

## Meet 2018 Teacher of the Year Mandy Manning

Mandy Manning was a media and film major at Eastern Washington University who never imagined her career in a classroom. She was going to be a screenwriter and producer.

But then, during years of extensive travel around the nation and world, she kept hearing the same advice from disparate voices wherever she went.

“You ought to be a teacher,” they said. She heard it on a first job in Shelton, Washington; again on a Peace Corps assignment in Armenia; then again while living in Texas.

All of those disparate observers saw the same thing. Even without formal training, Manning possessed the qualities of a great teacher – compassion, enthusiasm, love of learning and a great way with kids. She was a natural.

Manning heeded the call. After a master’s degree and teaching assignments in Texas, Japan and New York, she returned to her childhood home of Spokane in 2008. Three years at Lewis and Clark High School then led to a very special opportunity at Ferris High School in 2011.

There, Manning was hired to teach in the school’s Newcomer Center, an English Language Development (ELD) program for non-native speakers. The program is one of the few of its kind in the state.

In a typical semester, she will count roughly 30 students from a dozen or more nations. The only common thread is that none speak English. That, however, is very temporary.

On the first day, new students are greeted with introductions and hugs. Then the magic begins. Manning and bilingual specialist Luisa Orellana weave lessons in reading, ELD and math into larger pathways to education and opportunity.



Mandy Manning photographed at Manito Park.

Within a semester, most transition into traditional classrooms. Some of her early students are now in college.

Former Ferris Assistant Principal John O’Dell says Manning’s success is due, in part, to the fact her work extends beyond the classroom. “Mandy is a tireless worker for the students and families she serves,” he wrote. “This includes involvement in local refugee support organizations and countless home visits.”

“These acts of concern have a ripple effect through the

classroom,” adds ELD colleague and department lead Amanda Mills. “They create an atmosphere in which students know how much she values their cultures and how invested she is in their success.”

Indeed, her students’ success has gone so wide and deep that Manning herself has received a special honor. She has been named the 2018 Regional Teacher of the Year in the seven-county region served by NEWESD 101. With that honor comes automatic nomination for the state Teacher of the Year award.

Manning, however, doesn’t care much about personal accolades. For her, it’s all about the kids. If they are successful, she is successful. And therein lies another of the special qualities seen by those disparate observers back in the 1990s.

With all due respect to the Manning family of professional football fame, friends of Mandy say the more significant Book of Manning is the one being written in Spokane.

This book is not about games on Sundays. It is about a teacher changing the world, seven days a week, one life at a time.

## Dr. Callahan was right

Professor Richard Callahan taught the very first education course I ever took when, in the midst of earning a degree in political science, I concluded that what I really wanted to do was become a teacher.

Though I don't remember all that much about the content of that class, I have always remembered something he told us that has proven more than true throughout my career.

He told the young, aspiring teachers that when we got our first job, or any job thereafter, the most important thing we could do is to quickly make friends with both the head secretary and the custodian. *He knew whereof he spoke.*



In a short month from now, the talented secretary (actually executive secretary) with whom I have worked closely at NEWESD, **Sara Ballard**, is retiring after 24 years of service here – the last 22 working directly with my predecessors, Drs. Brian

Talbott and Terry Munther, and me.

Sara joined the NEWESD team upon her arrival in Spokane in 1993 when her husband's career necessitated a move to Eastern Washington. Initially our agency's receptionist, she was tapped by Dr. Talbott to become the assistant to the superintendent in very short order.

Because that college professor was indeed right, it is no surprise to anyone on our team or amongst the districts we serve that Ms. Ballard has had an indelible influence on the culture and fabric of our ESD.

Great secretaries always do – they are the ones who know most everything, provide support in both big

and small ways, and who often, ultimately, assure their department, school or organization reflects the best of who *they* are.

Over the past 38 years I have personally been blessed to work with incredible head secretaries/administrative assistants in each role I have held – Rona (Miller) Galbreath and Nancy Weber at Ritzville HS; Lannie Cubley at Lewis and Clark; Pat Erickson and Anne Bruya at Shadle Park; Marylou Robinson at Mt. Spokane; Kay Savitz in the Spokane Public Schools; Sharon Throop in the Cheney Public Schools; and Sara Ballard here at NEWESD.

Each of these nine professionals went over and above to support others, usually had the answers needed, and always willingly found the answers if they didn't immediately know them. I was and remain grateful to each of them.

