Wichita Airport Hilton — Wichita, KS

(Pre-conference February 2, 2005)

Title of Presentation

Primary Presenter Name

Position/Title _____ Institution _____

Work or Home Contact Information

Address _____ Work Phone (area code) _____

City/Zip _____ Fax _____

E-Mail _____

Proposal Strand (Check the one your presentation best addresses.)

Building Leadership for Administrators and Teachers

Policies and Best Practices for Reporting Student Progress

Deepening Knowledge and Skills for Teachers

Presentation Options (Check one.)

75 minutes

120 minutes

Format (Check one.)

Informational

Interactive

Level (Check all that apply.)

Pre-K — Grade 2

High School

Elementary School

Post-Secondary School

Middle School

Target Audience (Check each appropriate category.)

Teachers

Central Office

Administrators

Pre-service Teachers

Parents

Teacher Educators

Audio-Visual Needs (Presenters must provide their own computers and projectors for Power Point presentations. No technical assistance will be available.)

Overhead

Screen

Chart/Easel

Program Abstract

Please attach your presentation abstract of no more than 50 words (as you want it to appear in the program).

Additional Presenters: (Please attach a list of names, complete addresses, telephone numbers, and e-mail addresses. For more than four presenters, please indicate a title for the group.)

Verification: On behalf of the presenter(s) listed in this proposal, I understand I (we) must register for the conference and be responsible for all conference registration fees and other expenditures. I understand that it will be my responsibility to notify each of my co-presenters regarding the status of the proposal, the date, time and location of the presentation should it be accepted.

Submitter signature _____ Date _____

Please submit your proposal to:

Glenn Owen PO Box 345 Leavenworth, KS 66048 E-mail:owenG@lvksch.com

PROPOSAL DEADLINE: September 30, 2004

KLFA Student Achievement Work Bearing Fruit

Two Kansas Learning First Alliance (KLFA) projects that focus on student achievement and professional development will start to have an impact on schools this fall. That was the message KLFA members heard at their summer meeting. Both were projects that used KLFA's extensive collaborative network. The first was a statewide math audit undertaken with grant support from the Ewing Marion Kauffman Foundation, technical support from the Kansas State Department of Education (KSDE) and volunteers from KLFA organizations, particularly the Kansas Association of Teachers of Mathematics (KATM). The second was an investigation into professional development practices that brought together KLFA, KSDE and the Confidence in Kansas Public Education Task Force,

the sponsor of the Challenge Awards. Both projects provide districts hoping to improve student performance with specific practices identified by recognized schools as ones being successful.

The math audit, which was conceived almost three years ago, surveyed teachers and principals about beliefs and values, which were later compared to math assessment results. The study also did an extensive analysis of how time was apportioned among the different standards and benchmarks and how the assessments themselves were aligned to them. From that data, two statewide workshops have been held, with the most recent in Salina April 14. Around 50 districts had participants at those workshops and will have available those findings as they plan for the 2004-05 school year. Portions of that

conference were taped by KAN-Ed and are now available for those wishing to view them.

The second project surveyed professional development practices in Challenge Award schools and a sample of buildings with similar student populations that were not recognized. The survey determined Challenge School teachers participate in significantly more professional development than Comparison School teachers and rate the benefit of professional development more positively. These findings, among others from the study, can help districts and buildings plan for upcoming professional development staff opportunities. (A full report on the Challenge Awards, including results of the study, appears in the summer issue of the *Kansas School Board Journal*.)

In order to continue and expand its capacity to develop and disseminate important student achievement based on Kansas experiences, KLFA has needed to create a method to better handle grants and donations. To that end, KLFA approved the basic structure of an educational foundation at its January meeting. The bylaws for that were organization were reviewed and approved and will be used to apply for incorporation papers and appropriate tax-exempt status in upcoming months.

The members also discussed KLFA's technology use extensively. The KLFA website, found at www.teachkansas.org, continues to be revised so it can reflect up-to-date issues and initiatives. Also, a KAN-Ed representative highlighted its website and discussed ways KAN-Ed and KLFA can work together to develop and promote quality content that can be accessed by those connected to the internet.

Thirty-four people representing almost all 24 KLFA organizations attended the meeting. KLFA capacity continues to grow as two new groups have expressed an interest in joining and will be considered for membership in the next 3-4 months. ■

Buildings, Districts Can Now Apply For KSDC Awards

By Sherry Reed
Awards Chair

The KSDC Awards program is built on four major elements: the program must reflect knowledge, application and impact; awards will be presented at the individual, building, and district levels; the program will be implemented in phases; and all three levels of awards must be based on verifiable evidence.

Phase I implementation of the program was piloted in Spring 2002 with the presentation of **FUN Awards**. These are certificates available to any Kansas educator who participates in KSDC activities.

