



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

May 8th is Mother's Day!

June 19th is Father's Day!

July 13-14 Assessment Workshop in Sturgis

Aug. 2-3 Assessment Workshop in Brookings

Aug. 22-23 First Years, Great Career Workshop in Rapid City



Find SDEA's President on Twitter @Mary_McCorkle



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Locals Begin to See Positive Impacts from Sales Tax Increase

When Governor Dennis Daugaard signed the three bills of the education package on the last day of the 2016 Legislative Session, it was the beginning of a new era with South Dakota's teacher pay finally moving out of last place. Teachers across the state knew the passage of this legislation was significant, but, because they had been disappointed in the past, they were cautiously optimistic. Soon the SDEA and teachers would find out if their efforts to raise the sales tax by a half-penny would pay off. SDEA President Mary McCorkle was at the signing ceremony and said it was a historic day, but knew the work to help implement the law was just beginning. "It was an exciting day. It was a day that I never thought would come during my teaching career, but it did. It was a very joyous occasion," said McCorkle. "Although there was celebration, the work was just beginning. - Bargaining was just about to begin and SDEA and our education partners knew we had to work to get information out as quickly as possible and ensure the new money was used appropriately and for its stated purpose."

With the ink from the Governor's signature barely dry, local associations' bargaining teams were starting to negotiate with their local school boards. The South Dakota Department of Education worked as quickly as possible to put out guidance on how the new formula would work. How much new money will each school district get and how much of that money had to be spent on teacher salaries and benefits were the two main questions everyone was asking. "With any major change, there are a lot of rumors and misinformation. SDEA wanted to make sure that our local bargaining teams went to the table with the most accurate information possible," said McCorkle. "Everybody was excited to see how much their local teachers might receive. It was exciting, but we encouraged everybody to slow the process in order to ensure locals were receiving the best agreement possible from their school boards. The SDEA UniServ Directors spent most of April meeting with each

local; answering questions and helping bargaining teams understand the ins and outs of the new law. SDEA's Uniserv Directors were in the schools providing the information as soon as it came from the Department of Education. Many times, school business managers asked to sit in on local association meetings because they wanted to learn more about the new funding as well. Loren Paul, SDEA Uniserv Director for Plains, said that members and non-members were very appreciative of the information being provided by SDEA. "Being able to go out to the locals and answer questions was very valuable to local bargaining teams and local leaders. They appreciated the information and the work SDEA did to make this new money a reality," said Paul. "Many times when I was in a local, I would sit down with a business manager and go through the new formula and the new money or the business manager would



Be Bold for Schools, Be Bold for Teachers, Be Bold for Kids



Take Your Class Outside

By Mary Ellen Flannery

Spring has arrived. Are you looking longingly outside your classroom windows yet? Well, go for it! You can tiptoe through the tulips with your students - without trampling your curriculum standards. Taking your class outside isn't just a way to engage them in science and geography. Your NEA colleagues who set to strolling when the temperatures rise say it also can inspire students' writing or illustrate a math concept – and it's an excellent incentive for better behavior.

And consider this: Kids these days are so plugged into their computers and video games, they simply don't get outside enough. Author Richard Louv calls it "nature deficit disorder," and in his 2005 book, "Last Child in the Woods," said a fourth-grader told him, "I like to play indoors because that's where all the electrical outlets are."

If we're going to leave the Earth to these kids, maybe they should appreciate it...

Try This: The new guide for creating a schoolyard habitat is available from the U.S. Fish and Wildlife Service. This is not a book about why schoolyard habitats are important but how to actually plan and create one. (Just think about the possibilities for hands-on science or inspired nature writing!) Find the information at <http://www.fws.gov/cno/conservation/schoolyard.html>



SDEA President's Message

As I write this article for the May/June Advocate, I am in Washington DC attending the NEA Board of Directors meeting. The trees are fully leafed; the flowers are blooming. It is spring and with every spring comes hope for the future. Every conversation we, as state presidents and leaders of the NEA, have about the future. The mood is one of hope, a positive view of the potential in our membership nationwide. South Dakota teachers know a thing or two about hope. With our recent legislative victories, our mood is upbeat and our potential is tremendous. Negotiations are happening and locals are reporting settlements anywhere from \$3,000 to \$8,000. This makes me hopeful for our future.

More positive news; we are learning of districts that are ensuring that educational support professionals and others outside of the new funding formula are compensated. We are hearing of non-members asking for information about joining, and we are receiving early enrollment forms. We have many positive things to talk about with both members and non-members. We must seize this opportunity and begin to have conversations that help non-members understand who we are and what we stand for.

Another great source of hope is the many new and positive relationships with legislators over the last two years. One of the important keys to our potential and future lies in our ability to build and strengthen these relationships and ensure those who supported us by voting yes on HB 1182 are here for us in the future. A number of legislators are facing significant primary challenges, and they were our friends when we needed their support to pass our education legislation. It is time to

step up and help them, not only through your vote, but by helping with phone calls, going door-to-door, talking to family, friends and neighbors and asking them to support these candidates. If we believe we are too good or too smart to get involved in these elections, then those who are neither good nor smart will be the ones making the decisions that impact our students and our schools.

