



Make sure you mark your calendars for these upcoming important dates:

October 2-3: Leadership, Advocacy and Bargaining Conference in Sioux Falls, SD

October 16: Local Membership rosters due

November 1: Deadline for nominations for FOE, HCR and SuAnne Big Crow Awards

November 30: Deadline for nominations for ESP of the Year Award

Find SDEA's
President on Twitter
@Mary_McCorkle



this issue

Innovation Grant Winners
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SDEA Recruitment Incentive

SDEA Awards \$5,000 in Innovation Grants

As the new school year begins, five SDEA members will have more resources for their classrooms and programs. This past summer, SDEA awarded each of the members a \$1,000 grant to fund activities for the new school year. SDEA President Mary McCorkle says these grants are one way the Association can invest in not only teachers but in students as well.

"Investing in the creative and innovative classroom projects of our members is investing in the education of our students. It is classroom teachers who best know their students, and the innovation that arises from that knowledge results in powerful learning experiences," comments McCorkle. "A small scale project is not something many school districts are likely to fund; however, SDEA believes that those individual projects are valuable, important and deserve SDEA's financial support."

The SDEA/NEA Educational Innovation Grant Program provides grants to members in support of innovative educational and student-oriented projects. The grant program funds new member-led projects. The SDEA/NEA Educational Innovation Grants give preference to proposals that address student achievement, cultural diversity issues, include community partnerships, and can be duplicated by others.

Here is a look at the 2015 Innovation Grant Winners:

Bridget Jacobson
Roosevelt High School,
Sioux Falls, SD
Project Evolution:
Understanding Change,
Extinction & Human impact

Jacobson will use the funds to purchase the non-fiction book, *The Sixth Extinction* by Elizabeth Kolbet, for AP Biology Students in her school.

"Reading, and thinking critically about what has been read, is an essential skill in every subject including



science. The revision of the AB Biology test three years ago has placed an emphasis on reading comprehension skills related to the process of science," said Jacobson.

Due to the loss of three weeks of instructional time, AP teachers have to develop new and creative strategies to help our students learn the materials while balancing the fact that they are still high school students with high school schedules and commitments. The ideal outcome of this project will be to infuse reading comprehension skills with content learning while not creating an overwhelming workload."

SDEA offers Awards, Scholarships & Grants

SDEA/NEA Friend of Education Award

The Friend of Education Award is to honor a person or organization that has made a significant contribution on a statewide basis toward achieving quality public education for all students.

Deadline: November 1, 2015

Details & Nomination Form can be found at www.sdea.org

SDEA/NEA Human and Civil Rights Award

The Human and Civil Rights Award is to honor an individual, student, or organization for their work in promoting human and civil rights.

Deadline: November 1, 2015

Nomination Form can be found at www.sdea.org

SDEA/NEA ESP Award

SDEA/NEA's ESP Award recognizes the contributions of Education Support Professionals (ESPs) to their schools, communities, and their professions. The award is presented to a member of SDEA/NEA who demonstrates outstanding accomplishments and reflects the contributions of ESP to public education.

Deadline: November 30, 2015

Details & Nomination Form can be found at www.sdea.org

2015 Leadership, Advocacy, Bargaining Conference

Make your plans now to attend the 2015 LAB (Leadership, Advocacy, and Bargaining) Conference, October 2-3, 2015 at The Holiday Inn, downtown Sioux Falls!

With informative sessions, you will learn about assessments, teacher evaluation, leadership, your rights, and student learning objectives! Other conference highlights include:

- Registration on Friday begins at 8:30 - Noon and again from 6:30-8pm, and on Saturday it begins at 7am
- SDEA Informational Round Robin, with hors d'oeuvres compliments of Horace Mann Friday night 7-8:30pm
- Keynote Speaker will be Saturday at noon

Find the agenda with session descriptions online.



Register today

COST TO ATTEND:

Single Registration \$110

Double Registration \$60

Commuter Registration \$35

Non-Member Registration for Pre-Conference ONLY \$35



Holiday Inn

Conference Sessions					
Friday Pre- Conference	10a- 4p	"Journey to Excellence:" A Standards-Based Teacher Mentoring Program			
Saturday- Conference	8- 9:15a	Financial Chess: Understanding finance is the key to winning the Bargaining Game	The Pitfalls of Social Media	U35: Not your Traditional Member	Building Relationships... Building Power
	9:30- 11:30	Bargaining a 21 st Century Contract	Grievance Training: Are you mad enough to do something yet?	Educational Support Professionals in the changing Environment	Students... why are we talking about them?
	1:00- 3p	Bargaining like a Pro	What's all this talk about Organizing?	Higher Education: What happened to the Ivory Tower?	Using Professional Development to Grow Great Leaders

www.sdea.org/LAB2015
#SDEALABConf2015





SDEA President's Message

Welcome to the 2015-2016 school year! Back to school is an exciting time for parents, teachers and especially for our students. New classes, new teachers, new learning and new opportunities are front and center. If you haven't already done so, take a few minutes to thank our secretaries, our custodians, our food service personnel and bus drivers. Sparkling buildings, hundreds of phone calls and organizing of materials, preparing menus, and making sure our students get to school with a smile—we don't say thank you enough to our Education Support Personnel for their role in educating our students. Our new membership recruitment program is in full swing and we are hearing many positive comments from local leaders as they have been sharing the program with building reps and membership teams. If you are recruiting—and every one of us should be because membership is everyone's responsibility—be sure to keep a list of the names of those you recruit and be sure to sign your name on the "Local Association Rep." line on the membership form. I look forward to hearing from you about your successes with the program and suggestions for improvement moving forward. In late July, NEA brought Education Summer organizing training to a number of locals in the southeast corner of the state. As the participants went out and talked to non-members, one of the comments they heard was "No one asked me to

join before."