They each, in their own ways, made the jobs of fellow staff members easier, indeed possible, because of the work *they* did. And that is what Sara Ballard has done over the course of almost a quarter century at NEWESD 101. She will leave our organization in early October in the same way that good Scouts leave a campsite – *better than she found it.*

As a new school year gets underway, it is an appropriate time for all of us to remind ourselves how valuable and appreciated all of our secretaries (and custodians) are; the women and men whose time, skills and commitment make the engines of our departments, schools and districts run. Thank them, often – they are most deserving of our gratitude.

Michael Dunn, Superintendent

## Looking for inspiration? We know where to turn

NEWESD 101 recently completed an eight-part video series profiling some of the region's outstanding teachers. The series features Linda Carney, Spokane; Dave Gamon, Mead; Tim Larson, Odessa; Jim Loucks, West Valley; Alecia McAdams-Sing, Nine Mile Falls; Monte Syrie, Cheney; Kathi Tribby-Moore, NEWESD 101; and Jeff Wehr, Odessa.

If you are looking for inspiration, or further evidence of the good work taking place in public school classrooms, go to <https://www.youtube.com/user/NEWESD101> and scroll to "Created playlists" to see the individual videos.



Kathi Tribby-Moore

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Comments, questions or suggestions should be sent to the editor, NEWESD 101, 4202 S. Regal St., Spokane, WA 99223, (509) 789-3540.

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## Deb Kowalkowski

Deb Kowalkowski lives for “aha” moments – those magical moments of discovery when the light clicks on; when new learning takes root.

In the last three years, she has seen – and been the catalyst for – countless teacher aha moments. As NEWESD 101’s regional math coordinator, she runs the point on coordinating professional learning for 59 districts. It’s a two-pronged job that includes both content knowledge and the craft of teaching.

Her networking ability is an added bonus. Two years ago, Kowalkowski attended a workshop in California hosted by Stanford University’s renowned Jo Boaler, a mathematics professor and one of the nation’s most respected authorities on education reform and equitable mathematics classrooms.

After the presentation, while others exited through the back of the room, Kowalkowski walked forward. She approached Dr. Boaler and said, “I work for 59 districts in Washington state.”

To make a long story short, that introduction led to Boaler coming to Spokane for a regional workshop and NEWESD 101 securing a Stanford Affiliate program, one of only four in the nation and a professional relationship that continues today (next Boaler workshop Nov. 3).

While NEWESD 101 is by no means unique among ESDs nationally in offering regional math services, its connection to Stanford has provided an inside track to some of the most creative people and methods in all of higher education.

An August workshop featuring another national figure (and Stanford graduate), Dr. Cathy Humphreys, drew 75 teachers to NEWESD for a two-day session on “Number Talks,” an instructional approach cultivating the visual nature of mathematics and building number sense through critical thinking more than steps and procedures.

Inspired by Dr. Boaler, and neuroscience on how the brain processes information, Kowalkowski’s mission is to provide teachers a connection to the latest research on learning, opening up mathematics to more creative, inspiring ways to teach.

“Math is bigger than calculations,” says Kowalkowski. “It’s about reasoning, connections and communication. In the past, math was too often one-dimensional; too focused on memorization and procedure; on ‘answer-getting.’”

No more. Today, with research grounded in neuroscience, more aha moments are being counted every day. Thank you, Deb, for walking forward while others walked back.



## Megan Bale

Thomas Wolfe wasn’t entirely right in his 1940 literary classic, *You Can’t Go Home Again*.

In fact, you can go home again. Just ask Megan Bale. Over the summer, the Spokane native returned home to take a position as regional literacy coordinator at NEWESD 101. And in this instance, when we say home, we don’t just mean

back to the old hometown. For Bale, landing at NEWESD 101 means returning to her childhood neighborhood.

From her new office, she can walk two blocks to the grounds of her old high school (Ferris), seven blocks to her old elementary school (Hamblen) and a mile to her former middle school (Chase).

It has been 13 years since Bale last visited these places as a K-12 student. While her return has a certain “Back to the Future” feel, she clearly returns as a very different person from the 18-year-old who graduated from Ferris in 2004.

To start, she returns with bachelor’s and master’s degrees from the University of Washington, where she will also complete a doctorate in Educational Leadership and Policy Studies next year.

She also returns with considerable work experience that includes five years as a special education teacher and assessment manager for Seattle Public Schools.

And last, but certainly not least, she returns with a family – husband Jacob, also a Chase and Ferris alum, and a one-year-old son, Elliott. Yes, she says, it feels good to be home. There won’t be much time for reminiscing, however. Bale is eager to jump into work.

