



ADVOCATE



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DATES TO REMEMBER

MARCH 9-11

Bring Cultural Appreciation to Your Classroom!
Workshop

APRIL 6-7

SDEA Representative Assembly

APRIL 7

SDEA election voting begins

APRIL 23

SDEA election voting ends

APRIL 28

EdCamp Black Hills
Custer

APRIL 28

EdCamp Brookings

Find Us On



2018 SDEA Representative Assembly

April 6-7 | AmericInn | Teton Island Conference Center in Fort Pierre, SD

Friday | April 6, 2018

7:00 pm Registration Opens

8:15 pm Pre-session — Meeting of local Presidents with Executive Director, Richard Kern

8:45 pm 1st Business Session

Pledge of Allegiance

Introductions

Adoption of Rules of Order

Adoption of the Agenda

Treasurer's Report

Preliminary Credentials Report

State of the Association Mary McCorkle, SDEA President

SDEA Mission and Vision overview

Report of Task Forces

- Dues Collection Task Force

NEA Fund for Children & Public Education

10:30 pm Recess

Reception

9:30 am 2nd Business Session

Report of the Executive Director, Richard Kern

Report of the NEA Director, Paula McMahan

Report of Committees

- Friend of Education
- Human & Civil Rights
- Scholarship Committee

Report of the Commission on Teaching & Learning

Teaching Excellence 2018 Awardee Jessica Zwaschka

Bylaw Amendments

Keynote: Eric Brown, NEA Executive Committee

10:30 am Registration Closes

11:30 am Lunch

Acknowledgment of Honored Guests

- Friend of Education Award
- ESP of the Year Award

1:30 pm Final Credentials Report

New Business Items

2019 Legislative Agenda

Committee of the Whole — Social Justice

Sine die Adjournment

Saturday | April 7, 2018

7:30 am Registration Opens

8:00 am Presentation of the SDEA Strategic Budget & Hearing

9:00 am Presentation and Q & A on EFT Dues and Dues Collection



president's corner

Find SDEA's President on Twitter
@Mary_McCorkle

Check out Mary's Inside the Apple video on YouTube
South Dakota Education Association Channel

This is a time of celebration!

As I write this column, it is one day after HB1199 was defeated in the Senate. HB1199 would have stripped collective bargaining from our 6 public universities and 2 special schools: the School for the Deaf and the School for the Blind and Visually Impaired. Not only did we defeat HB1199, but we also defeated HB1197 and HB1198, two more anti-union bills which would have prohibited administrators from bargaining and eliminated release time for local officers, association leave and member representation during the school day.

This is a time of celebration. Wins like this, especially in our red-state climate, happen because of member activism. While SDEA lobbyists worked these three bills at the capitol, it was our collective voice as their constituents at cracker barrels, in emails, and in phone calls that had an impact and turned the tide. COHE members and K12 members came together, worked hard at organizing other members and kept up the pressure for three weeks. The key factor to our success is the recognition that we are all in this together and what happens to one of us, happens to all of us.

So now what? By the time you read this, the 2018 Legislative Session will be over. We will have succeeded, but now we must take what we have learned to build our strength and move forward.

We learned how to work together and use our power. Now we must challenge ourselves to use this power to advocate in our own work place. What are the concerns of the members in your local? How can we work together, engage the decision makers and come together to lead with a common message? If we can do it legislatively, we can do it in every

school/local...and that's what moves the dial for our students and for our Association.

The true work of this Association is not what happens in Pierre. It is what happens in every local across SD led by the voices of those who work in the schools. This is where change occurs; this is where power lies.

We know what success looks like and feels like. We know how to talk to legislators; talking with our members and prospective members should be no different. There is strength in the number of emails and calls legislators receive; there is greater strength in the size of our locals and the size of our statewide membership. This year COHE has grown in numbers because COHE members are talking with each other, coming together for the common good, and working together to achieve their goals. This is what each local must do to remain strong and to grow. We simply must grow.

For a few days we will celebrate our legislative success and reflect on our path forward. Then, we are going to roll up our sleeves and go to work...reaching out to local leaders, listening to your needs, and working to help you plan, move ahead and grow.

Together we will increase our membership and strengthen our Association. We will continue to be the voice for the schools our students deserve...great public schools for all SD students.

See you at the SDEA Representative Assembly April 6-7!

Mary J. McCorkle

SDEA Defeats Anti-Union Legislation

Three bills to limit educators' ability to bargain and represent their colleagues were defeated during the 2018 Legislative session. HB 1199 stripped the collective bargaining rights from the faculty at the state's six public universities and two specialty schools. After hundreds of emails and phone calls to legislators, the State Senate narrowly defeated HB 1199 by a vote of 16-18.