We must get out and visit both our non-members and members. There are so many great things happening at SDEA. Each of us MUST talk to prospective members and we must LISTEN to them remembering we have two ears and one mouth. To be a strong and relevant Association, we must know what our prospective members and members care about. They need to know that their concerns have value and that TOGETHER we can work to make change in our buildings, in our schools, and in our state. If we do all the talking and "sell" SDEA, we won't know our members. When we listen, build relationships, and then talk about the importance of membership, we are more successful. The enduring strength of SDEA and the strength of a local is the work we do together, not the work we do for. I like to tell my story when I talk with prospective members. My journey to membership was not an automatic one. I taught for 3 years in two different districts before I joined....and I joined because of a relationship I had with members who helped me find my way as a new teacher and patiently answered what must have been a million questions. They modeled leadership for me; they were resources; they were those who had relationships with administrators and could make a difference...for me...in my classroom...for the good of my students' education. So I joined,



and I became involved because of those leaders who brought me along. I learned the power of working together to create change, both simple and complex. I learned the power of a collective voice and I saw what was possible when we worked together. Thirty years later (gasp!) here I am...and the power and the beauty of membership hasn't changed. We are powerful when we work together. Let's spread the word. I encourage you to reach out, have conversations, bring your colleagues along with you to make a difference. As I end this first edition of the 2015-16 Advocate, I want you all to know how much you are appreciated. Your work makes an impossible-to-measure impact on each of our students and the future of the state of South Dakota. For your work, for your care of our students, for your advocacy about what our schools and education employees need to keep providing a high quality education, you are very much appreciated. Thank you for everything you do; keep the faith! May you and all of our students have the best school year ever!

Mary J. McCorkle

SDEA President

Project Warm-Up

Project Warm-Up was started in 2006 by Kaitlin Vik of the Lincoln Key Club and Tracy Vik, of the Diversity Kiwanis Club. Over the past seven years, through the incredible efforts of many volunteers and generous donors, over 6500 blankets have been created and delivered to area youth who are in need due to various reasons such as homelessness, financial, health, or who have suffered recent tragedy.

During the 2015 LAB Conference in Sioux Falls, stop by the tables during the Friday, October 2, Information Round Robin and tie a blanket or two and help us to provide colorful fleece blankets!

Check out www.projectwarmup.com for more information!

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Executive Director: Mark D. Mickelsen, **Communications Dir.:** Sandra Waltman
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American Education Week - It's not too early to start planning

American Education Week—November 16-20, 2015—presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education. The week long celebration features a special observance each day of the week. They include:

Monday, November 16:
Kickoff Day

Tuesday, November 17:
Parents Day

Wednesday, November 18: Education Support Professionals Day

Thursday, November 19:
Educator for a Day

Friday, November 20:
Substitute Educators Day

Find the online Tool-Kit for American Education Week at www.nea.org.

Get involved today!
#AEW2015

SDEA Offers SLO Trainings to Support Its Members Professionally

Summers off? Not for the many SDEA members who participated in one of SDEA's summer workshops on Student Learning Objectives (SLOs). About 400 teachers from across the state spent time learning more about SLOs and practicing how to write and assess them.

The summer kicked off with the second SDEA Boot camp at Granite Springs Lodge outside of Alexandria, SD. Forty-six members spent four intense days diving deep into the SLO process and assessment. The goal was to train these leaders to support their fellow educators back home in the SLO process.

SDEA also saw record crowds at two-day workshops in Watertown, Rapid City, Pierre, and Yankton. Over 300 teachers attended these sessions that focused on developing and using the appropriate assessment for SLOs. The participants also learned strategies to successfully implement their SLOs. Other trainings were held in Aberdeen and Brookings late last spring with new sessions starting with the new school year in Harrisburg, Elk Point, Sioux Falls, Rapid City, Mitchell, and Watertown.



To learn more about the SLO Workshops or other trainings provided by SDEA visit www.sdea.org/professionaldevelopment



SLO
Boot
Camp



SLO
Boot
Camp



SLO
Workshop
in Rapid
City



SLO
Workshop
in Yankton



SLO
Workshop
in Pierre



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October 14-16, 2015

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- World-class keynote speakers (left)
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- One free book of your choice from the onsite bookstore
- Discounted rates for teams of 3 or more from the same district
- The Teacher of the Year Banquet (featuring the announcement of the 2016 South Dakota Teacher of the Year) is included with most registration options
- Hosted by Midwest Alliance for Professional LEarning and LEadership (MAPLE)
- Conference partners: AdvancED, SD DOE, SDEA, SD ASCD, SDACTE and TIE



Blue Ribbon Task Force Continues Its Work through the Summer

The Blue Ribbon Task Force (BRTF) started the summer hosting a series of listening sessions throughout the state. Educators, business people and citizens



had the opportunity to share their thoughts and concerns about public education in Chamberlain, Rapid City, Sioux Falls, Yankton, Watertown and Aberdeen. The listening sessions were facilitated by TIE who asked the participants the following questions:

When you think about funding schools in your local community, what is important to you? What ideas or new approaches might make those priorities more possible for schools in your community? What advice do you offer to the Task Force as this work moves forward?

Participants, including many SDEA members from across the state, were asked to share their thoughts to these questions on Post-it notes for the facilitators to compile. All the comments were collected and grouped into themes.



While those attending the meetings were from diverse backgrounds, the themes at all the sessions were clear. Citizens want more funding for public schools,

they want the legislature to find more effective ways to recruit and retain teachers and they want the legislature to put politics aside and be bold. Participants from all groups suggested that it was time to look at new revenue sources for K-12 public education such as a corporate income tax or an additional penny sales tax.

BRTF Holds First Two Meetings

With the listening sessions complete, the BRTF began meeting in July to start reviewing the data on South Dakota's public schools. At its July 7 meeting the Task Force heard from Michael Griffith, a school funding consultant for the Education Commission of the States. Griffith told the task force members that the data show no specific reason that South Dakota is ranked 39th in per student expenditures but ranks 51st in the nation when it comes to pay. He suggested that South Dakota could look at requiring schools to spend a certain percentage of its budgets on pay, earmark funds for teacher salaries or set a minimum or state wide salary schedule. All of these may require the state to find additional revenues to fund such policies.