Our success in the legislature isn't the only positive thing happening for SDEA, we also have a bright future for leading our profession. Our potential for providing quality and relevant professional development is increasing with the official establishment of a statewide teaching and learning coordinator. In June we will host our first Assessment Lab. Participants will write and pilot model assessments in English Language Arts and Social Studies. Once complete, these assessments will be available to our members, another example of SDEA leading the profession and meeting the needs of our members in their classroom. Later in the summer, we will follow with regional assessment labs, and early career/great career trainings. If your local has professional development needs, please let us know. Now that we have a teaching and learning coordinator, we have the capacity to develop trainings that match your needs.

We truly have so much potential, but it is up to each one of us to seize opportunities to move our organization forward in a positive way. The hope we have today will evaporate if we are complacent and pat ourselves on the back for a successful legislative session and do not follow through into the future.



It's not enough to just hope for a better future; we must work together to make it happen. Here is my challenge to each of you to move us into the action phase of our potential. Have a conversation with a non-member every day before the school year ends. Look for opportunities to discuss our legislative success and their needs. Make plans to bring SDEA professional development into your local or into your region next fall; schedule it now. We need to invite non-members to come and see who we are and what we do..... and then follow up with another conversation. Build relationships, relationships, relationships! NEA is rolling out a campaign to target new hires in every school building across the country: ESP, teacher, higher education faculty. The goal is a one-to-one conversation with every new hire in every building in every state by the end of November 2016. It sounds overwhelming, but think of the potential of a one-on-one conversation with every new hire in your building, in your local. Think of what we could potentially do for our schools and students if we bring everyone along with us. That is why we must ask them to join us on our path of hope; the more who carry the load, the lighter it is for all. We have done so much during this year. Let us move forward for our schools, our students and our Association.

Mary Ellen Flannery

“The Power of Relationships”

The following is an excerpt from Executive Director Mark D. Mickelsen at the SDEA RA.

...They say a picture is worth a thousand words, but in this case I am reminded of a few famous words spoken by Margaret Mead, who said:

“Never underestimate the power of a small group of committed people to change the world. In fact, it is the only thing that ever has.”

...There are dozens of people – all of whom played a role in the passage of House Bill 1182 and Senate Bills 131 and 133. There are Blue Ribbon Task Force leaders and members of the governor’s staff. There are senators and representatives – a bi-partisan group who made the impossible – a two-thirds vote in each body – a reality. There are representatives from the education community – educators, superintendents, administrators, and school board members – the Retailers Association, Chambers of Commerce, the Farm Bureau, Community Support Providers, the Cattlemen’s Association, the Aberdeen and Mitchell Development Corporations. This historic event didn’t happen by chance. It took SDEA activists, like you, working at the Capitol. It took hard work by a coalition of willing partners who said it must happen. Did we change the world? Probably not. Did we change how South Dakota invests in public education and its educators? You bet we did. This is a story about the power of relationships.

What a difference a year makes. In his State of the State address in January 2015, Governor Dugaard identified roads – not schools – as the state’s number one priority. In fact, less than three minutes of his speech was dedicated to public education. Many of us walked away from the Capitol that day, lacking hope and feeling like second class citizens. The lack of attention toward education was a concern among many legislators.

But public opinion was changing. In the months preceding the 2015 session, SDEA President Mary McCorkle joined others in the education community to bring to

light in the press the problems related to a teacher shortage and South Dakota’s inability to recruit and retain educators – to be competitive with surrounding states. Representatives from SDEA and the administrators and school boards associations began meeting to rebuild relationships lost in previous years.

By the end of the legislative session, the governor – in a press conference – announced the formation of a Blue Ribbon Task Force to examine funding for public education and ways to deal with the chronic teacher shortage. The SDEA was the only organization that showed up for the press conference. Afterwards, Mary McCorkle thanked the governor for establishing the Task Force and offered support for the effort – but there was more. Despite the naysayers and downright nasty vocal critics of the Task Force – many of whom said it was more of the same lip service – the SDEA encouraged its members to give the Task Force a chance and, more importantly, show up for meetings across the state. You responded and your voice was heard.

When the governor chose his final Task Force members, SDEA Vice President Steve O’Brien was tapped to be one of two educator representatives to serve. Through Steve, your voice was always at the table... ...When the Task Force released its report last fall, SDEA never wavered in its support. When the governor announced his budget and promised to lay out his plan in the State of the State address, SDEA remained steadfast in its support, giving positive strokes to the governor and the Task Force, and calling on SDEA members to personally contact their local legislators to talk about the challenges in their schools....

...Fast forward to the beginning of the 2016 legislative session. Governor Dugaard accepted SDEA’s invitation to meet with the Association’s Board of Directors in Pierre and explain his education funding and policy package. It was the first time in 30 years that a sitting governor had visited the SDEA offices. A ten minute presentation turned into an hour as the governor graciously

answered Board members’ questions. An historic moment. A testament to the power of relationships.

This year, Governor Dugaard’s State of the State address was all about education – about raising teacher salaries and being competitive with neighboring states – about getting out of 51st place.