HB 1197 prevented school administrators from entering into collective bargaining agreements with school districts. Sioux Falls and Rapid City have collective bargaining agreements with their principals and other administrators. The House Education Committee sent this bill to the 41st Legislative Day on a vote of 8-6.

The House Education Commit also said no to HB 1198 which would have limited the ability of local association leaders to represent members in the negotiations and grievance process. The committee defeated this bill by a vote of 8-5.

SDEA President Mary McCorkle said the defeat of these three bills in a red-state like South Dakota shows the power of educators when they come together and support one another. "We all worked together to defeat this bill. Now, let's take what we learned from this and make change happen."



Micro-Credentials

Helping Educators raise their careers to the next level



Questions? Contact:
Rich Mittelstedt
Teaching and Learning Coordinator
800-529-0090 | 605-886-4800 | richard.mittelstedt@sdea.org



Micro-Credentials Offer Personalized Learning for Educators

Late in 2017, NEA quietly launched a new professional development platform called micro-credentials. It promises free, personalized learning offered online, and on-demand for educators. Using teams of members who worked all summer and fall to create training modules, NEA is now able to offer over 100 micro-credentials with more on the

way. Topics include bullying, English language learners, classroom management, cooperating teacher training, topics aligned to INTASC standards, teacher leadership, and National Board 5 Core Propositions.

Unlike most professional development where hours or credits are awarded for the amount of seat time, and un-related to the amount of learning, micro-credentials are issued for developing skills and acquiring knowledge to improve classroom practices that support student success. Quality control has been ensured through partner Digital Promise, a pioneer in micro-credentials. Each micro-credential takes a minimum of 10 hours of work. Submitted work is reviewed by a team

of educators who use a rubric for assessment. While an applicant may pass on the first submission, it is more likely that feedback will ask for tweaks, additional research or writing—like work towards an advanced degree.

The journey may not be easy, but it is simple. The applicant will go to nea.certificationbank.com and create an account. S/he will view topics and specific micro-credentials. Each click will reveal the outline of work required for the micro-credential and a rubric for successful completion. Upon choosing the micro-credential sought, the applicant simply clicks "Apply." From this point, the applicant has a 6-month window to complete the work and upload it for review. Once submitted, there is an unlimited number of chances to amend the work and resubmit until the micro-credential is earned.

SDEA is currently among the first pilot sites in the country. We will be using an online professional learning community format to support one another in completion of the first micro-credentials. A 10-hour CEU certificate for each micro-credential completed is available. SDEA is also in the process of seeking approval to offer graduate credits (1 credit for 2 micro-credentials, or 2 credits for 3 micro-credentials). There is limited space available through the end of March for members to join the pilot at <https://goo.gl/XTKoRu>. Early adopters of technology are also welcome to strike out on their own any time.

SOUTH DAKOTA EDUCATION ASSOCIATION
STATEMENTS OF ACTIVITIES
Years Ended August 31, 2017 and 2016
See Independent Auditor's Report

	2017	2016
Change in unrestricted net assets:		
Support and revenues:		
Membership dues	\$ 1,756,959	\$ 1,713,459
NEA small states subsidy	272,204	220,043
NEA Uniserv assistance	239,528	232,824
NEA student learning object	89,788	220,395
Investment income (Note 2)	76,235	51,879
NEA legal assistance	35,256	22,868
NEA new membership engagement	33,626	-
Local association reimbursement	32,885	32,082
NEA projects	10,884	6,001
Ballot issues	9,999	9,064
NEA-Read Across America	7,550	-
Rent	5,905	830
Other income	2,417	4,005
NEA media grant	-	310,000
USEDP	-	47,819
Total unrestricted support and revenues	2,571,996	2,872,160
Expenses:		
Member services	1,870,994	1,837,391
General administration	598,455	570,200
Communications	119,195	101,381
Conferences and meetings	81,593	81,835
Depreciation	35,004	31,000
Interest	765	1,136
Scholarship awards	6,750	6,750
Total expenses	2,713,956	2,629,693
Change in unrestricted net assets	(141,960)	242,567
Net assets at beginning of year	2,017,214	1,774,653
Net assets at end of year	\$ 1,875,254	\$ 2,017,214

See Notes to Financial Statements.