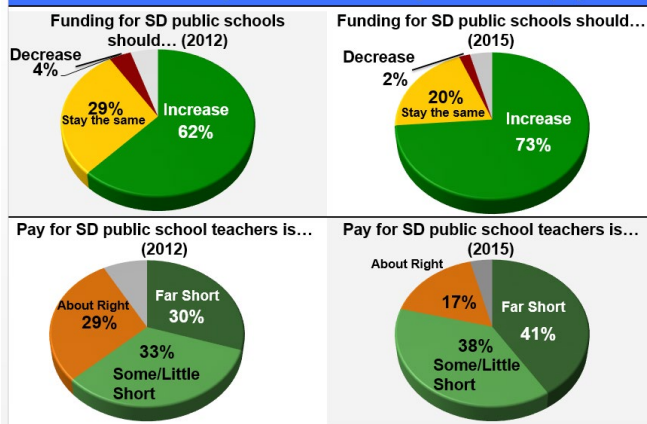
The BRTF reconvened in August and heard from Richard Ingersol, an education professor for the University of Pennsylvania. Ingersol told the task force that the problem may not be a teacher shortage but rather an issue of not keeping teachers in the

profession. He presented a lot of data from teacher surveys that pointed to "dissatisfaction" with the work as the number one reason people leave teaching. He went on to say that while pay is an issue, teachers want to be treated more like professionals and be included in the decision making process of their schools.

State Senator Billie Sutton-(D) Burke also presented polling data indicating that 77 percent of likely voters believe teachers in South Dakota are doing a good or excellent job and 79 percent of the respondents believe teacher pay is too low. The poll of 503 likely voters was conducted in late June by Harstad Research.

The BRTF will move into the solutions stage when it meets again on September 9 in Pierre. To review all of the data and information discussed at the BRTF meetings visit www.blueribbon.sd.gov

Overwhelming majorities of S.D. voters sympathize with current levels of public school funding and teacher pay



VICTORY!

Educators speak, Senators listen, ESEA rewrite passes by huge margin

The Senate voted 81-17 on July 16 to pass the bipartisan, NEA-supported Every Child Achieves Act (S. 1177). Senator Rounds and Senator Thune voted for the reauthorization bill.

Now that both the House of Representatives and the Senate have passed legislation to reauthorize ESEA, the issue can go to conference committee. SDEA/NEA is hopeful that a bi-partisan agreement can be reached after Congress returns from their August recess.

Members of Congress on both sides of the aisle are working to craft legislation that ends federal involvement in testing and puts accountability in the hands of the states.

The recent Senate vote victory is a product of unprecedented member engagement that included 216,000 emails and 15,000 phone calls to Congress; 32,000 tweets; 26,000 petition signers; 367,000 views of GetESEARight.com; and nearly 2,000 face-to-face meetings



with members of Congress and key staff by state affiliate leaders, NEA officers and board members, and lobbyists. To follow the latest developments with ESEA reauthorization visit www.educationvotes.nea.org.



SDEA Vice President, Steve O'Brien, Appointed to the Blue Ribbon Task Force

In late June, Governor Dugaard named the remaining members of the BRTF. One of the appointments was SDEA Vice- President Steve O'Brien. O'Brien, a high school Language Arts teacher in Watertown, was one of two teachers named to the Task Force. Governor Dugaard also named 2014 Teacher of the Year, LuAnn Lindskov of Timberlake.



O'Brien would like to put a face on education and teachers for the task force. "So often education policy is made without seeing or listening to those it directly affects; this task force changes that," said O'Brien. "I also want to give the first-hand accounts on how dire the shortage has become

in our schools and how that shortage is now affecting student opportunity."

O'Brien's main goal is to keep the focus on teaching as a long-term profession. "The Task Force needs to craft policies that help the retention and professional development through a career so that SD keeps its best practitioners in our schools with our students," said O'Brien. "SD deserves a system that rewards teachers as professionals in a way that attracts and retains the best and brightest, allowing them to grow."

Education funding may be the BRTF's greatest challenge according to O'Brien. "South Dakota's education funding is a complex system that

determines not only amounts that go to schools but also restricts how that funding can be used in districts. We must look at more than a simple tweak or reshuffling of existing funds to turn this crisis around."

O'Brien sees the BRTF as the opportunity for successful change that is unique in his twenty-seven years of teaching experience. "The Governor has put this group in motion; as President McCorkle pressed for, the Task Force includes many stakeholder voices (including teachers') at the table; and the public listening sessions that preceded the meetings have shown strong public support for substantial change."



Other members appointed in June were:

Dave Davis, Rapid City -- member of the Rapid City Area School District Board of Education

Dr. Becky Guffin, Aberdeen -- superintendent of Aberdeen School District

Vicki Harmdierks, Mitchell -- principal of Gertie Belle Rogers Elementary School

Dr. Brian Maher, Sioux Falls -- incoming superintendent of Sioux Falls School District

DeLon Mork, Madison

Steven O'Brien, Watertown -- English teacher at Watertown High School

Erik Person, Burke -- superintendent of Burke School District

Beth Pietila, Yankton

Dr. Michael Rush, Pierre -- incoming executive director of SD Board of Regents

Jim Scull, Rapid City

Eric Stroeder, Mobridge -- member of Mobridge School District Board of Education and incoming president of Associated School Boards of South Dakota

Kevin Tetzlaff, Brookings

Future of the educator tax deduction uncertain, once again

By Amanda Litvinov
photo by Steven Depolo

In the coming weeks, educators and students across the country will head back to school. And that means many teachers and support professionals will reach into their own wallets so they can stock their classrooms with essential supplies and instructional materials. Those costs can really add up over the course of the year. Educators across the country routinely buy supplies and materials that help meet students' basic needs and get them engaged in learning.

The latest survey by the National School Supply and Equipment Association found that 99.5 percent of all public school teachers dip into their own pockets to equip their classrooms.

The same survey found that during the 2012-13 school year, educators spent a total of \$1.6 billion of their

own money on classroom supplies and instructional materials. The average teacher spent \$485 and 10 percent spent \$1,000 or more—double the percentage previously reported.

The educator tax deduction—which allows educators to deduct eligible unreimbursed expenses up to \$250—was instituted in 2002 in recognition of educators' generosity, and has long had bipartisan support. Last year, Congress renewed the educator tax deduction but only retroactively for 2014; it then promptly expired.

New bipartisan efforts would both extend and expand the deduction. The Senate Finance Committee recently approved a bill that extends the educator tax deduction for two years and improves it by indexing it to inflation and including professional development as an eligible expense.