Phase II implementation of the program was introduced in Spring 2004 with the **Impact Award**. This award recognizes individual educators who take learning beyond knowledge and provide verifiable evidence of student application and/or impact.

In Phase III of the awards program, two new levels of awards will now be available to Kansas schools and districts. The **Professional Learning**

Community Award is a school level award. All buildings in Kansas are eligible to apply. The school must provide evidence of excellence in professional development by measuring progress on the KLFA/KSDC/KSDE Staff Development Rubric. The artifacts provided must illustrate the level of performance on the rubric.

Also in Phase III is the **Systemic Learning Award**. All Kansas school districts are eligible to apply for the award which recognizes district level commitment to growth in professional learning and support for change. Specific criteria for growth include the time, money, management, materials, and authority allocated to the adult learning effort in the district to foster student improvement. The district will provide evidence of growth and achievement via the KLFA/KSDC/KSDE Staff Development Rubric. Two buildings and two districts will be awarded annually, with all applicants receiving a certificate. For applications and further information, check the KSDC website, www.ksdc.us. ■

Mini-Grant Helps Members Attend Conferences

Looking for a way to get to Vancouver, British Columbia to attend the 2004 conference of the National Staff Development Council (NSDC)? Thinking it would be helpful to join educators from around the state in learning at the 2005 KSDC Spring Conference? The KSDC mini-grant provides opportunities for two winners to do just that!

The KSDC mini-grant provides for two conference registrations: One for registration for the annual NSDC conference, and the second for registration for the Spring KSDC Conference. To apply for this mini-grant, address the following five questions in a written narrative. (Check the NSDC website, www.nsd.org, for details on that

conference.)

1. Describe how funds to attend and/or present at the Spring KSDC or Winter NSDC Staff Development Conference during 2004-2005 will increase student achievement. List the title of presentation/workshop sessions you plan to attend and show how you think they will enhance educational opportunities for students.

2. In attending the conference, what are your learning goals? In selecting which conference sessions to attend, what do you need to learn? How do you know you need to learn that particular knowledge, skill and/or process?

3. Provide a brief description of a product, including date(s) for anticipated implementation/completion that

The KSDC mini-grant provides a chance for members to attend the NSDC conference and the KSDC spring conference

you expect to create to enhance student achievement as a result of attending the conference.

4. Describe how your project will be monitored and evaluated in terms of student outcomes and overall impact. What data will you gather to use? Upon return, you will be required to complete an evaluation report which should include what the presenter said about curriculum, assessment and/or instruction that changed you in terms of knowledge, skills, or processes. What have you done differently in your classroom as a result of learning new knowledge, skills, or processes?

5. How will you disseminate the information you learned at the conference and the impact it has on student achievement?

Along with the written narrative, complete the application below. Send both items to:

KSDC Executive Secretary
Santee Crowther
110 McDonald Dr.
Lawrence, KS 66044. ■

Bring In **3** — Get Something *Free*

KSDC members can win big! They don't have to match all five numbers in the Kansas lottery. All they have to do is promote membership in KSDC.

Any member who secures KSDC membership from three new non-current members becomes eligible to win a free registration to any KSDC-hosted workshop or pre-conference. **As a bonus, members who renew current membership on or before October 1, 2004 also become eligible to win the free registration.**

Why join KSDC?

The benefits are plentiful. KSDC

members are able to learn first-hand about effective staff development practices. They have the opportunity to network and build collegial relationships with people from all levels. They receive publications and newsletters and can participate in the fall and spring conferences at member-only prices. Lastly, they become part of a support system that leads to professional growth.

So reach out and help someone hook up with the power of KSDC. Be sure to send in your own membership registration form, too! ■

Kansas Staff Development Council Member Mini-Grant Application

2004-2005 KSDC/NSDC Conferences

Name _____

Grade Level _____ Subject _____

School _____

Address _____

Superintendent's or immediate supervisor's signature _____

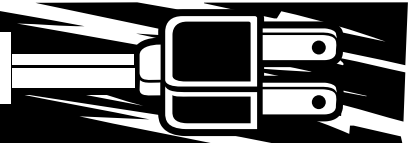
Deadline for submission:

On or before **October 1, 2004 for NSDC**

On or before **December 15, 2005 for Spring KSDC Conference**

Send this form, along with written narrative, to: Santee Crowther, KSDC Executive Secretary,
110 McDonald Dr., Lawrence, KS 66044.

PLUG INTO Educational Power



CONNECT with the wisdom and experience of other educators

Stay **CURRENT** on the latest research-based strategies

LINK up with resources that bring results

Discover an **OUTLET** for sharing your success stories

KSDC Membership

It's a sure-fire way to **SPARK** a friendship or two
and **ENERGIZE** education for all students

PLUG into that power today by completing the Membership Application below.