SOUTH DAKOTA EDUCATION ASSOCIATION
SCHEDULES OF EXPENSES
Years Ended August 31, 2017 and 2016
See Independent Auditor's Report on Additional Information

	2017	2016
Member Services:		
Professional staff salaries and fringe benefits	\$ 651,961	\$ 639,853
Support staff salaries and fringe benefits	311,677	300,662
Membership expense	289,593	222,742
President	174,685	173,208
Legal services	166,750	159,852
Professional and support staff travel	109,674	97,967
Service centers rent and utilities	52,176	56,483
Executive director	37,761	20,487
Board of directors	33,002	35,852
Released time local presidents	23,204	21,915
Pierre service center operations	20,162	12,571
Student program	12,897	5,067
Uniserv program plans	5,241	4,691
Ballot	5,000	2,809
Service centers supplies and postage	4,832	2,225
Special funds	4,653	11,942
Governmental relations	3,258	49,778
Rotunds	2,246	3,623
Service centers telephone	516	713
	\$ 1,876,994	\$ 1,837,261
General Administration:		
Executive director and CFO/CO	\$ 275,267	\$ 268,057
Professional and support staff salaries and fringe benefits	195,194	158,171
Maintenance expenses	81,865	80,329
Leases and severance pay	54,223	13,054
Employer expenses	24,754	24,200
Legal services	18,528	15,731
Pierre service center operations	13,442	8,390
Accounting fees	9,479	11,019
Other	1,812	5,939
Early retirement	-	35,250
	\$ 598,455	\$ 570,200
Communications:		
Support staff salaries and fringe benefits	\$ 85,873	\$ 81,266
Other	33,322	20,115
	\$ 119,195	\$ 101,381
Conferences and meetings:		
NEA Convention	\$ 31,365	\$ 33,333
Executive director and CFO/CO travel	24,848	21,629
Training	13,380	7,798
Representative assembly	16,261	18,632
Task forces	2,939	1,053
	\$ 88,853	\$ 82,455

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President: Mary J. McCorkle
Executive Director: Richard Kern
Communications Director: Sandra Waltman
Communications Specialist: Rebecca Uhrig



2018 SDEA Election

Board of Director
Member Candidates:

EASTERN PRAIRIE



Dawn Wiebers

I am running for the two year Eastern Prairie Board of Directors Position. As a current board member for Eastern Prairie, I want to continue enhancing my professional

goals by serving on the board. I want to stay involved with state issues and an SDEA Board Position affords this opportunity.



Jennifer Bergan Gabor

As a 25 year member of SDEA, I am interested in being a voice on the SDEA BOD representing Eastern Prairie. I will do my best for all members. No voice

will go unheard. We are stronger together.

EDUCATORS GUIDING LEARNERS



Carri Hales

I was a Yankton Education Association member for 10 years and have been a SDSU COHE member for 7 years. My range of experience has allowed me to develop a common-

sense approach to decision making and if chosen, would be honored to serve in the EGL Board of Director position.

WESTERN



Steven Chase

It has been a privilege and a great opportunity to be a Western Unit Representative for the South Dakota Education Association Board of Directors. I would be honored to

continue representing the Western Unit. As a board member, I will continue to advocate for SDEA and South Dakota's public education.

PLAINS



Tess L. Canet

I am Tess Canet. I have served on the SDEA Board of Directors, representing the Plains Unit for the last few years. I would like to continue being a strong voice for the

members of the Plains Unit. Your vote would be greatly appreciated.

MINORITY AT-LARGE



Dennis Simon

I would like to enter my name as a candidate for the Minority at Large Board position for the SDEA. Having served on the board the last 2 years, I feel it is vital to continue the work we

have begun on racial and social justice.

NEA/RA Delegates Candidates:

EASTERN PRAIRIE

Dawn Wiebers

I am running for the Eastern Prairie RA. This would be a great opportunity for me to experience the political action at the NEA level. This would also be a first for me and an experience I would be able to share with other.

Danyelle Cleveland

(Statement not available)

Hilda Esperanza Langle

I am a Spanish Immersion teacher for the Sioux Falls District and I believe that we all are citizens of our schools, we all speak the same language with different accents; and we all have the right to the same education. Allow me to represent you.

Lisa Jennings

I believe in the mission of SDEA/NEA and would like to be your voice at the NEA RA. I have the knowledge and experience to represent all educators at the national level. It would be an honor to serve in this capacity for the students and educators of South Dakota.

Virginia Colgan

If elected to be an NEA RA delegate, I will serve my second year as a fully informed participant by studying the issues that will be voted on this year. My strength is in my writing abilities and hope to work with others to amend language that empowers public education.

Tony Martinet

I am the debate coach/teacher at Lincoln HS. As a candidate for SFEA president, I would honor the privilege to represent SD and strengthen the connection between all levels of the association: Local, State, National. I am committed to the association's ability to protect, promote, and propel the education profession.

Jennifer Bergan Gabor

I would be honored to represent in Minneapolis. I am passionate about doing the business of the association at all levels. Gaining a better understanding of what other states deal with is important to our state.