Senators Michael Bennet (D-CO), Richard Burr (R-NC), and



Sherrod Brown (D-OH) offered an amendment to extend and expand the deduction that committee leaders, Sens. Orrin Hatch (R-Utah) and Ron Wyden (D-OR), worked into the base bill. The designation of professional development as an eligible expense recognizes the importance of teacher quality in maximizing student achievement. The full Senate is likely to address tax extenders late this year.

Over in the House, NEA supports a bipartisan stand-alone bill that also expands the educator tax deduction and would make it permanent. You can help fight for this bill: Urge your representative to support and co-sponsor the Educator Tax Relief Act of 2015 (H.R. 2950).

Education Summer Helps Leaders Grow Locals

How can we build our local associations? That was the challenge for about 50 SDEA members who participated in Education Summer hosted by the NEA in Sioux Falls at the end of July. Members from seven locals participated in the four day event. They all had one goal in mind-building membership.

Local leaders spent time learning about strategies for setting goals and engaging members and potential members.

While they spent a great deal of time going over the nuts and bolts of organizing, participants said one of the main benefits of the workshop was the opportunity to interact with other local leaders.

Tri-Valley Education Association President Brandon DeWitt wanted

to learn more about the organization and talk with other teachers about recruitment strategies. "This week has been a great

opportunity to talk to other teachers and leaders about how they do recruitment along with everything else. We all have busy lives with school, coaching and families. It has been good to get ideas from others about planning and getting the work done," said DeWitt. "The networking has been great. I have also been able to do some problem solving with other local leaders. I have also learned more about the behind the scenes work of the NEA and SDEA. This knowledge will help me as I talk to my fellow teachers back home."

Each local has its own challenges and

for Harrisburg the challenge is a rapidly growing district. Local leader Kate Hanson says that in any given year her district adds 50-70 new faculty.

"Our local has a pretty good membership plan, but we have to grow with the district. We want to continue to have strength in numbers, but it's important that we get younger members involved. This week is giving us the opportunity to plan for that," said Hanson.

Growing membership for paraprofessionals

is the goal for Watertown's Kelsey Kurkosky who is a Special Education Para at Lincoln Elementary. "We only have 16 classified staff who belong to the Watertown Education

Association, so we want to get more people involved so that we have voice in the school and in our local association." Perhaps KurKosky's biggest take away from the week was confidence. "This week has helped me grow my confidence in being able to promote myself in saying yes, I am a para and I am here and I do have an important role in this school and this Association."

Much of the week's focus was on having one on one conversations. The participants spent a lot of time practicing with each other. They worked through challenging questions that members and potential members may ask. Then the members took their new skills to the streets and spent two nights



going door to door talking to Sioux Falls members and potential members. While this took some out of their comfort zone, members found the exercise rather easy and invigorating.

How do local leaders make informed decisions? One way is to survey membership or those who want to join. While going door to door, the participants asked the people they talked to fill out a survey to help gather data on concerns in the district. All of this information was gathered and shared with the Sioux Falls Education Association.

They also asked the nonmembers to consider joining SDEA. While many did not join on the spot, almost all that were asked agreed to a follow-up conversation.

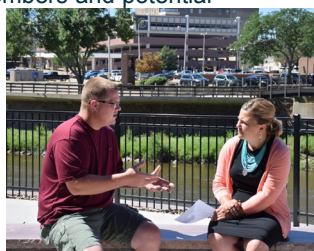
The participants had a successful week.

They knocked on 842 doors. They had conversations with 575 members and potential members,

recruited 59 new members, identified 31 new leaders or activists, found 31 community commitments, gathered 38 pledge cards and surveys and scheduled 170 follow up conversations.

These numbers pleased the NEA who put on the workshop.

"From the sound of local reports, South Dakota Ed Summer participants have entered the back to school season with a bang!" said NEA's Emily Heath. "Two of the locals signed up between 40-50 percent of participants at new teacher orientations, another turned out 20 people to a school board meeting over the summer (and won a policy issue around technology) and others have all kinds of plans for September."



Teachers Helping Teachers

The Mitchell Education Association (MEA) hosted a New Teacher Bazaar to help those who are new to the classroom. The local Association invited teachers with five or fewer years of professional experience or any teacher new to the district to shop at the bazaar.

Local members donated new or gently used supplies and materials to help new teacher get their classrooms established.

The New Teacher Bazaar was a free classroom shopping



experience. Materials included new and gently used classroom supplies, materials, and decorations donated from veteran teachers and local businesses. New teachers chose from bulletin board materials, posters, crayons, markers, tissue boxes, books, holiday decorations, etc. MEA hosted the event in the High School cafeteria.

The event was put together by MEA's U35 committee to help create a welcoming and collaborative atmosphere of educators within the Mitchell School District.



"We especially want teachers who are just starting out to feel

comfortable and prepared," said Carlie Flemmer, Mitchell High School English Teacher. "It is our hope that the New Teacher Bazaar will help educators get started on the right foot! Many join the teaching profession because they possess a passion for helping others. The New Teacher Bazaar is simply teachers helping teachers!"



ESP Results are in....

Last spring a ten question survey was sent to our ESP members. This survey is part of one of SDEA's new strategic goals to increase organizational capacity, member involvement, and membership growth. The purpose of the survey was to gather information on working conditions, communication, and how to best serve learn ESP members. Those who responded to the survey were entered into a drawing to win a gift card.

We received about responses from about 10% of our members. While it's always nicer to have more, reaching the "10 percent rule" on survey responses is a good starting

point to get some ideas. A few points of interest include the following:

- 74% use social media. Of those that do, 69% use Facebook
- 62% are involved in their local
- 62% have attended an SDEA professional development or training
- When asked what they would like training in from SDEA, the majority said leadership.

Dana Hillius, state ESP coordinator, will be sharing the complete results of the survey in a presentation that will be given to staff, the board, and attendees of the ESP session

at the LAB conference. At this session attendees will discuss what the next steps forward are to engage and organize members and potential members. Feel free to contact Dana at dana.hillius@sdea.org for more information on the survey.

Watertown Administrative Assistant Wins Survey Drawing

Congratulations to Erica Reis, an Administrative Assistant at Jefferson Elementary in Watertown. Erica won the \$50 Target gift card in the ESP Survey Drawing.