...During the session, we invited our members to join us on Capitol Hill. Most spent an evening being trained and a full day lobbying legislators to pass Dugaard’s package of bills. Each Tuesday morning, the governor took time out of his schedule to meet with our activists in his office and have his photograph taken with them. It meant a lot to our folks to see him and to hear his passion for education. The power of relationships.

Perhaps the most satisfying evidence of the significance of relationship building came after the Senate passed House Bill 1182 and paved the way for a sales tax increase for education. I came face to face with one of our long-time members and, with tears streaming down her face, she said I never thought I would ever see this in my 30 years of teaching.

...The challenge now is to build on what we have accomplished. Relationships are delicate. They take nurturing and long-term commitment. Here is a current reality. Today, we have legislative friends who voted to help us who are facing tough primaries. We owe them our support and, more importantly, our help. They need us to post lawn signs, walk neighborhoods, write letters to the editor, and make financial contributions. If we do nothing, their efforts to help us were in vein. If we do nothing, we send a message that we lack strength and influence. Please help us nurture these relationships. Don’t say “not me” this year. Someone else can help. This year more than ever these candidates need your help. Let us maintain these relationships and the future will be bright for all of us – and for the children we educate....

...Thank you for all you do each day to make this Association great.

Lessen the Limelighting

A Limelighter, or Attention Demander, wants to be in the spotlight. They are the one who circles you on the playground like an adoring moon, forces their way into conversations, leaps out of their seat to show you their work, or asks a litany of unnecessary questions. Why? Limelighters crave the feeling of success and may feel insecure in developing healthy social relationships. Here are three ideas for meeting these students’ need for attention without squelching their confidence:

Put the student in charge of their behavior. Missouri educator Peg Scholl once had a student who “acted like they didn’t know an answer—just to get my attention. If I asked somebody else a question, they’d answer. They’d just blurt out, blurt out, blurt out.” The solution: A card taped to the student’s desk and instructions to mark it every time they talked out. They set a goal (without a reward) and the student met it.

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2016 SDEA Election Results

Executive Officers

Darcy Randle
Dana Livermont

ALT.
Jennifer Bergan Gabor
Ashley Griese

SDEA Treasurer
Kim Soldatke

EGL Delegates
VACANT

Minority At-Large
Curtis D. Anderson
ALT.
Amanda Nelson
Hilda Esperanza Langle

Board of Directors

ESP At-Large (2-year term)
Betty Sokol

JRV Delegates
Darrell Anderson
ALT.
Krista McCorkle
Bill Adamson

Minority At-Large (2-year term)
Dennis Simon

Plains Delegates
Robin Curtis

At-Large Delegates
Krista McCorkle
Amanda Nelson
Bill Adamson
David Sommers
Ashley Griese

NEA RA Delegates

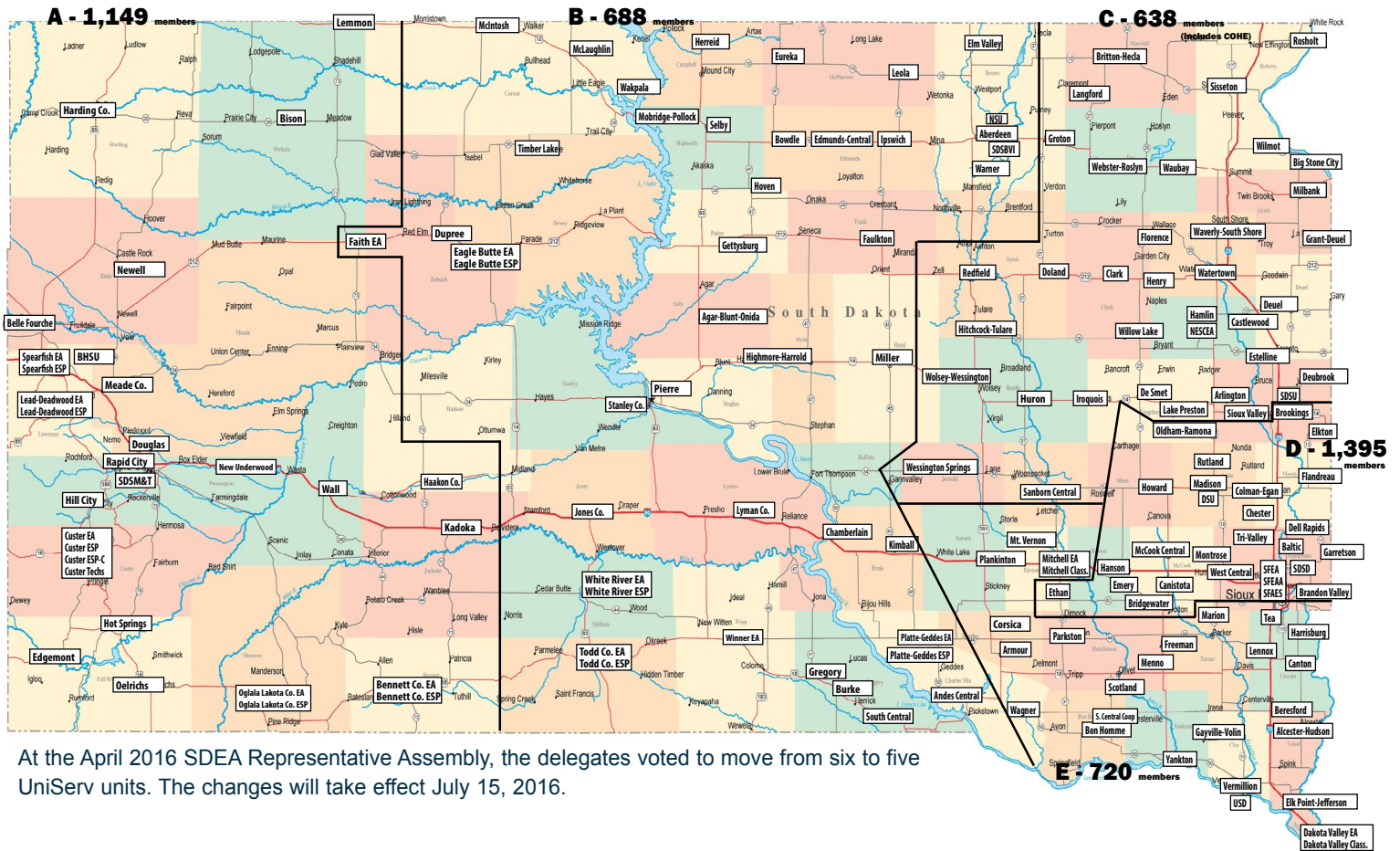
Black Hills Delegates
Sue Podoll
Robin Cline
ALT.
David Sommers