KSDC Membership Application

Cut
on
dotted line
and send
ASAP.

_____ \$30 **AGENCY** Membership — *Service centers, interlocals, higher education departments, or district central offices.* Membership includes:

- one copy of newsletter (agency may photocopy)
- member rate for conference registrations (for certified and classified agency staff, not assigned to an individual school)

_____ \$10 **BUILDING** Membership — *Individual buildings with separate street addresses such as high school, middle school, or grade school.* Agency members may add additional buildings to their membership for \$10 per building if submitted with agency membership. (Maximum of \$100 per agency for 10 buildings or more.) Membership includes:

- one copy of newsletter for each building (building may photo copy)
- member rate for conference registrations (building staff, certified and classified)

Please complete a membership application for each building.

_____ \$30 **BUILDING** Membership (*for building joining separately*) — Membership includes:

- one copy of newsletter (building may photo copy)
- member rate for conference registrations for certified and classified building staff

_____ \$10 **INDIVIDUAL** Membership — *A membership for one individual.* Membership includes:

- one copy of newsletter
- member rate for conference registrations

Name _____ Position/Title _____

District/Agency/Building Name _____ USD # _____

Mailing Address _____

City/State/Zip _____ Day Phone _____

E-Mail Address _____

Referred by _____

This is a _____ new membership _____ renewal membership _____ I belong to NSDC

Send completed form with check or P.O. to:

Tom Jerome, KSDC Treasurer, Box 616, Eudora, KS 66025

KSDC membership must be current to receive the conference registration discount. The 2004-2005 membership year is October 1, 2004 through September 30, 2005. If you have questions regarding your membership status, contact Tom Jerome at 785-542-2170.

2004-2005 Board of Directors

President

Terry Eis
ESSDACK
1500 E. 11th, Space F16a
Hutchinson, KS 67501
Phone 620-663-9566
terrye@essdack.org

President Elect

Lisa Brookover
USD 445
615 Ellis
Coffeyville, KS 67337
Phone 620-252-6800
brookoverl@cvilleschools.com

Past President

Barbara Maughmer
Manhattan USD 383
2031 Poyntz Ave.
Manhattan, KS 66502
Phone 785-587-2000
barbaram@manhattan.k12.ks.us

Secretary (2005)

Kristi Orcutt
ESSDACK
1500 E. 11th, Space F16a
Hutchinson, KS 67501
Phone 620-663-9566
kristio@essdack.org

Board Of Directors

Teacher A (2005)

Debbie Kleinau
Manhattan USD 383
701 Lee St.
Manhattan, KS 66502
Phone 785-587-2050
debbiek@manhattan.k12.ks.us

Teacher B (2006)

Mary Thoman
Concordia Elementary
1500 East 9th
Concordia, KS 66901
Phone 675-243-8853
mthoman@usd333.com

Principal (2006)

Dan McAdam
Catholic Diocese
1521 Lookout Drive
Wichita, KS 67230
Phone 316-261-5861
dmcadam@stjosephwichita.com

Classified Rep. (2005)

OPEN
Higher Education Rep. (2005)
Jim Gill
Mid-America Nazarene Univ.
2030 E. College Way
Metz Hall
Olathe, KS 66062
Phone 913-491-3439
jwgill@mnu.edu

Rep A East of Hwy 281 (2005)

Jennifer Byrne
6359 Walker
Shawnee, KS 66218
Phone 913-268-3917
jenno@ku.edu

Rep A West of Hwy 281 (2005)

DeAnne Heersche
SCKESC
121 W. Helbet
Mulvane, KS67110
Phone 316-777-4060
dheersche@juno.com

Rep B East of Hwy 281 (2006)

Deb Perbeck
Parsons USD 503
2900 Southern, Box 1056
Parsons, KS 67357
Phone 620-421-5950
dperbeck@vikingnet.net

Rep B West of Hwy 281 (2006)

Pam Gaschler
Ft. Hays Ed. Serv. Cntr.
305 Pickens Hall
Hays, KS 67601
Phone 785-628-4382
pgaschler@fhsu.edu

KSDE Representative (2006)

Barb Kirkegaard
KSDE
120 SE 10th Ave.
Topeka, KS 66612
Phone 785-296-3164
bkirkegaard@ksde.org

Service Center Rep. (2006)

Carol Simoneau
ESSDACK
1500 E. 11th, Space F16a
Hutchinson, KS 67501
Phone 620-663-9566
carols@essdack.org

Central Office Ad. Rep. (2005)

Jim Karleskint
USD 337, Royal Valley
P.O. Box 219
Mayetta, KS 66509
Phone 785-966-2246
karleskintj@rv337.k12.ks.us