Tools for SDEA/NEA Members



The Educated Way to Buy Books

The NEA Bookstore is your instant access point to both printed and online educator-centric content. Enjoy special discounted NEA member-only rates through the following partners:

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Join our community and start talking! NEA's NEA Academy is devoted to meeting the professional development needs of teachers and education support professionals. As your online education advocate, you will quickly find the highest quality, peer-reviewed & approved courses available from a wide-selection of developers, plus member-only discounted rates. To learn more visit www.neaacademy.org.

Recruitment Incentive - Don't Delay – Recruit Today!



Get a \$50 incentive for each new member.

As part of the effort to assist with the recruitment of Association members, South Dakota Education Association is offering a \$50 incentive payment for enrolling new SDEA members.

To be considered an eligible new member, the person must not have been an "active" SDEA member in

2014-2015. The \$50 will be paid directly to the recruiter who signs the membership enrollment form. If he/she wishes, the recruiter may give the \$50 incentive to the local or the new member.

For information on how to collect the \$50 member recruitment

incentive and FAQs and to download all necessary forms visit our website at www.sdea.org.

New Board Members

SDEA welcomes the new board members to the 2014-2015 School Year;



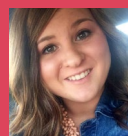
(1) Brett Monson, BH, is a Ag Instructor at Sturgis High School in Sturgis.



(2) Marci Farmer, JRV, is a Math/Science teacher at Sanborn Central Middle School in Forestburg.



(3) Paula McMahan, SECOR, is a Special Ed. Teacher at Elk Point Jefferson Middle School in Elk Point.



(4) Cecelia Gorder, Student Program, is a student teacher at South Dakota State University.



(5) Alan Aldrich, COHE, is a Instructional Services Librarian / Associate Professor at the University of South Dakota.



(6) David Sommers, BH, is a Chorus teacher at North Middle School in Rapid City.

Welcome to the SDEA Board of Directors!



Delegates Travel to Orlando for NEA RA

More than 7,000 educators from all 50 states gathered in Orlando, Florida, from July 3-6 to attend the National Education Association's 94th Representative Assembly (RA).

The RA is the top decision-making body for the nearly 3 million-member NEA, and sets Association policy for the coming year. Embracing the meeting's theme – "NEA: Unite. Inspire. Lead." – delegates, including 25 members from South Dakota, tackled complex issues with far-reaching implications for the profession, from the future of testing to equity in education.

Delegates passed two high-profile New Business Items (NBIs) supporting the recommendations of the NEA Task Force on Accountability, which recently released its report, "A New Vision for Student Success." In the report, the 19-member Task Force, which includes Robin Curtis of Winner, SD, addresses issues that the current narrow focus on testing overlooks, including equity and access, and explains how shared responsibility for our educational system will best serve students.

RA delegates also approved an NBI that addresses

issues of institutional racism. The measure also calls for a coalition of partners to work together to eradicate policies that perpetuate institutional racism in education and expand educator-led professional development in areas of cultural competence, diversity and social justice.



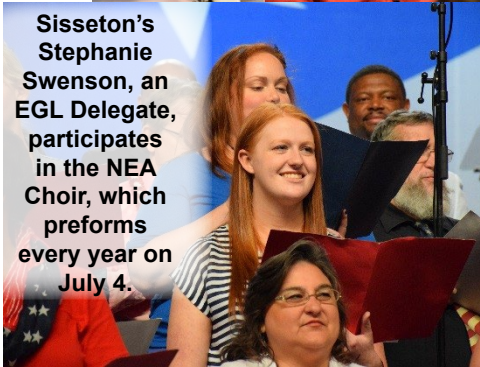
The South Dakota Delegation



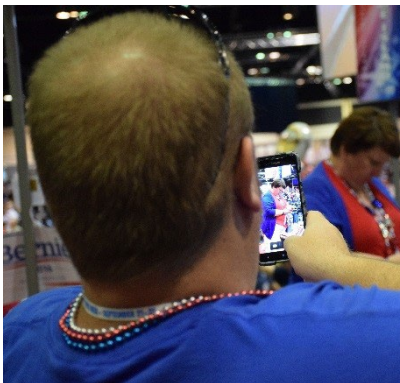
Plains delegate, Robin Curtis, listens to candidate speeches at the TNT Forum



Sisseton's Stephanie Swenson, an EGL Delegate, participates in the NEA Choir, which preforms every year on July 4.



Smart Phone and social media make it possible for RA delegates to instantly communicate with others on the floor and back home. Rapid City's David Summers takes a picture of SDEA President Mary McCorkle tweeting out the latest news from the RA Floor



Delegates are up early every morning to attend the 7:00 am morning caucus to discuss the upcoming business to come before the RA.



SDEA's Executive Committee on the Floor by the South Dakota sign.



NEA Director Kathy Meyer discusses the latest floor business with SDEA Student Delegate, Paige Wright and SFEA President and SEKOTA Delegate Pam Oberembt



"Whatever journey brought you to this room, your hearts are wrapped around your students. From the very beginning, our mission has never changed: we wake up every day set on doing whatever we can to ensure that our students have every opportunity to learn, to grow, to succeed," NEA President, Lily Eskelsen García.



Delegates took to Twitter to encourage members of the South Dakota Congressional Delegation to #GetESEARight!



Edcamp

East River

Saturday, Oct. 17th
8:30am till 3:30pm
Harrisburg South Middle
School
600 S Cliff Ave
Harrisburg, SD 57032

West River

Saturday Oct. 17th
8:30am till 3:30pm
Lead-Deadwood High School
320 S. Main St.
Lead, SD 57754

Edcamp South Dakota is a free unconference event where participants lead the discussion and learning. This innovative one-day event brings together educators who want to learn and share best practices. All are invited to attend!



Tweets about edcamp:

@MsAHoover on Aug 30
tweeted "Just registered for #sdedcamp. Heard lots of good things but haven't been to one yet! Check it out at <http://sdedcamp.weebly.com/>"

@travislope on Jul 22
tweeted "#sdedcamp is proud to announce Oct. 17th we will be hosting two edcamps East and West River. Check it out here <http://sdedcamp.weebly.com/>"

Get involved! Visit sdedcamp.weebly.com today!
#sdedcamp

Welcome our new Executive Director Mark D. Mickelsen



The South Dakota Education Association (SDEA) named Mark Mickelsen as the organization's official Executive Director as of August 3, 2015. Over the past year, he worked for the Association in an interim capacity.