SECOR Delegates
Martin Sieverding

SEKota Delegates
Pam Oberembt
Kim Soldatke

Alt. At-Large Delegates
Darcy Randle
Jennifer Bergan Gabor
Hilda Esperanza Langle
Dana Livermont

2016 SDEA Reapportionment map





Wherever you are in life, we've got what you need.

At NEA Member Benefits, we have member-only resources and product solutions to enrich every aspect of your personal and professional life. Whether it's saving on everyday items, getting ready for a career change or buying a home—we're here to help. Check out all the exclusive resources and special offers we've created just for you.

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SDEA to offer \$50 Recruitment Incentive again this August

Get a \$50 incentive for each new member.

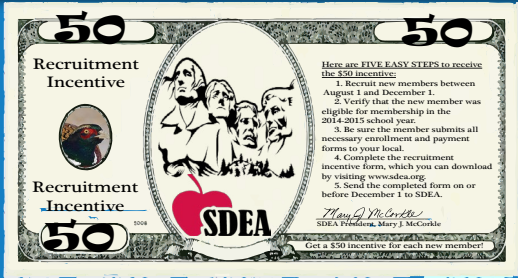
As part of the effort to assist with the recruitment of Association members, South Dakota Education Association is offering a \$50 incentive payment for enrolling new SDEA members. To be considered an eligible new member, the person must not have been an "active" SDEA member in 2015-2016. The \$50 will 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. Information on how to collect the \$50 member recruitment incentive and FAQs, will be available by August 1st.

Here are FIVE EASY STEPS to receive the \$50 incentive:

1. Recruit new members between August 1 and December 1.
2. Verify that the new member was eligible for membership in the 2015-2016 school year.
3. Be sure the member submits all necessary enrollment and payment forms to your local.
4. Complete the recruitment incentive form, which you can download by visiting www.sdea.org.
5. Send the completed form on or before December 1 to:

South Dakota Education Association
 Association
 ATTN: Incentive Rebate
 411 E. Capitol Ave
 Pierre, SD 57501

If you have any questions, please contact SDEA:
 Pierre Headquarters, 605-224-9263 or 1-800-529-0090; Sioux Falls office, 605-339-3236; Rapid City office, 605-342-8068



*Active membership includes K-12 Teachers, ESP, Higher Education faculty.
 *Retired or student memberships are not eligible for incentive.
 *Employees of SDEA are not eligible.
 *SDEA's membership year starts on September 1 and ends on August 31.

The 2016 SDEA RA



The SDEA Representatives Assembly.



SDEA President, Mary J. McCorkle addressing the RA delegates.



SD Secretary of Education, Melody Schopp speaking with the RA delegates.



The 2016 SDEA Representative Assembly delegation.



Earl Wiman, NEA Executive Committee, keynote speaker.



The SDEA RA delegates thanked Bonnie Mehlbrech for her service as SDEA Treasurer.

SDEA Names 2015 Friend of Education Award Winner

The South Dakota Education Association (SDEA) presented its 2016 Friend of Education Award to Jesse Hurkes and Ben Gietzen, the founders of the Tree House Program at Watertown High, on April 9 at its annual Representative Assembly in Pierre. SDEA/NEA's Friend of Education Award honors a person or organization that has made a significant contribution on a statewide basis toward achieving quality public education for all students.

"We are honored to present this year's Friend of Education Award to Jesse Hurkes and Ben Gietzen who are truly making a difference in the lives of students," said SDEA President Mary McCorkle. "Through creation of the Tree House, these two gentlemen

are giving at-risk youth in Watertown hope and courage. Tree House provides support to help teens succeed in their education but also supports their growth as individuals working towards their future happiness and success."