As regional literacy coordinator, her duties will focus on state initiatives in English Language Arts (ELA), including professional learning for all 59 regional districts and coordination of the regional ELA Fellows Network, a group of instructional leaders convened by OSPI to support district implementation of state standards.

True to her roots in special education, Bale says she relishes the opportunity to work with local districts committed to the success of all students, including those who need advocates or have ever felt marginalized.

Her enthusiasm is infectious. The region’s 59 districts – and the old neighborhood – are already feeling a jolt of energy. All are grateful she is home again.

*‘Snapshots’ continued, next page*



## Martha Lagerstrom

Martha Lagerstrom grew up in Los Angeles County in a beautiful rural setting in the shadow of the San Gabriel Mountains.

Los Angeles and rural in the same sentence?

Yes, that's correct. Lagerstrom grew up in Palmdale, CA., then a town of about 10,000 people an hour north of downtown Los Angeles. In those days, California's less populated high desert communities were perhaps more like Eastern Washington than downtown LA.

Thus, the transition to Eastern Washington was an easy one for Lagerstrom and her husband Eric when they migrated north in the early 1980s. They found a perfect fit in the people, lifestyle and recreational opportunities that awaited them in Spokane.

So did sons Brian and Brett, who flourished in Spokane schools before moving on to college and careers.

While Martha and Eric are empty-nesters today, they still enjoy outdoor adventure and, in Martha's recent case, new professional horizons as well.

Three months ago, she joined the team at NEWESD 101 as an accounting assistant/secretary whose duties include accounts payable, contracts and workers' compensation.

She joined the team following six years in the payroll office at the Community Colleges of Spokane.

Just like her initial move to Spokane, the transition to NEWESD 101 has been a perfect fit, she says. She enjoys the people and their professionalism, the variety of work and the opportunity to serve the region's schools.

The feeling is mutual with her new co-workers, who have welcomed not only a multi-dimensional performer, but a go-to, in-house software adviser (soon to receive Microsoft Office user specialist certification).

While far removed from her beautiful views of the snowy San Gabriels, Lagerstrom says she has traded up for beautiful views of snowy Mount Spokane.

Call it an excellent trade that has worked out well on many levels, for many people, for many years. NEWESD 101 is now added to the list of beneficiaries.



## Chuck Stocker named to NEWESD 101 Board

NEWESD 101 is pleased to announce the appointment of Chuck Stocker to its Board of Directors. He was sworn in August 15, replacing Lynn Trantow, who relocated outside the area.

Stocker is one of the region's most respected educators, logging experience that includes 23 years as a teacher and administrator in the Central Valley School District, four years as superintendent of the Freeman School District and seven years as East Valley superintendent.

More than an educator, Stocker also is well known for his community service. Following his retirement from East Valley in 1998, he worked 11 years in community relations for Inland Power and Light. In 2011, his decades of volunteerism earned him Citizen of the Year honors from the Greater Spokane Valley Chamber of Commerce.

He still remains active, serving on myriad boards including the HUB Sports Center and Valley Hospital. He also was a founding member of the Northeast Washington Education Council, NEWESD 101's non-profit affiliate. Welcome, Chuck.

## *Picnic tables tell a deeper story*

What do picnic tables have to do with making a living? The answer is "everything" if you are a student interested in construction.

Indeed, the building of a sturdy wood table could be a life-changing event for a young person still exploring interests and skills and unsure of future directions.

Over the summer, NEWESD 101 joined with Associated General Contractors (AGC) and the Spokane County Juvenile Court in developing a first-of-its-kind summer training program for court-involved youth interested in construction.

The three-week program, based at NEWESD 101's YouthBuild training site, introduced students to all aspects of construction, including job safety and first aid, use of power tools, hands-on experience (building picnic tables for local non-profits), and concluding with workshops on resume writing, job interviews and financial literacy.

Shawn Kingsbury from AGC and Spencer Koonz from Juvenile Court directed the program, with workshop assistance provided by the Next Generation Zone (Spokane's one-stop education and career training center staffed, in part, by NEWESD 101) and Inland Northwest Bank.



**Measure twice; cut once:** *Shawn Kingsbury, second from left, and Spencer Koonz, far right, directed the successful pilot program introducing students to construction trades.*

While the finished products may have looked like handsome picnic tables, they were actually designed as doorways to a brighter tomorrow.



## Deb Ramsay: Leader, friend, beloved colleague

Deb Ramsay was modest to the extreme – one of those superbly gifted, but unassuming people we meet only a few times in a lifetime. She never boasted of her considerable achievements. Her M.O. was to downplay personal success, if not deflect it completely.