Mickelsen is starting his 33rd year as an education and employee advocate. Twenty-five of those years have been spent representing education

employees in Utah and, for the past year, South Dakota.

Mickelsen came to the South Dakota Education Association in July 2014 to partner with newly-elected SDEA President Mary McCorkle. "Together, Mary and I have worked with Association leaders and staff to create a new strategic plan for our organization – one that focuses on the diverse needs of our members throughout the state," said Mickelsen.

Over the past year, Mickelsen helped launch new programs that provide more support to educators in their classrooms. "We are all proud of the fact that SDEA is recognized as a national leader in the movement to provide meaningful professional development opportunities for educators."

Mickelsen manages a staff of 15 employees with SDEA offices in Pierre, Rapid City, and Sioux Falls. He currently serves as a member of the South Dakota Indian Education Advisory Council. Prior to joining SDEA, Mickelsen served as Executive Director of the Utah Education Association (2008-2014), and UEA Director of Communications and Public Relations (1996-2008). While working in Utah, he brought together statewide coalitions to support public education and created campaigns that significantly increased school funding. Mickelsen is a graduate of the University of Utah, Salt Lake City (Bachelor of Science, Journalism/Mass Communication). Mickelsen and his wife, Rebecca, have seven children and 11 grandchildren.

SD Indian Education Summit
Nov. 1-3, 2015 - Pierre, SD

Topics will cover preschool through postsecondary and highlight ways to raise academic achievement and graduation rates.

For more information, visit Indianeducation.sd.gov

Summit 2015
#SD_IES15

Sharing Our Heritage; Building Our Future



Jodi Neugebauer
Garretson Elementary,
Garretson, SD
Genius Hour

Neugebauer will purchase picture books, presentation materials, binders, folders, notebooks and technology including two iPad minis for "Genius Hour."



"My project, Genius Hour, will build in time each week dedicated to questions and wonders. During this time, students will learn how to be involved in the inquiry process by developing questioning skills beyond the surface of topics and collaborating to find answers within topics they are most passionate about. Their passion and interest in the topic will intrinsically motivate them to learn. Their end product will be shared with classmates to celebrate the accomplished learning of individualized topics and to educate their peers."

Rochelle Schmidt
Northeast Educational
Services Cooperative/DeSmet
School District
Comprehensive Autism
Curriculum Program

"Currently our school district does not have a comprehensive curriculum program to be used with children with



autism. Our school district is in need of a program and materials that are researched based, evidence based and Common Core aligned to meet the needs of children with special needs on the autism spectrum."

Chanda Fawcett, Diane Thomas, Kjerstin Smith
Edison Middle School, Sioux Falls, SD

Battle of the Books Contest

Purchase a variety of books for a reading contest.



"Many students do not like to independently read. Those students that do not enjoy independent reading often need to push themselves as readers. By holding the Battle of the Books contest, we will encourage reluctant or nonreaders to read books that are appropriate for their grade and reading levels. It will also encourage strong readers to increase the amount of time spent reading and engage them in conversations surrounding texts. A contest of this nature will also serve to identify books of interest to all types of readers and encourage students to think outside the box when they choose books," said Chanda Fawcett.

Gayle Bortnem
Northern State University,
Aberdeen
Developing Student
Participation and Community
Involvement

"Through this project, I propose developing a student membership that is not only active, but also will



lean the benefits of belonging to a professional organization to support them in their future careers in teaching. By creating interesting and engaging monthly meetings and yearly events to honor teachers, I hope to build membership on campus and develop positive relationships in the community. I also hope to reestablish a rapport with the local organization to support growth at all levels."

Educational Innovation Grants are funded directly from SDEA/NEA members. When the grants program was created during the Representative Assembly in 1994, members agreed to fund it through a per member assessment of \$2.00 per year. SDEA/NEA member contributions are a critical source of grant funds. The willingness of members to make these contributions carries a powerful message to the public. It says that members believe so strongly in the talents of their peers, that they are willing to spend their own money to encourage their colleagues' creative teaching initiatives.

Applications of for 2016 are due on May 1, 2016. To learn more about the SDEA Innovation Grants, visit www.sdea.org/grants.

Must-Haves for New Teachers

Student Supplies Center

Don't fight your kiddos to get a hold of a stapler or a three-hole punch.

Get two sets and create a student supplies center. Mine is right in the front of my classroom and includes scissors, a tape dispenser, glue sticks, a stapler, a three-hole punch, and drawers with loose-leaf paper, rulers, black permanent markers, and red ink pens. I try to get supplies that look different from my own.

On Day One I make it clear that these supplies are theirs to use. The supplies on my desk are not.

Helpful hint: Don't go cheap on your stapler or your three-hole punch.

FOR TEACHER



FOR STUDENT



ADVOCATE MINUTES
SDEA/NEA BOARD OF DIRECTORS' MEETING
Via Conference Call April 7, 2015
Face to Face April 9-10, 2015

Present for the conference call in addition to M. McCorkle were: O'Brien, Mehlbrech, Meyer, Soldatke, Geigle, Schutte, Sieverding, Ringstmeyer, Binkley, Jennings, and Salladay. Also present were Plooster, P. McCorkle, and Mickelsen.

Absent from conference call were: Canet, Olsen, Gould, Murley, Figg, Swenson, Chase, Smith and Gravatt. Incoming board appointee in attendance was: Sommers.

Present for face to face meeting in addition to M. McCorkle were: Mehlbrech, Jennings, Schutte, Sieverding, Canet, Binkley, O'Brien, Chase, Meyer, Sommers, Geigle, Swenson, Salladay, and Soldatke. Also present were Mickelsen, Plooster, P. McCorkle, and Gravatt, and Hoffmann, observing.

Absent from face to face meeting were: Ringstmeyer, Murley, Olsen, Gould, Smith and Figg. Waltman joined the meeting for a short time Friday afternoon.