The Tree House founders were nominated by Stephanie Hageman of the Watertown Education Association (WEA). Hageman says Hurkes and Gietzen have a genuine calling and passion to serve at-risk youth in the community. "Together they took the initiative to start a



program which helps teens build healthy relationships, reduces at-risk behavior and helps teens pursue their life's goals through education and vocation," said Hageman. "These two men have dedicated hours of their time and numerous resources to help Watertown High School achieve its goal of one-hundred percent graduation rate. They are truly deserving of the SDEA/NEA Friend of Education Award."

SDEA Names 2016 ESP Award Winner

The South Dakota Education Association (SDEA) named Mobridge Pollock's Karrie Stroeder the 2016 Educational Support Professional of the Year. Stroeder received the award at the annual SDEA/NEA Representative Assembly in Pierre April 9. She was nominated by the Mobridge-Pollock Education Association.

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 who reflects the contributions of ESP to public education.

"Karrie is an exceptional support professional who goes above and beyond the call of duty for the students - and staff of the Mobridge Pollock school district. With patience and kindness, she gives all

of herself to the student with whom she works with every day. When things aren't going right, Karrie doesn't complain. She works to make it right," said SDEA

President Mary McCorkle. "I know from personal experience that Karrie is a true advocate for those who need a voice, whether that is support staff, certified staff, or students. She is truly dedicated to making a difference in the lives of students."

Pam Wells, President of the Mobridge Pollock Education Association, said Stroeder invests her time and energy in the school and the community. "One will find Karrie volunteering for supervision duty at a ball game or helping raise funds for the Junior Class or donating her time to support



her church," said Wells.

When it comes to the student in her charge, Schroeder is a true professional. "Kari is firm. She is caring. Each day she pushes a little harder, encourages a bit more and praises continually. She is an extraordinary ESP," said Wells. "She appreciates the responsibility of her job description and maintains a positive attitude every day. Even on the most trying of days, I know that Karrie will have a smile on her face and will be encouraging her young student to keep going."

State Begins Work on Plan to Implement ESSA (Every Student Succeeds Act)

State Begins Work on Plan to Implement ESSA (Every Student Succeeds Act)

In December, we said good-bye to No Child Left Behind. Congress finally reauthorized the ESEA the Elementary and Secondary Education Act...it is now referred to the Every Student Succeeds Act. President Obama's signature ended the one size fits all and everything is based on a test era and began a new chapter where educators have a voice and accountability is left up to the states.

Even after the historic passage of ESSA, the work in many ways is just beginning. Because the new law does away with so many federal mandates on everything from assessment, accountability and evaluation, state legislatures will be playing a decisive role in determining how ESSA is implemented. It's now up to the states to work with local stakeholders and districts

to design, for example, new and better assessments and accountability systems and follow-through on identifying and filling opportunity gaps.

The South Dakota Department of Education has formed four work groups to plan for and collaborate on the implementation of the new law. SDEA President Mary McCorkle has been tapped to serve on the Accountability Work Group and SDEA Vice President Steve O'Brien and NEA Director Kathy Meyer will serve on the Educator Effectiveness Work Group. The other two work groups are the School Improvement Work Group and the English Learners Work Group. For more information on South



Dakota's implementation of ESSA visit <http://doe.sd.gov/secretary/essa>.

Want to be 'in the know' about how ESSA should be implemented? Sign up here: <http://educationvotes.nea.org/essa/>

NEA's edCommunities is a place where teachers, parents, school support professionals, and community members share ideas and resources to improve student success. It is free and open to all!

Joining NEA edCommunities means sharing your commitment and dedication through an open exchange of strengths and resources with thousands of other education professionals. Free and open to all, NEA edCommunities is driven by you to foster student success.



The Senate has confirmed more than a dozen Supreme Court justices in presidential election years.

Tell the Senate: #WeNeedNine



TAKE ACTION!

Send your U.S. Senators an email. Urge them to fill the U.S. Supreme Court vacancy.

Visit <http://capwiz.com/nea/issues/alert/?alertid=70292646>

SDEA to hold Summer Professional Development Opportunities

There are several opportunities for you to continue your professional development this summer:

- **SDEA Assessment Lab** will be held June 19-21 and June 21-23, see flyer below and register today at www.sdea.org; space is limited!
- **SDEA Assessment Workshops** to be held in July 13-14 in Sturgis and August 2-3 in Brookings. These workshops provide guided, facilitated work time for participants to create an assessment for use in one of your classes or subjects in the coming school year, or for use with your SLO. Whether you've participated in a past SLO/Assessment training or not, educators are welcome in this workshop. For more information and to register visit sdea.org.
- **First Years, Great Career Workshop** August 22-23 in Rapid City. This workshop is an induction and mentoring session for early career and new teachers. It will provide lessons in classroom management and discipline; student engagement and reinforcement strategies; preparing for the first days and weeks of school; communication with students, parents, colleagues, and administrators; resources for planning, surviving, and thriving; and professional issues like teacher growth and evaluation, ethics, and internet safety. Find more information and to register visit www.sdea.org.



Located among the bucolic lakes and prairie hills of northeastern South Dakota, **Abbey of the Hills**, A former Benedictine monastery, is now a non-profit retreat and event center.