WESTERN

Darcy (Randle) Winger

Hi! I'm Darcy (Randle) Winger, your SD representative to the NEA Resolutions Committee. It has been a privilege to serve in that capacity, as well, as to serve as a South Dakota delegate to the NEARA. I would appreciate your vote to continue as a voice for SD educators.

Sue Podoll

Representing the educators of South Dakota at the annual NEA convention is a great honor and privilege. I would appreciate your support.

Stephanie Hunter

My name is Stephanie Hunter, and I have been a teacher for more than 20 years. I would be honored to represent fellow educators from the great state of South Dakota at the National Representative Assembly. Thank you for your consideration.

Dana Livermont

Many thanks for allowing me to represent YOU, my fellow members from Western and all of South Dakota at the NEA RA the past two years. I am so passionate about the work and would be honored if you would allow me to serve you again this year in Minneapolis.

Rachel Rasmussen

I have been a strong supporter of public education and continue to work in a variety of association roles. There are many challenges facing public schools. I am a firm believer that by working together we can improve our schools and the teaching profession for the benefit of our students.

David Sommers

I've had the privilege of serving SDEA in many capacities the last few years including being a representative at the NEA RA, BOD member and Western Uniserv Chairman. I would love to be able to represent the state and my district in that capacity again.

Robin Cline

I've been a Rapid City Education Association member for 15 years. I am a Program Specialist for Rapid City Area Schools and have been a special educator since 1986. I have been honored to serve as NEA Delegate the last three years and would love to represent our teachers again!

PLAINS

Pam K. Wells

I would be honored to be able to represent the educators of South Dakota at the NEA RA in Minneapolis. As an active SDEA/NEA member, I am dedicated to building a strong association at all levels for the success of students, public schools, and school staff. Thank you for voting.

Robin Curtis

Greetings SDEA Members! I am Robin Curtis, and I am running for the NEA Representative Assembly Delegate to further engage in our professional association. The NEA RA presents opportunities for me to network and assist with doing work for to move the teaching profession as well as support staff forward.

EDUCATORS GUIDING LEARNERS

Stephanie Hageman

I would be honored to represent SD at the NEA-RA. As current EGL President, I have had the opportunity to meet and work with members at various levels of education in SD. I look forward to advocating for these members as well as public education at the national level.

Carri Hales

(See Board of Director member candidate statement)

NEA/RA Delegate-At-Large
(Statements listed above)

Joyce Scranton-Blaas
(Statement not available)

Sue Podoll

Darcy (Randle) Winger

Dana Livermont

Lisa Jennings

Stephanie Hageman

Hilda Esperanza Langle

Rachel Rasmussen

David Sommers

Robin Curtis

Curtis Anderson

Danyelle Cleveland

Virginia Colgan

Dawn Wiebers

Pam K. Wells

Tony Martinet

Stephanie Hunter

Jennifer Bergan Gabor

Carri Hales

Robin Cline

NEA/RA Ethnic Delegate-At-Large

Jacqueline Myers
(Statement not available)

Hilda Esperanza Langle

I am a Spanish Immersion teacher for the Sioux Falls District and I believe that we all are citizens of our schools, we all speak the same language with different accents; and we all have the right to the same education. Hilda Esperanza Langle for the Minority.

Curtis Anderson
(Statement not available)



2018 SDEA Election

Proposed SDEA Bylaw Changes

Proposal 1

Article V. Dues

SECTION 3. STUDENT MEMBERSHIP DUES. The dues for student members shall be thirteen dollars (\$13.00) per year. ~~twenty-five dollars (\$25.00) per two years; thirty-six dollars (\$36.00) per three years; or forty-five dollars (\$45.00) per four years, payable through the local chapter to the Association.~~

Submitted by: Bylaws Committee, Paula McMahan, Chair

Board Position: Do Pass

Rationale: Language needed to be cleared up to alleviate confusion on what years had been paid.

Proposal 2

Article VII. Officers and Board of Directors

SECTION 4. TERM OF OFFICE.

~~For the 2016 election only, all UniServ representative positions shall be elected, with at least one representative from each UniServ being elected for a one-year term and at least one representative from each UniServ being elected for a two-year term.~~

Submitted by: Bylaws Committee, Paula McMahan, Chair

Board Position: Do Pass

Rationale: Language is no longer needed.

Proposal 3

Article IX. Nominations and Elections

SECTION 1. NOMINATIONS. Nominations of officers shall be open, except where limitations are required to comply with Article VII, Section 3. A candidate for office and/or delegate must file notification of candidacy with the president by January 15. ~~For the 2016 election only, the deadline to file notification of candidacy for UniServ representatives only shall be April 23.~~

Submitted by: Bylaws Committee, Paula McMahan, Chair

Board Position: Do Pass

Rationale: Language is no longer needed.