Approved using up to \$15,000 from ballot measure funds to work together with group and partners to do necessary polling to figure out where we are with corporate income tax for public education. (Salladay, Mehlbrech)

Approved putting the recruitment incentive in place beginning with fall membership of the 2015-16 school year. (Swenson, Sommers)

Approved equipment needs on list under Prior to January 1 2016, section. (Mehlbrech, Soldatke)

Approved discontinuing DRIP program with 2015-16 being the final year of the program. (Schutte, Soldatke)

Approved appointing David Sommers to an open Black Hills Board of Director position through July 15, 2015, effective immediately. (Mehlbrech, Meyer)

Approved accepting Mallory Gould's resignation from her Secor Board of Director position effective July 15, 2015. (Sieverding, Salladay)

Approved combining budget line items 7001 and 7002. (Swenson, Canet)

Approved a \$500 sponsorship to the Indian Education Summit to be held November 1-3, 2015, at the Ramkota in Pierre, SD. (Mehlbrech, Sieverding)

Approved eliminating the Executive Administrative Assistant for the President and Executive Director position. (O'Brien, Soldatke)

Approved adopting revised Administrative Assistant and Membership Technician/Technical Assistant associate staff position descriptions. (O'Brien, Swenson)

Approved the application for the UniServ Grant for the 2015-16 fiscal year to be submitted by

April 15, 2015. (Salladay, Canet)

Approved moving the 2016 RA from April 1-2, 2016, to April 8-9, 2016. (Schutte, Canet)

Approved setting April 7-8, 2017, as the date for the 2017 SDEA RA. (Canet, Soldatke)
Motion by Canet, seconded by Soldatke, to set April 7-8, 2017, as the date for the 2017 SDEA RA. Motion passed.

Approved setting per diem at \$65/day for the 2015 NEA RA delegates. (Binkley, Salladay)

Approved accepting local bylaws submitted by SFEA and Baltic EA. (SDEA Bylaws Committee)

Approved awarding the Ramia Boersma 4 year scholarship to Baylee Relf of Flandreau, SD, Jacob Meyer of Brookings, SD, and Nicole Lee Nelson of Platte, SD. (SDEA Scholarship Committee)

Approved awarding the 2 year college sophomore Gordon Horgen Scholarship to Brooke Pond of Pine Ridge, SD and the 4 year Gordon Horgen Scholarship to Kole "Herbie" O'Daniel of Kadoka, SD. (SDEA Scholarship Committee)

Approved submitting amendments to Article VII, Officer and Board of Directors, Section 4 and Article IX, Nominations and Elections, Section 1 to the RA in accordance with Article XXI, Amendments of the Bylaws. (O'Brien, Sieverding)

Approved a Board position of Do Pass on amendments to Article VII, Officer and Board of Directors, Section 4 and Article IX, Nominations and Elections, Section 1. (O'Brien, Geigle)

Approved a Board position of Do Not Pass to Proposal 2 amendment to SDEA Bylaw Article IX. Nominations and Elections, Section 4. NEA Delegates, submitted by Black Hills. (Salladay, Soldatke)

ADVOCATE MINUTES
SDEA/NEA BOARD OF DIRECTORS' MEETING
June 7-8, 2015

Present for the meeting in addition to M. McCorkle were: O'Brien, Mehlbrech, Meyer, Soldatke, Geigle, Schutte, Canet, Olsen, Sieverding, Sommers, Swenson, Jennings, and Salladay. Also present were Plooster, P. McCorkle, Mickelsen and Gravatt. Hoffmann was present for the Board meeting as an observer.

Absent were: Ringstmeyer, Gould, Murley, Binkley, Chase, and Smith.

Incoming board members in attendance were: McMahan, Farmer, Aldrich and Baumann. Monson and Gorder were not present.

Staff present Monday and Tuesday for the retreat were: Gravatt, Mead, Boyd, Potter, Paul, Hoines, Haug, Mittelstedt, Drewes, Hillius, Winter, and Erickson.

Approved appointing Paula McMahan to an open Secor Board of Director position and David Sommers to an open Black Hills Board of Director position effective July 15, 2015, through July 14,

2016. (Mehlbrech, Jennings)

Approved accepting Steve Binkley's resignation from his EGL Board of Director position and Bill Figg's resignation from his JRV Board of Director position. (Meyer, Schutte)

Approved appointing Dave Sommers to SD-EPIC as a SDEA Board of Directors representative. (Mehlbrech, O'Brien)

Approved UniServ grants submitted by Black Hills, SEKota, EGL, Plains and JRV. (Schutte, Sommers)

Approved the RCEA Release Time President request. (Swenson, Sommers)

Approved certifying the 2015 SDEA Election results. (SDEA Election Committee)

Approved allowing approval of late voucher submitted for the NEA ESP Conference. (Mehlbrech, Jennings)
Approved changes to SDEA Board Policy 7.6 NEA Delegates to be effective September 1st. (SDEA Internal Concerns Committee)

Approved changes to SDEA Board Policy 7.3 Campaign Regulations for Candidates for SDEA/NEA Office Affirmation of Candidacy Forms. (SDEA Internal Concerns Committee)

Approved changes to SDEA Board Policy 11.7 Ramia Boersma Scholarship. (SDEA Internal Concerns Committee)

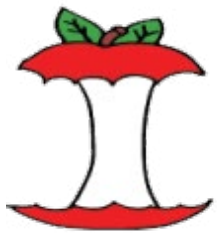
Approved amending SDEA Board Policy 2.14 Voucher Statement for Travel Expenses for Association by changing non-carpooling rate from .32 cents to .25 cents. (SDEA Internal Concerns Committee) (Soldatke, Salladay and Meyer opposed)
Denied amending SDEA Board Policy 2.14 Voucher Statement for Travel Expenses for Association by changing \$15 charge for a single room to \$25 per night. (SDEA Internal Concerns Committee) (Jennings, Swenson and Sieverding approve; Meyer, Mehlbrech, Salladay, Soldatke, Canet, Olsen, Sommers, and O'Brien-opposed)

Approved awarding Educational Innovation Grants to Bridget Jacobs of Sioux Falls in the amount of \$1,000, Jodi Neugebauer of Garretson in the amount of \$1,000, Rochelle Schmidt of Willow Lake in the amount of \$1,000, Chanda Fawcett of Sioux Falls in the amount of \$929.16, Helen Short of Sioux Falls in the amount of \$973.73 and Gayle Bortnem of Aberdeen in the amount of \$1,000. (SDEA Scholarship/Grant Committee)