Have a knack for writing assessments?
Apply today!

ASSESSMENT LAB

SDEA is bringing together small groups of ELA and Social Sciences teachers* to collaborate and develop model SLOs and accompanying assessments with a WRITING focus to be piloted in the classroom and shared as a resource for SDEA members.

June 19-21—English/Lang. Arts
June 21-23—Social Sciences



Create quality assessments you can use!

Earn up to 2 grad credits, or 30 CEU hours.

Free Room and Board plus \$400 stipend

Additional work required in Fall, 2016.

Questions? Contact
rich.mittelstedt@sdea.org

Apply & Learn More at:
<http://www.sdea.org/home/500.htm>

**You must be an SDEA member to apply. Acceptance based upon candidate qualifications and available slots.*

continued from front page

ask to sit in on a meeting so they could get the same information. They were just as appreciative as the teachers because there was a lot of information that needed to be processed in a short period of time.”

Bargaining this year was going to be different from past years. Many times school boards and local teachers were collaborating to make sure both sides understood the new money and accountability. For most school districts, there was a significant increase in state aid funding. Districts also had to spend at least 85 percent of new monies on teachers’ salaries and benefits. Teachers at the negotiations table were in a much better position because districts were no longer in a position of saying this is as much as we can offer. Instead the districts were at the table saying this is how much we have to offer. As information came out and bargaining sessions started, one thing was clear, teacher across the state were finally going to receive the first significant raise in years if not decades. Early calculations showed teachers would receive anywhere from a \$2,000 to a \$9,000 raise. The numbers varied from district to district, but the vast majority of districts were boosting teachers’ salaries and benefits by dollar amounts unheard of in the past.

School districts of various sizes have settled and are reporting significant increases. Teachers in the Pierre School District will receive a 14 percent raise. Sioux Falls teachers will receive a 10 to 12 percent increase depending on where they are on the schedule, but it’s not just the large districts where teachers are seeing large raises.

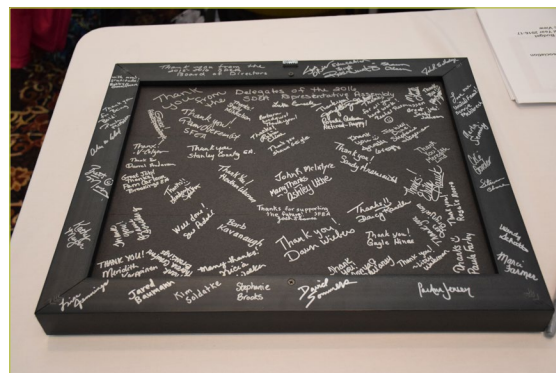
Teachers in Milbank will receive a \$5,000 raise and in Baltic teacher pay will increase by \$7,000. Negotiators in Jones County were very pleased with the \$7800 raise they were able to report to their teachers.

In a message to the members of the Jones County Education Association, Carmen Miller and Christy Brost wrote: “Last evening’s meeting was a positive experience with the emphasis placed on increasing certified teachers’ salaries and benefits within the new education funding requirements. The board’s actions show their support for the Governor’s proposal and the importance of hiring and retaining highly qualified and certified teachers as well as showing their appreciation for “us--Jones County Teachers” as their certified teachers! What a great day to be an educator!” They went on to thank those who worked to make HB 1182 happen and suggested that teachers send a group message of appreciation to their school board, administration, legislators, and SDEA. President McCorkle says it’s great meeting with locals who are very happy with the outcome of the 2016 Legislative Session and recent negotiations. However, she acknowledges that there a handful of districts that are not seeing the same increases for various reasons. SDEA is committed to reaching out to them to work with their teachers, administrators and lawmakers to find solutions that will make it possible to raise teacher salaries in the future.

“Our work is not done. We have situations like Bon Homme where

because of declining enrollment they are not getting as much new money as other school districts. The good news is they are still better off than they would be had we not passed HB 1182. The bad news is the increase for them is not enough to give their teachers a significant raise. We need to look at why that is happening and what can be done to address it.”

McCorkle says the new formula isn’t perfect and there will probably be tweaks in the future. However, she remains optimistic about the big picture for public education. “We are starting to see the impact of adding \$67 million to K-12 public education in South Dakota, and it’s very positive. It may not be perfect, but it is a great place to start,” said McCorkle. “I know how appreciative our members are by the hugs I get and the tears of joy they shed when I am meeting with them. Many, like me, never thought they would see something this significant happen in their career, but it did because we did it together.”



SDEA RA Delegates signed back of photo presented to Governor Daugaard.

SDEA Announces 2016 Scholarship winners

SDEA chose 3 recipients for this year’s scholarships. Each recipient will receive a \$750 scholarship.

The recipients include Christian Fossum, Mitchell; Blake Savey, Yankton; and Kyle Biggerstaff, Mitchell.

Christian Fossum plans to attend the University of South Dakota to become a math teacher.

Blake Savey plans to attend Augustana

University.

Kyle Biggerstaff plans to attend Dakota Wesleyan University or Black Hills State University to major in Special Education and Elementary Education.