Proposal 4

Article IX. Nominations and Elections

SECTION 2. VOTING. The referendum balloting on officers, UniServ representatives, at-large Representatives, and NEA delegates shall be conducted within a period of sixteen days after the close of the annual

meeting of the representative assembly. ~~For the 2016 election only, the referendum balloting on UniServ representatives only shall be conducted within a period of sixteen days starting May 6 and ending May 23.~~ Voting shall be by printed ballot or electronic means and the order of the ballot shall be determined by lot. The president shall be responsible for the preparation and distribution of ballots to members eligible to vote before the close of the annual meeting of the representative assembly. An all member publication containing information on all candidates appearing on the ballot shall be mailed and available on-line to each member prior to balloting. On-line balloting will cease at midnight CST on the sixteenth day after the close of the annual meeting of the representative assembly. The paper ballots shall be returned to the Association Headquarters office postmarked before midnight of the sixteenth day after the close of the annual meeting of the representative assembly. Hand delivered ballots must be delivered to the Association Headquarters office prior to midnight on the sixteenth day after the close of the annual meeting of the representative assembly. ~~For the 2016 election only, there shall be no on-line voting for the UniServ representatives. The paper ballots for the UniServ representatives only shall be returned to the Association Headquarters postmarked before midnight May 23. Hand delivered ballots for the UniServ representatives only must be delivered to the Association Headquarters prior to midnight on May 23.~~

Submitted by: Bylaws Committee, Paula McMahan, Chair

Board Position: Do Pass

Rationale: Language is no longer needed.

Proposal 5

Article IV. Membership

SECTION 1. ACTIVE MEMBERSHIP. Any person actively engaged in educational service of a professional nature, or on a limited leave of absence, in a public school district, university or other public institution devoted primarily to education is eligible to become an active member of the Association if such person: (a) has a bachelor's or higher degree or holds a regular vocational or technical certificate and (b) where required, holds or is eligible to hold a regular certificate of any kind except an emergency substandard certificate.

Where Association membership is available through an affiliated local association, no Association membership shall be available without membership in that local association. A person who is eligible for membership in that local cannot apply for membership in another local association. No person may hold active membership in the Association who does not also hold membership in an affiliated local association, where available, and in the National Education Association.

An active member shall have full membership services and privileges, including voting, holding office, and serving as a delegate in an affiliated local association and the Association, except where prohibited. These services and privileges will continue so long as the member has no past dues obligations.

Submitted by: Bylaws Committee, Paula McMahan, Chair

Board Position: Do Pass

Rationale: Language specifies a condition for the receipt of full membership services and duties.

Proposal 6

Article IV. Membership

SECTION 2. ACTIVE MEMBERSHIP IN EDUCATION SUPPORT POSITIONS. Paraprofessionals and other persons including school nurses with less than a four year degree, interns, teacher aides and assistants, secretaries, clerks, custodians, bus drivers, and cafeteria employees who are engaged in educational service in a public school district, university or other public institution devoted primarily to education but who are not eligible for active membership may become active members in educational support positions (active-ESP). No person may hold associate membership in the Association who does not also hold membership in the National Education Association and an affiliated local association in the appropriate category, where available.

These members shall have full membership services and privileges, including voting, holding office, and serving as a delegate in their affiliated local associations and the Association. They shall have such other rights and privileges as determined by the board of directors. These services and privileges will continue so long as the member has no past dues obligations.

Submitted by: Bylaws Committee, Paula McMahan, Chair

Board Position: Do Pass

Rationale: Language specifies a condition for the receipt of full membership services and duties.

Proposal 7

Article IV. Membership

SECTION 5. RETIRED MEMBERSHIP. Any person who has been an active or active-ESP member of the Association or another NEA affiliate any time prior to permanent retirement because of age or disability may become a retired member of the Association if he or she holds membership (life or retired) in an affiliated local retired association, where available, and in the National Education Association.

A retired member shall have full membership privileges, including voting, holding office, and serving as a delegate in affiliated local retired associations and the Association except where prohibited. A retired member shall have such other rights and privileges as determined by the board of directors. These services and privileges will continue so long as the member has no past dues obligations. A retired member shall receive the official publication(s) of the Association and may attend meetings of the Association.

Submitted by: Bylaws Committee, Paula McMahan, Chair

Board Position: Do Pass

Rationale: Language specifies a condition for the receipt of full membership services and privileges.

Proposal 8

Article V. Dues

SECTION 4. RETIRED MEMBERSHIP DUES. The dues for retired members shall be ten dollars (\$10.00) per year or one hundred dollars (\$100.00 SDEA-R = \$80 and SDEA = \$20) for life membership plus statewide local dues as stipulated in the bylaws of SDEA/NEA-R.