Approved employing Mark Mickelsen as Executive Director for one year beginning August 3, 2015, and ending August 2, 2016, pursuant to the terms and conditions contained in the Agreement between South Dakota Education Association/NEA and Mark Mickelsen. (Salladay, Mehlbrech)

Approved authorizing President Mary McCorkle to sign the Agreement between South Dakota Education Association/NEA and Mark Mickelsen on behalf of SDEA. (Salladay, Swenson)





SDEA Retired

By SDEA-Retired
secretary, Barb
Kavanaugh

Greetings, SDEA & SDEA-Retired members. It was my privilege to represent retired members at the NEA-Retired Annual Meeting and the NEA Annual Meeting and Representative Assembly (RA). They were both held in SUNNY, HOT and HUMID Orlando, Florida from June 28-July 6. As an active SDEA member, I was a delegate at 14 NEA RA's but this was my first opportunity to be a delegate at the NEA-Retired Annual Meeting. The theme for both meetings was UNITE, INSPIRE, LEAD and I am very thankful for the opportunity to attend.

There were over 300 registered delegates at the NEA-Retired Annual Meeting. Tom Curran, President of NEA-Retired, presided at all 4 of the sessions. One of the highlights of the first day was the NEA Officers Panel: Visions of the Future of NEA-Retired. The panel consisted of Lily Eskelsen Garcia, NEA President; Becky Pringle, NEA Vice President; and Princess Moss, NEA Secretary-Treasurer. This is the first time in NEA history that all 3 Executive Officers are women and they are all minority members, too. It was also the first time that they were all present at the same time at a Retired Annual Meeting. They answered questions from the delegates including one from our own, Bob Hoffmann, NEA Director for NEA-Retired. Mary Kusler, Director, NEA Government Relations gave an overview of Congress in Action: The Latest from Washington, D.C. She spoke of the ESEA Reauthorization bills in the Senate and the House

of Representatives. She also talked about GPO (Government Pension Offset) and WEP (Windfall Elimination Provision) legislation. Other highlights included elections for the NEA-Retired Executive Council, Board of Directors and Resolutions Committee and award presentations for distinguished service, communications, membership and the Jack Kinnaman memorial scholarship. Action was taken on 10 New Business Items dealing with defined benefit pension plans and mandatory defined contribution plans; unified membership; providing retired state presidents with names and contact information of potential members; creating electronic resources for retired state presidents that could include the NEA-Retired logo, membership brochure, recruitment video(s), issue/position paper(s), and member benefits; and supporting greater national visibility and involvement by NEA in vital retirement issues. On our "Day Off" between meetings, Bob Hoffmann and I participated in the Legacy Project which has taken the place of "Outreach to Teach". It took place at Osceola High School and involved NEA retired and student members working with the children and community of Osceola County. The children participated in various activities such as making tool boxes, Read Across America, music from a DJ, bounce houses, outdoor games and sports. There were over 7,000 educators at the NEA Annual Meeting and RA. I attended the open hearing on the NEA budget which was

well attended by retired members who asked very good questions about various budget items. Our state caucus meetings began at 7:00 am. They were filled with discussions on issues that we would be dealing with during the RA. South Dakota is a member of TNT (The Northern Tier) which is a coalition of NEA state affiliates that also includes North Dakota, Wyoming, Idaho and Montana. A candidate forum was held to hear from candidates running for NEA offices. There was also a discussion regarding amendments that would affect merged states including Montana and North Dakota. During the RA, we voted on candidates for NEA offices and amendments to the Constitution, Bylaws and Standing Rules. An important statement on "institutional racism" was given unanimous approval. Action was taken on Policy Statements, the Legislative Program, Resolutions and a record number of 122 New Business Items! NBI 76 is of great importance to retired members because it provides 2 nights' hotel funding for state-retired staff liaisons to attend the state-retired presidents' meeting held in conjunction with the 2016 NEA-Retired Organizing Conference. This conference offers a unique opportunity for sharing ideas and developing successful organizing projects and staff liaisons need to attend. Of course, the RA was not all work and no play. SD Night Out was at the House of Blues in Downtown Disney. Some of us attended the NEA Human and Civil Rights Award Dinner and the NEA GLBT Dinner. For those of us lucky enough to be on a high floor with a park view, we were able to see fireworks from Magic Kingdom, Epcot and Hollywood Studios every night—not just on the 4th of July!

NEA-Retired exists to meet the needs of retired education employees. We work with active NEA members to:

- Protect and improve retirement pension, and health benefits—including state pensions, Social Security and Medicare.
- Improve public education through mentoring, literacy, and intergenerational programs and activities.
- Achieve legislative and political action goals for education and education employees.

Retired members also:

- Continue their involvement with their State Association and the NEA and enjoy new and different activities with former colleagues and new friends.
- Volunteer in community-based programs that help make America stronger.
- Participate in national and regional conferences and seminars.

Remember to send your dues in today if you haven't already! Thank you!

Who To Contact

For questions, please contact:

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Social Media

[www.facebook.com/
sdea.org](http://www.facebook.com/sdea.org)

[www.twitter.com/
SDEAEducators](http://www.twitter.com/SDEAEducators)



The Educators' Advocate Volume 47 Issue 01 Sept/Oct 2015

Upcoming Events

September 2015

Sept 7	Labor Day - Offices closed
Sept 11	Patriot Day
Sept 13	Grandparents Day
Sept 14	Black Hills Meeting - Rapid City
Sept 21	SEKota Meeting - Sioux Falls
Sept 27	SDEA BOD Conference Call

October 2015

Oct 2-3	SDEA LAB Conference - Sioux Falls, SD
Oct 3-4	SDEA BOD Meeting - Sioux Falls, SD
Oct 6	SECOR Meeting - Parkston
Oct 12	Native American Day - Offices closed
Oct 16	Local Membership rosters due
Oct 19	Black Hills Meeting - Rapid City
Oct 31	Halloween

November 2015

Nov 1	Deadline for nominations for Friend of Education, Human & Civil Rights Award and SuAnne Big Crow Award
Nov 1	Daylight Savings Time ends

