



Thanks!

Coaches: Scott Rienks,
Cindy Swartzendruber,
Allen Golden &
Bill Carsten (Volunteer)

**Congratulations!!! Paonia Girls' Basketball
Team
State Champions**

**Health Insurance Increase
A Concern for 630 Employees**

As you are aware, a modification of the health insurance program is very likely to be recommended by the Budget Task Force (BTF). The fiscal goal is to recover \$350K to \$400K from our current district budget.

There are three basic ways to change the potential employee financial burden:

1. *Develop a process to pass on to the employees the extra financial contribution in an equitable fashion.* By asking a \$100 per month additional employee contribution, this saves \$100 per month financial payment from the district. The details of how to be equitable to insured employees is a detail that needs consideration. Do you pass the amount on to only families or ask single employees to contribute as well? Perhaps \$25/\$75 increase per month for example (single/family).
2. *Change the benefits available:* By reducing or modifying benefits, major funds can be saved and additional employee contribution is reduced or eliminated. There are many different combinations to modify the benefit program and save money. Examples could include:
 - a. *Increase to individual deductible from \$1,250 upwards. You could consider two different programs:* Those that desire the current program would pay more—(say \$350 a month for family). Those that would be willing to double the deductible for family could keep the same monthly payment—(\$250).
 - b. *We could make the dental plan optional.* Actually, and of some irony, the payments for dental would be approximately \$26 per month for single and \$107 for family. Colorado Employer Benefit Trust (CEBT) offers a similar dental program at these prices.
 - c. *We could create a tiered program: Single, employee plus one, and family.* The employee plus one would pay less than current family rates of \$250 per month. Families would pay more—perhaps \$350. There are 97 on employees plus one and 160 families.
3. *We could consider changing insurance programs.* We are currently self-insured and purchase catastrophic insurance for bills exceeding \$175K per individual and \$5.5 million for group. We annually compare our rates against the 30,000 member program—CEBT. Historically, they were unable to compete with our rates. We will also look at Anthem/Blue Cross, and Rocky Mountain HMO.

HOW WILL WE DECIDE: Jim Hermann from *Willis* met last week with a small committee. This was not an official representative meeting, but only a “think about.” Jim will be at the next Coordinating Council and principal meetings. We will continue to cover the dialog in *Mondays* and eventually develop some sort of survey for your input.

**Board of Education
Special Meeting**

Tomorrow Night (3/16/10) at the D.O. @ 4:30 p.m.

Revised* Agenda

- ◆ **Public Comment**
- ◆ **Board Comment***
- ◆ **Change of Regular Board meeting date to 3/25/10**
- ◆ **Seeking Approval for Paper and Custodial Bids**
- ◆ **Routine Items**
 - a. **Approval of Regular School Board Minutes on 2/25/10**
 - b. **Expenditures**
 - c. **Routine Personnel Items**
- **CES Building Update***
- **Potential Executive Session**
 - a. **Personnel—C.R.S. § 24-6-402(4)(f)**
 - b. **Legal Advice—C.R.S. § 24-6-402(4)(b)**

The Regular School Board Meeting is expected to be March 25, 2010 at Crawford K-8.

Delta County School District 50J

Calendar

- March 16 Special School Board Meeting @ D.O.**
4:30 p.m.
- March 17 Delayed Start Day**
- March 25 School Board Meeting (proposed date change)**
@ Crawford K-8 School
Policy Review at 6:00 p.m.
Regular Meeting at 7:00 p.m.
- March 23 Classified Council @ D.O. at 12:15 p.m.**
Budget Task Force @ Delta Center at 5:30 p.m.
- April 6 District Accountability Meeting @ D.O. at 6:15 p.m.**
- April 12-16 Spring Break**



Motivating the Unmotivated Student

Several faculty members in our district have received training from the Bureau of Education and Research in the work of Chick Moorman, who teaches a set of practical strategies to teach that hard-to-reach student. Below are listed some of the strategies he suggests:

- **Strategy # 1** involves the three words “**decide, choose, pick**”. Offering choices to students gives them control in the situation and also helps them to better manage themselves. Here are some examples: giving multiple prompts for writing instead of just one, letting students study in different ways, letting them choose to do even or odd numbered problems in math instead of all doing the same ones, choosing topics for research, letting students have a choice of how to make up missed assignments, choosing a science experiment to do, working in a group to choose a project, letting students demonstrate learning in a variety of ways including giving a speech or presentation rather than a written report, etc.
- **Strategy # 2** goes with #1 in that teachers can use the words of **decide, choose, pick** when communicating with students. Rather than making a student move away from friends in class because they were visiting rather than working, for example, a teacher can indicate that a student can make the choice himself and will communicate that decision through his behavior. They can also make other choices on how to move back to that seat at a later time with different, more positive behavior. Give the student power to choose instead of telling them what the decision is.
- **Strategy #3** involves using the words **decide, choose, pick** to formulate consequences also. Help students connect the choices they make with the results which follow. Here is an example, “If you **decide** to turn it in on Friday, you have **chosen** to receive the grade you earned. If you **decide** to turn it in on Monday, you’ll receive one grade lower than the grade you earned.” Another one on behavior, “If you two **decide** to keep talking, you’ll be **deciding** to sit apart.”
- **Strategy #4** is just to tell students simply to “**make a different choice**”. In this way, you don’t guide the choice; the students can make it, but you are telling them it is time to make a change.

(To be continued in next week’s *Mondays*.)

Recruitment and Retention Grant

Delta County has once again received the Recruitment and Retention Grant, funded by the Department of Education for finding and keeping great teachers. In the past, the grant has been used to fund our mentor program, including stipends for mentors that requires them to attend teacher training evenings during the year. It will be used for similar purposes in 2010-11, but money was also added this year to help fund performance interviews. Our district is taking a positive step in recruiting the best teachers by instituting an opportunity for teachers either new to our district or transferring to new schools to **show** what they can do in the classroom, not just **tell** about in a general interview. This grant was happily received because our mentoring program has been well received by new teachers and the teachers who mentor, as well as a recruiting tool for the Personnel Department. We will be surveying both new teachers and mentors this spring to build an even more successful program this coming school year.



Congratulations to Connie Vincent, Verna Kuhn, and Elke Milton for the successful grant.

Congratulations to Delta-Montrose Technical College

The Technical College successfully completed the process for reaccreditation by the North Central Association Commission on Accreditation and School Improvement (NCA CASI). DMTC has been accredited by NCA CASI since 1976. Every five years they must go through a reaccreditation process. In August 2009, faculty and staff began working in teams to gather documentation and look at every aspect of the college including curriculum, mission statements, student and staff evaluation processes, use of data, student performance, availability of resources, and leadership. The information collected was used to complete a self-study that was submitted to NCA CASI in January. An external team of five educators from other NCA CASI accredited schools came to Delta last week and spent three days reviewing the information collected by DMTC’s teams. In an exit report on Wednesday, the external team complimented the staff and faculty at DMTC for their compassion for and commitment to students. They also commented that the Practical Nursing and Law Enforcement programs are some of the best they have seen at any college.

Congratulations to Caryn Gibson and all the Staff at the Technical College.

**For each petal on the shamrock
This brings a wish your way -
Good health, good luck, and happiness
For today and every day.**





Suggested lesson format (Dr. Brad Witzel)

Math On The Planes: Workshop in Denver **PLAN BEFORE YOU TEACH**



- ◆ Warm-up (maintenance)
 - > Should be mixed review that students understand
 - > Most useful with word problems
 - > Tie mixed review to newly introduced concept

Interventions at all grade levels should devote about 10 minutes in each session to building fluent retrieval of basic arithmetic facts. Warm-up should be at the independent level. This is an excellent time to incorporate procedure with conceptual through the use of word problems.

- ◆ Statement of relevance
 - > Find a reason why the material is important to students immediately - think motivation

MATH SHOULD BE FUN! There is a negative mindset when it comes to math. Math is simply a language of patterns and order, and because every student has a language of some sort, every student can succeed. THINK ABOUT THIS: no one had to motivate you to want to learn to drive. It needs to be the same for math. Students need to see a purpose for learning math in order to embrace math. Example: Boston Red Sox catcher asked why there are eight times more steals to second than third. Think about the Pythagorean theorem, square roots, decimals and the distance/time formula and you can take the abstract to concrete to find the answer. The recent Olympics offered so many opportunities for math: ranking competitors, keeping medal tally, concept of time, counting, rate of change, ... OR, be creative, know what is relevant in your students' lives.

- ◆ Describe / Model

In many classrooms a teacher lectures, gives example, and expects students to understand. Use visual representations. Instructions need to be explicit and systematic. What is proficient problem solving? Show students and verbalize the thought process.