Submitted by: SDEA-Retired

Bylaws Committee Position: Do Pass

Board Position: Do Pass

Rationale: Language brings SDEA Bylaws into compliance with past practice.

Proposal 9

Article V. Dues

SECTION 1. ACTIVE MEMBERSHIP DUES. The dues for active membership shall ~~be 1.03 times the previous dues~~ increase by 3% every other year. Increases will occur on odd numbered school years, beginning 2019-2020. The dues shall be rounded to the nearest dollar amount.

Submitted by: Rapid City Education Association, Sue Podoll and Dana Livermont, Co-Presidents

Bylaws Committee Position: Do Not Pass

Board Position: Do Not Pass

Rationale: SDEA Active Membership Dues have been increasing at a higher rate than inflation or education funding. The accelerated increase to dues creates a barrier to membership growth and retention in certified and ESP groups. With stagnant growth in education funding, dues increases will likely result in decreases in take home pay for our members. As the bylaws currently read, annual dues will reach \$481 by the 2022-2023 school year, resulting in a cost of \$2,268 to each of our members over the next five years. The proposed language reins in dues increases to reach \$440 for the 2022-2023 school year, resulting in a net cost of \$2,149 over the five years.

Proposal 10

Article VII. Officers and Board of Directors

SECTION 4. TERM OF OFFICE

At-large representatives shall be elected by an all member ballot for terms of two years. The Board of Regents employees at-large position under Article X, Section 2 shall be elected in even number years starting with the 2020 election cycle. The Board of Regents employees at-large position shall be elected for a one-year term during the 2019 election cycle.

Submitted by: Alan Aldrich

Bylaws Committee Position: Do Not Pass

Board Position: Do Not Pass

Rationale: This would bring the COHE (the Board of Regents employees) at large position in alignment with the Statewide COHE bylaws, specifically section 5-D which states the COHE at Large member is elected on even years.



Milken Educator Award Winner

CARLA DIEDE

Proposed 2019 Legislative Agenda

Math, this time it's personal: Innovative teacher Carla Diede earns a \$25,000 Milken Educator Award

Transforming curriculum and student futures at South Dakota's Harrisburg South Middle School

Students literally flip for Carla Diede's math classes. That's because in her "flipped classroom," students see their lessons online before they show up to class—where they then engage in more active learning. It's just one of several educational innovations Diede is implementing at South Dakota's Harrisburg South Middle School where student achievement is growing by leaps and bounds.

But it was Diede herself who was jumping for joy this morning at an all-school assembly where she was presented with a Milken Educator Award by Don Kirkegaard, South Dakota Secretary of Education and Greg Gallagher, Milken Family Foundation Senior Program Administrator. The national recognition comes with an unrestricted \$25,000 cash prize. Diede is the only Milken Educator Award winner from South Dakota this year, and is among 44 honorees for 2017–18.

The Milken Educator Awards, hailed by *Teacher* magazine as the "Oscars of Teaching," has been opening minds and shaping futures for 30 years. Research shows teacher quality is the driving factor behind student growth and achievement. The initiative not only aims to reward great teachers, but to celebrate, elevate and activate those innovators in the classroom who are guiding America's next generation of leaders. Milken educators believe, "The future belongs to the educated."

Diede is a classroom innovator, prompting her Harrisburg colleagues, along with teachers from across the school district, to often sit in to observe her cutting-edge methods. She has also shared her rigorous insights, novel learning structures and systems with educators statewide as well as in neighboring Minnesota. Thanks to her innovative data-driven personalized instruction plans, student learning is enhanced by high-expectations, as well as by directed study, with the result being fully engaged staff and enthusiastic students.

"Carla Diede, like all Milken Educators, understands that the path to higher learning is an intensely personal one, and that students must find their way to the truth individually," said Gallagher. "Making math attainable to all, each in their own way, is how she excels—by helping her students learn in idiosyncratic and idiomatic



ways. Central to her teaching genius is helping students not only to learn new things, but also to learn them in new ways."

"The Harrisburg School District has been a leader in the personalized learning approach, and it takes great teachers like Carla Diede to make that happen," said Kirkegaard. "Carla epitomizes what it means to personalize instruction for, and make strong connections with, students."

"Carla just does whatever it takes," said Harrisburg South Middle School Principal Darren Ellwein. "I've worked with her for a number of years, and she has always gone above and beyond for students. She's passionate about her subject matter and finding the most effective ways to use technology to enhance instruction. She is integral in our personalized learning track for our school and district. She leads professional development and supports all our teachers. I'm thrilled to see her recognized with this award."

More information about Diede, plus links to photos and a video from the assembly, can be found on the Milken Educator Awards website at <http://www.milkeneducatorawards.org/educators/view/Carla-Diede>.