Ex Officio

KSDC-KASCD Liaison

Mary Getto
Jefferson West USD 345
601 E. Wyandotte St.
Meriden, KS 66512
Phone 785-484-3444
mgetto@usd345.org

KNEA Liaison

Judy Rapp
12216 Blackfoot Drive
Olathe, KS 66062
Phone 913-829-9196
jrapphc@mail.olathe.k12.ks.us

Spring Conf. Chair (2005)

Fall Institute Chair (2004)

Jennifer Byrne
Valora Hanzlick
Sabetha 441
107 Oregon
Sabetha, KS 66534
Phone 785-284-2175
hanzlicv@sabetha441.k12.ks.us

Quality Practices Chair

DeAnne Heersche
Advocacy/Collab. Chair
Jill Smith
Principal
Sunflower Elementary School
2521 Invemess
Lawrence, KS 66047
Phone 785-832-5870
JSmith@usd497.org

Awards Chair

Sherry Reed
USD 437
5928 SW 53rd St.
Topeka, KS 66610
Phone 785-339-4044
reedshl@usd437.net

Membership Chair

Sistie Bender
Wichita Public Schools
Middle School
Campus Support
414 N. Broadview
Wichita, KS 67208
Phone 316-681-3357
sisbender@cox.net

Middle School Forum Chair

Cathy Colborn
Medicine Lodge MS USD 254
100 E. 1st
Medicine Lodge, KS 67104
Phone 620-886-5644
jcolborn@sctelcom.net

Nominating Com. Chair

Barb Maughmer
Program Committee Chair
Lisa Brookover

Publications Chair

Mary Adcock
Staff
Executive Secretary
Sande Crowther
Lawrence USD 497
110 McDonald
Lawrence, KS 66044-1063
Phone 785-832-5000
scrowthe@usd497.org

Publications Coordinator

Mary Adcock
Buhler USD 313
2501 E. 30th
Hutchinson, KS 67502
Phone 620-662-4891
mjadcock@cox.net

Treasurer

Tom Jerome
Box 458
Eudora, KS 66025
Phone 785-542-2170
Tjrome815@aol.com

KSDC Mission

The KSDC
will promote student learning
by supporting educators
in defining, refining
and advocating best
staff development practices.

KSDC Beliefs

We believe:

- The ultimate purpose of staff development is to improve student learning.
- A staff developer is anyone who systematically enables others to change their professional behavior.
- Effective staff developers use a research base to continually define and refine best practices.
- Collaboration strengthens staff development.
- Effective organizational development is required if all students are to learn.
- Organizational development requires individual change.
- Each educator has a moral responsibility to improve professional effectiveness through lifelong learning.
- Reinforcement and support systems are critical to the transfer of learning into practice.
- Ongoing assessment is critical for effective staff development decisions.

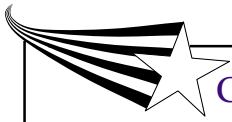
Kansas Direct Connection is published four times a year by the KSDC.

Opinions expressed in this newsletter are not necessarily those of the KSDC Board of Directors.

Want more information on staff development?

It's just a click away.....

KSDC www.ksdc.us
NSDC www.nsdcd.org
KLFA www.teachkansas.org



Coaching Corner

The Courage To Follow Your Passion

By Sue Kidd
KSDC Past President

*“Have the courage to follow your passion –
and if you don’t know what it is,
realize that one reason for your existence on earth is to find it.
Your life’s work is to find your life’s work –
and then to exercise the discipline, tenacity, and hard work it takes to pursue it.
Do what you love; give it back in the form of service, and you will do more than succeed. You will triumph.”*

Oprah Winfrey “What I Know for Sure,”
O, the Oprah Magazine, September 2001

I have had the honor and privilege to participate in our KSDC Coaching project which is now moving into the second phase – providing coaching support for our KSDC leaders. The training to be a coach includes many skills and techniques but most of all it asks of us to determine our life purpose – what is the reason that you were put on this earth. Through living and reflecting on my life, I developed my statement of purpose that serves as a touchstone for my actions.

As a coach, I believe that we all have the ability to solve our own problems. My work as a coach is to create situations that empower the coachee to search within themselves for their life purpose; to reflect on the direction and actions that this purpose brings to their life and their work and to help them devise a plan.

As Oprah says, “Do what you love; give it back in the form of service, and you will do more than succeed. You will triumph.” ■

Kansas Staff Development Council

Terry Eis, President

ESSDACK

1500 E. 11th, Space F16a

Hutchinson, KS 67501

Sandee Crowther,

Executive Secretary

Lawrence USD 497

110 McDonald Drive

Lawrence, KS 66044

•
• Nonprofit Organization
• U.S. POSTAGE
• **P A I D**
• PERMIT NO. 1
• Buhler, KS 67522
•••••