- ◆ Guided Practice

Use NUMEROUS clear models, both easy and difficult WITH THINK ALOUDS.

- ◆ Independent Practice (process feedback)
 - > PRACTICE CAN BE FUN

If students are ready for independent practice then this is YOU DO, so let them DO. If the guided practice is well planned and taught, students should not require much assistance with this practice. We cannot be continually rescuing them if we want them to soar on their own. This will take them from the concrete to the representational and finally to the abstract. CRA (Concrete, Representative, Abstract) is the key!

- ◆ Word Problem (generalization)

Cumulative review should be in each session and word problems are a vital component.

***Fluency Probe (product feedback)

If we do not practice fluency of basic facts and skills, how can we expect students to perform at their highest level? (even at the higher grades) Have you ever attempted to play tennis or golf after not picking up a racket or club in 5 years and been successful against "your opponents?" Perhaps this is what we sometimes ask of our students???

*Question: Could you be more specific of how the District Office will share the burden of the proposed budget cuts? Yes, thanks for the question. Last year, we reduced the number of directors by .5. We share one director with the Technical College and personnel. Another director is a half-time employee. This saved \$43,500 in salary and \$12,000 in PERA and benefits (saving \$55,500). We are also reducing administrative assistants by two part-time employees. Neither of these are on the benefit program, but this will save \$31,500 in salary and PERA. Thus, the cuts at the District Office, **not** counting 2 furlough days from the Superintendent, directors, and secretaries is \$85K.*

By the way, we plan to sell by silent auction four District cars driven by the Superintendent and Directors. The best cars will be made available to itinerant staff and in-service travel to Denver, etc. District officials will be paid mileage for business related travel at 30 cents per mile. Frankly, there is not expected to be any savings in this concept, but may help with some negative perception issues. My school car may be certainly well sought after: It has 175K miles, leaks oil, has a deer collision partially repaired by me, and has AC issues.

(See the list of automobiles on page 4.)



Thoughts and Concerns

- ◆ Congratulations to **Nathan Bunch**, teachers at Garnet Mesa Elementary School, and his wife, on the arrival of their new son, Ephraim John.
- ◆ Our thoughts go out to **Teresa Burns**, teacher at Hotchkiss High School. Her brother is in the hospital in critical condition. We wish him a speedy recovery.



Cars for Bid

Delta County Schools is accepting bids for school district vehicles. The bid deadline is April 8, 2010. The cars will be able to be picked up by the winning bidder after May 1, 2010 upon payment in full. Your bid should include the number of the vehicle you are bidding on and the amount you are bidding. All cars have had regular maintenance, but are sold as is, with no warranty.

Vehicle Number	Description	Mileage	Other
#1	2000 White Chevy Lumina	128,000	Transmission sound
#3	2000 White Chevy Lumina	125,000	Rebuilt; Salvage Title
#11	1999 Blue Chevy Lumina	175,000	Minor Body Damage, oil & AC issues
#603	1997 Ford Crown Victoria	107,473	Assorted Bumps & Bruises
#606	1995 Ford Crown Victoria	88,958	Assorted Bumps & Bruises
#608	1995 Ford Crown Victoria	81,999	Assorted Bumps & Bruises
#617	1997 Ford Crown Victoria	88,326	Assorted Bumps & Bruises
#618	1994 Ford Taurus – Does not run		
#619	1995 Ford Club Van –	Mileage Unknown	Runs
#625	1973 Chevy Pickup	124,820	Runs, 350 Engine

Please submit bids to Marcia Hiler, Delta County School District Office by Thursday, April 8, 2010. Bids must be in writing, no e-mails accepted. Winning bidders will be notified and may pick up the vehicle after May 1, 2010, upon payment.

DMTC TESTING & ASSESSMENT



Cyndi Payne, of DMTC's Testing & Assessment department orients Nuvia Gamez who wants to pursue a certificate in Early Childhood Professions.

Ms. Payne, a 27-year staff member of the school district, and Lori Monroe, manage the Testing & Assessment functions which include WorkKeys, TABES, ACT tests, and over 30 tests for federal agencies (Transportation Security, the US Postal Service), industry (Qwest, Safeway), and medicine (Ophthalmology, Nuclear Medicine).

Proctoring these tests require an intimate knowledge of each prospective employer's policies and hiring procedures as well as the technical skills to keep the computer lab up and running



"I have metal fillings in my teeth. My refrigerator magnets keep pulling me into the kitchen. That's why I can't lose weight."

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