ENSURING CHILDREN'S HEALTH AND SAFETY

SDEA/NEA supports:

- Sufficient funding provided by the state and other sources to ensure that buildings are secure, structurally and environmentally safe and meet 21st century instructional needs.
- A drug-free, tobacco-free, and weapon-free learning environment.
- Funding based on current costs, not averages, for serving those with disabilities (ages birth-21)
- The requirement that school districts provide safe and well-regulated transportation or reimbursement to parents/guardians for transportation of students to and from public school.
- A learning environment free from intimidation, bullying, harassment, and violence.
- A learning environment with access to certified counselors, social workers, mental health professionals, and appropriate medical and nutritional personnel.

PREPARING STUDENTS FOR JOBS OF THE FUTURE

SDEA/NEA supports:

- Broad-based curriculum and research based standards supported by a complement of services that prepare students for life-long learning.
- The implementation of career and technical preparation programs that position students for jobs of the future.
- State funding for post-secondary scholarships across a broad spectrum of student abilities.
- Development of a comprehensive plan to determine individual student growth.

STRENGTHENING PUBLIC EDUCATION

SDEA/NEA supports:

- Providing adequate state funding to South Dakota preK-12 public schools so that South Dakota's school districts can offer competitive salaries and benefits for school employees and can provide students with 21st century opportunities to learn.
- Providing adequate state funding so that South Dakota's post-secondary public institutions can attract and retain high quality faculty, and that will make post-secondary education, including technical, undergraduate and graduate education, affordable for South Dakota students.
- Through existing resources, SDEA/NEA will work with state legislators to ensure that the state's funding formula for k-12 education meets the needs of all school districts in South Dakota and allows all districts to grant meaningful salary and benefit increases to teachers and education support professionals.
- [Legislation requiring school district accountability measures for state aid funding.](#)
- Keeping public dollars for public education students.
- The use of accreditation standards by the State Board of Education in the school accreditation process.
- Efforts to have appropriately certified and endorsed educators in all positions.

- The limitation on the amount of money school districts can maintain or carry over in their fund balances.
- A long-term solution, which includes a balanced tax structure, to fund public education in South Dakota.
- School terms that include student contact days and/or hours, professional development/curriculum days and family conferences.
- The rejection of any taxation plans that adversely affect education funding.
- A full-time all-day kindergarten program.
- Sufficient funding for the programs and resources needed to address the change in compulsory attendance.
- Legislation promoting enhanced teacher quality through instructional leadership, rigorous and responsive teacher preparation programs, quality mentoring and sound professional development programs that support South Dakota professional teacher standards.
- Sufficient time, funding, and resources to provide professional development to address changes required by the implementation of state/federally mandated initiatives.
- Efforts to expand Early Childhood Education programs.
- Efforts to ensure all Kindergarten students are at least five years old at the start of the school year.
- Student assessments that inform instruction and improve student learning. Such assessments should provide for multiple measures of learning, including measures that assess higher order thinking skills.

RESPECTING EDUCATION EMPLOYEES

SDEA/NEA supports:

- Increasing the salaries of all education employees to the regional average or above.
- [Legislation which would fund health benefits for public school employees.](#)
- [Legislation that provides necessary funding for school districts to fund health benefits for public school employees.](#)
- Efforts to strengthen collective bargaining rights and to achieve greater equity at the bargaining table (i.e. binding arbitration.)
- Legislation that would require rationale be given on decisions by the South Dakota Department of Labor regarding bargaining issues.
- Efforts and legislation to maintain and/or increase the South Dakota Retirement System benefit factor and/or to protect the SDRS Pension Trust Fund sustainability. These efforts shall include, but not be limited to, building a coalition including all organized employee groups covered under SDRS.
- Legislation that ensures that there are collectively bargained salaries and incentives to attract and retain quality educators.
- Legislation that supports enhanced compensation systems that are locally bargained, based on multiple measures, resulting in improved instruction and/or effectiveness and encouraging teacher collaboration, not competition or merit pay.
- Providing a negotiated per diem increase in pay for all school employees if there is an increase in the school term.



Find SDEA-Retired on Facebook



Questions? Contact:

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Retired Program Coordinator

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I can't remember a time when more people were more involved with more Legislative issues than this year. Certainly there seem to be many 'threats' this year to education's general interests. By the time this copy of the Advocate hits your mailbox the legislative session, for better or worse, will be over. All SDEA works so hard for education's interests — they are to be thanked and commended.

This year, the Annual Meeting of SDEA-Retired will be held on Friday the 6th of April at RedRossa in one of the rear meeting rooms starting at 2 pm.