The applicants must be in the top quarter of their class, be a student in a South Dakota education institution, be accepted or enrolled in a South Dakota college or university and major in education, and be a child of an active

SDEA/NEA member. High school seniors who are selected will receive an annual scholarship for \$750 per year for four years of college or a total of \$3,000. College sophomores will receive an annual \$750 scholarship for their final two years of college for a total of \$1,500.



Building Positive Relationships with Fellow Educators

By Chad Donohue

... Developing positive relationships with colleagues can be rewarding, but in today's highly demanding education atmosphere, teachers may find themselves saving their energy for their classrooms—the one place we feel we can truly be effective. However, even if just a handful of teachers on any given campus determine there is merit in transforming their workplace relationships, a staff can experience huge gains in trust, respect, and collaboration—to the benefit of all. If you and a team of your colleagues want to upgrade the quality of your professional relationships this year, consider a few of the following action steps:

- Form a Birthday Committee - Try persuading a few of your colleagues to join you in recognizing every birthday for every adult on campus.
- Strive for Understanding - Just like with their students, teachers know when a colleague isn't really listening.
- Share Something Positive - If your staff meetings don't begin with celebrations, ask your principal to consider giving them a try this year.
- Show Up to Social Events - Taking time to show up – and contribute to – planned activities is part of building trust.
- Avoid Gossip...

We all rest under the shade of the trees we didn't plant." (Earl Wiman) Isn't that a great thought?

On March 19th, SDEA-Retired hosted a very well attended Pre-Retirement Seminar at Minerva's in the Ramkota Hotel in Rapid City. Presenters spoke to 19 attendees on the South Dakota Retirement System, Financial Planning for Retirement, Legal Issues: Willis, Trusts, Powers of Attorney, and Insurance.



Rosalie Aslesen, your Vice President, deserves full credit for planning, organizing and hosting this great meeting. The comments on the meeting were overwhelmingly positive and several of the attendees decided to join SDEA-Retired as pre-retired members. Loren Paul, our new Retired Program Coordinator from SDEA was able to attend also.

Loren Paul was also able to attend the national Retired Leadership Planning meeting with your president John Salladay. The meeting was very informational as well as inspirational.

On April 8th, here in Pierre, the SDEA-Retired Annual meeting occurred. It was a successful meeting. Last year's minutes, an audit, and 2016-17 budget were approved. John Salladay and Barb Kavanaugh were re-elected as President and Secretary for a three year term. This year we had a special treat --- a 'wine

tasting' at the ChrisaMarie Vineyard north of Pierre near Grey Goose. 12 different local wines were 'tasted' accompanied by interesting commentary from Randy Sarvis, owner and brewmaster. Several of us took advantage of special prices offered by ChrisaMarie. As usual, unapproved minutes of the meeting are posted in the Retired section of SDEA's website

(www.sdea.org).

Guests attending the Retired Annual Meeting included, Mary McCorkle, SDEA-President, Mark Mickelsen, Executive Director, and SDEA Treasurer Candidates Lisa Jennings and Kim Soldatke. Each briefly shared their thoughts with us.

The SDEA Annual meeting, starting Friday night and continuing on Saturday discussed and passed several far-reaching restructuring items. These are also available on the SDEA website www.sdea.org.

The keynote speaker, Earl Wiman, of the NEA Executive Committee, presented an impressive yet entertaining and thought provoking speech --- giving us ideas and things to consider. Please remember



By John R. Salladay, President

all members are welcome to attend the Retired Annual meeting on the Friday before the SDEA RA. We usually qualify for 25 spaces at the main SDEA RA as delegates if you are interested. Why not consider coming to Pierre for the RA's next year?

Coming up on Saturday the 14th of May is the East River Pre-Retirement Seminar. It will be held again this year in Sioux Falls at the Pizza Ranch on east 10th Street starting at 10:15 a.m. Lunch will be provided. All who plan to retire within the next three years are invited to attend this meeting. Presentations will cover: South Dakota Retirement System Information; Financial Planning for Retirement;

Legal Issues: Wills, Trusts, Powers of Attorney; and Horace Mann Information. Barb Kavanaugh,

your Secretary kdkavanaugh@sio.midco.net is the organizer of this meeting.

Please help our retired organization, stay involved and advise us. Thank you for your support over the years!



Who To Contact

For questions, please contact:

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Advocate Minutes SDEA/NEA Board of Directors' Meetings

ADVOCATE MINUTES

SDEA/NEA BOARD OF DIRECTORS' MEETING

via Conference Call January 18, 2016

Face-to-face January 22-23, 2016

Present for the conference call in addition to M. McCorkle were: O'Brien, Mehlbrech, Meyer, Soldatke (came on mid-call), Schutte, Sieverding, Farmer, Smallman, Aldrich, Canet, Olsen, Swenson, Gorder, Jennings, Jensen and Salladay. Also present were, Plooster, P. McCorkle, and Mickelsen.

Absent from conference call were: Pourier, Chase, and Gravatt.

Present for face to face meeting in addition to M. McCorkle were: Mehlbrech, Schutte (via call-in), Sieverding, Canet, O'Brien, Meyer, Olsen, Jennings, Baumann, Farmer, Smallman, Sommers, Chase, Monson, Aldrich, McMahan, Swenson, Jensen, Salladay, and Soldatke. Also present were Mickelsen, Plooster, P. McCorkle, and Gravatt.

Absent from face to face meeting was: Pourier.

Governor Daugaard, Venhuizen, and Schopp, joined the meeting Friday evening as well as Waltman and Boyd. Hoffmann joined the meeting as an observer. Claussen joined the meeting Saturday morning for audit report.

Approved including three board representatives in Unit A and D and two board representatives in Units B, C, and E. (Swenson, Soldatke)

Approved continuing the current rotation of board terms for Unit A and Unit D. (Mehlbrech, O'Brien)

Approved including Faith in Unit B. (Olsen, Canet)

Approved including Lake Preston and Sioux Valley in Unit C. (Swenson, Jensen)

Approved finalizing the reapportionment recommendation. (Canet, Sommers)

Approved Karrie Stroeder of Mobridge Pollock EA as the 2016 SDEA ESP of the Year. (SDEA ESP Committee)

Approved eliminating Higher Education UniServ/Communications Director, Director of Professional Development and Director of Educational Innovation, and Director of Technology positions. (Salladay, Sommers)

Approved adding "mental health professionals" after "social workers" in last bullet under Ensuring Children's Health and Safety. (Meyer, Salladay)

Approved adding "per student" before "average" in the first bullet under Strengthening Public Education. (O'Brien, Swenson)

Rejected removing "to address changes" from bullet 12. (Salladay, Aldrich)

Approved adopting Strengthening Public Education section as amended. (Olsen, Baumann)

Approved adopting the 2017 Legislative Agenda as amended. (Smallman, Soldatke)

Approved appointing Lou Ann Jensen to the open EGL Board of Director position effective immediately. (Canet, Swenson)

Approved Tessier's air conditioning bill.

(Salladay, Monson)

Approved Jesse Hurkes & Ben Gietzen of Tree House in Watertown, SD as the 2016 SDEA Friend of Education award winners. (SDEA Friend of Education Committee)

Approved Board position of Do Pass to Bylaw Proposal 1 regarding Article X. UniServ Units, Section 1. (Olsen, Monson)

Approved Board position of Do Pass to Bylaw Proposal 2 regarding Article IX. Nominations and Elections, Section 4. (Swenson, Monson)

Approved Board position of Do Pass to Bylaw Proposal 3 regarding Article VII. Officers and Board of Directors. (Monson, Soldatke)

Approved referring SDEA Board Policy 11.15 Food Handling for SDEA/NEA Sponsored Events back to Committee. (Swenson, Mehlbrech)

ADVOCATE MINUTES

SDEA/NEA BOARD OF DIRECTORS' MEETING

Via Conference Call February 21, 2016

Present for the conference call in addition to M. McCorkle were: Mehlbrech, Meyer, Monson, Sommers, Soldatke, Baumann, Schutte, McMahan, Sieverding, Aldrich, Farmer, Smallman, Swenson, Jennings, Gorder and Salladay. Also present were P. McCorkle, Plooster and Mickelsen.

Absent from conference call were: O'Brien, Chase, Canet, Olsen, Pourier, and Gravatt.

Approved appointing Kim Soldatke to be EPIC Representative from SDEA Board of Directors. (Mehlbrech, Aldrich)



Sept. 23-24, 2016

Leadership, Advocacy and Bargaining Conference

At Crossroads Hotel and Convention Center in Huron.

Mark your calendars now! SAVE THE DATE!

If we have learned anything in the 2016 legislative session, it is that there is strength in a cohesive, organized group.

To reach our maximum potential, we need to expand the capacity of our local and state organizations to self-organize.

This conference encourages locals to bring leadership teams consisting of current, potential, and aspiring leaders. Locals will get the most out of the conference if they have enough people

to attend multiple sessions at once. Local teams will have time to talk and plan for the coming year, leaving with an action plan for 2016-17.

A full schedule and registration information will be available soon at www.sdea.org.



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The Educators' Advocate Volume 47 Issue 05 May/June 2016

Upcoming Events

May 2016

- May 1 SEKota meeting - TBA
- May 1-7 Teacher Appreciation Week
- May 3 National Teacher Day
- May 5 Cinco de Mayo
- May 6 SDEA Election voting begins for Unit BOD positions
- May 8 Mother's Day
- May 11 National School Nurses Day
- May 16 Black Hills meeting - Rapid City
- May 21 Armed Forces Day
- May 18 Black Hills meeting - Rapid City
- May 23 SDEA Election voting ends for Unit BOD positions
- May 27 Elections committee meets for Unit BOD positions
- May 30 Memorial Day - Offices closed.

June 2016

- June 12 SDEA BOD conference call 7 PM CST
- June 12-13 SDEA BOD meeting - Pierre
- June 13-14 SDEA BOD/Staff Retreat - Pierre
- June 14 Flag Day
- June 19 Father's Day

July 2016

- July 2-6 NEA Annual Meeting - Washington, DC
- July 4 Independence Day - office closed.
- July 22-23 SDEA BOD meeting - Pierre
- July 24 Parents Day



Social Media

www.facebook.com/sdea.org

www.twitter.com/SDEAEducators