Our main presenter will be from NEA's Member Benefits division — in a question/answer format she will show and explain how to get the most from your benefits and suggest ways on how to do it easily.

I have invited our SDEA President, SDEA Executive Director and Staff Coordinator to stop by the meeting as well. After the Retired Annual Meeting you will be able to attend a free supper at RedRossa — one of Pierre's best restaurants.

The SDEA Representative Assembly starts Friday evening at the AmericInn on the river in Fort Pierre. Please e-mail me (john.

salladay@gmail.com) as soon as possible if you wish to be one of those 25 Retired delegates and if you plan to attend our Annual meeting. Remember, too, if you agree to attend both the Retired Annual Meeting and the SDEA Representative Assembly, you will be eligible to receive a \$50 stipend.

Due to a successful NEA grant, we are able to hold three Pre-Retirement Seminars again this Spring. These will be held from 10 am to 2 pm local time on Saturdays in March and April with a lunch provided. Watertown's Ramkota was the site of the first one — Saturday March 3rd. Rapid City's Minervas restaurant is the site of the second — Saturday March 24th. Saturday April 14th is the date for the third one to be held in Sioux Falls, but the meeting site has not yet been finalized. These seminars have received overwhelmingly positive reviews each time they have been held. Presentations cover South Dakota's Retirement System Information; Financial Planning for Retirement; Legal Issues such as Wills, Trusts, Powers of Attorney etc.; and Horace Mann information.

Speaking of our seminars, Loren Paul, our staff coordinator, and

I have been asked to present sessions on how we have accomplished these seminars at the National Retired Leadership Conference in Chicago the weekend of March 17 & 18.

CALENDAR OF EVENTS

**March 24th
West River Pre-Retired Seminar**

Rapid City – Minervas
10:00 – 2:00pm MT

**April 6th
SDEA-Retired Annual Meeting**

Pierre – RedRossa
2:00 pm CT

**April 14th
West River Pre-Retired Seminar**
Sioux Falls – TBT

Drawings will be held at each. There will be a prize of \$50 & a SDEA-R local 2018-19 dues prize. For those Pre-Retired who join at the meeting, there will be a drawing for the SDEA Retired portion of the dues as well.

Board Minutes

SDEA/NEA Board of Directors' Meeting

November 19, 2017

Via Conference Call

Present for the meeting in addition to M. McCorkle were: O'Brien, McMahan, Soldatke, Wiebers, Livermont, Sokol, Gough, Jensen, Simon, Salladay, and Aldrich. Also present

were, P. McCorkle, Kern and Plooster.

Absent were: Bartlett, Thomas, Jennings, Sieverding, Sommers, Chase, Canet, Wells and Brooks.

Approved the 2019 SDEA Strategic Goals.

(Wiebers, McMahan)

Approved moving Tecklenberg on to the 2018 NEA ESP of the Year. (Sokol, Jensen)

Approved expenditure according to SDEA Board Policy 2.15. (Salladay, Wiebers)

SDEA/NEA Educational Innovation Grants

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. It does not fund projects on an on-going basis. 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. **Deadline: May 1, 2018**

Additional grants from the NEA can be found at www.neafoundation.org

— Continued from page 9

- The increase of support professionals' salaries to equal or surpass the national livable wage.
- Legislation that would increase wages and benefits for all education support professionals.
- The representation of all levels of instruction in the planning/development and implementation of educational policy.
- Maintaining continuing contract provisions in the law.
- A work environment free from intimidation, bullying, harassment and violence.

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UPCOMING EVENTS

March 2018

- 9 Last Day of SD Legislature
- 9-11 Bring Cultural Appreciation to Your Classroom! Workshop
- 16 NEA National Leadership Summit @ Chicago
- 19 Western Mini RA @ SDEA Rapid City
- 20 SEE Mini RA @ Menno
- 22 Eastern Prairie Mini RA @ SD CTE, Sioux Falls
- 24 West River Pre-Retired Seminar @ Rapid City
- 25 SDEA Board Conference Call
- 26 Veto Day
- 26 EGL Mini RA
- 30 Good Friday - office closed

April 2018

- 2 Easter Monday - office closed
- 5 SDEA Board of Directors meeting
- 6 SDEA-Retired Annual Meeting @ Pierre
- 6 Plains Mini RA @ Fort Pierre
- 6-7 SDEA RA @ Fort Pierre
- 7 SDEA election - voting begins of Board of Directors & NEA
- RA Delegates
- 14 Pre-Retired Seminar @ Sioux Falls
- 23 SDEA election - voting ends of Board of Directors & NEA -
RA Delegates
- 25 Administrative Professionals' Day
- 27 Election Committee
- 28 EdCamp Black Hills @ Custer
- 28 EdCamp Brookings