She would have cringed at the notion of anyone calling her a legend. But she was.

In October, NEWESD 101 lost its legend. Ramsay, the agency's long-time executive director for Technology and Design Services, passed away following a long and courageous battle with multiple myeloma, a type of blood cancer. Her passing came two months before her planned retirement.

While short in stature, the diminutive Ramsay was long on talent, standing above the crowd as one of the most dedicated and multi-dimensional leaders in NEWESD history.

Our agency Web pages – designed and structured by Deb Ramsay. Our print publications, including Focus newsletter and regional Events Catalog – designed by Deb Ramsay. Our eight-member IT and EDTECH departments – serving both local districts and 170 internal staff members – directed by Deb Ramsay.

The person always available, 24/7, to answer any tech question or emergency – Deb Ramsay. The cheerful co-worker who always brought a smile, even in illness – Deb Ramsay.

"Deb Ramsay was the most 'can-do' professional with whom I have ever worked," said NEWESD 101 Superintendent

Dr. Michael Dunn. "She always found possibilities, rather than road-blocks. Perhaps it is most accurate to say that she was to us what Radar was to M.A.S.H. – she knew what was needed before we'd even asked. Our ESD, and the world we share, will forever be better because Deb was such a huge part of us.

"She was someone who always leaned in," Dunn continued. "I dare say there are not many people who could endure the challenges of multiple myeloma over a six-year period and not only never miss a beat at work, but in fact – after all that time – still have both sick and vacation leave balance left."

Deb joined NEWESD 101 in 1996, following more than a decade of service in the K-12 and higher education arenas.

She held a Bachelor of Fine Arts degree from the University of Arizona and a Master of Arts degree in Computer Science from Gonzaga University. Her academic honors included Gonzaga's Educational Leadership Award in 1994.

The NEWESD 101 family has lost a one-of-a-kind talent, and friend, whose passing leaves a painful, indescribable void in the hearts of all who knew her.



*Deb Ramsay: 1952-2017*

## STCU presents pre-season cheer

Santa Claus arrived early this year. For two NEWESD 101 employees, the first gifts of the season arrived before Halloween.

In October, Spokane's STCU made surprise visits to present a pair of \$250 checks to two NEWESD 101 staff members for the purchase of classroom supplies.

The first recipient was Jamie Cosand, a teacher at the Spokane Juvenile Detention Center School. STCU staff then returned to present another \$250 check to Marci Baileys, a speech language pathologist in NEWESD 101's Center for Special Education Services.

STCU, a not-for-profit credit union founded by teachers, presented more than \$20,000 to regional educators this fall to help enrich their classrooms. Thank you, STCU.

## Mandy Manning adds state honor

Since our last edition announcing Mandy Manning as regional Teacher of the Year, the veteran Ferris High School instructor has added a new honor. Earlier this fall, Manning was named the 2018 state Teacher of the Year at a ceremony in Seattle.

She is the first teacher from the NEWESD 101 region to receive the statewide award since Dennis Griner of Garfield-Palouse in 2004.

See this video profile of Mandy, part of NEWESD 101's ongoing "101 in 101" series, recently posted at: <https://goo.gl/ZvP49w>.

Congratulations, Mandy.



*Mandy Manning*

# Courage, class, self-discipline and heroism...

While I don't remember the particular circumstance to which it referred, I definitely remember the statement.

Years ago, while watching an NFL football game, I heard a commentator say, "sometimes you see the best in people when things aren't going well for them." That observation has stuck with me since, and I have particularly thought a great deal about it this fall. Because, through some very difficult circumstances, I have seen some real acts of courage, assuredly even heroism.

In early October Deb Ramsay, NEWESD's long-time executive director for Technology and Design, passed away. Over six years ago Deb was first diagnosed with multiple myeloma. Through that time period she endured ongoing treatments, chemotherapy, and a stem cell transplant.

I would imagine that others, facing the same diagnosis and long journey, might become angry, frustrated, or perhaps helpless. Not Deb. Never once did we see her lose hope.

Her work, and its quality, never skipped a beat. When she could not be physically present, she worked online. She never lashed out at others, never gave in to "poor me." Deb Ramsay may have had cancer, but it certainly never "had" her.

To the very end she remained resolute and a consummate professional. Unlike some others, any private frustrations she undoubtedly felt were never publicly shared. The epitome of courage and heroism.

I have also observed, with respect and awe, many incredible people and things in the wake of a young man opening fire on classmates at his school earlier this fall; bringing enhanced meaning to #FreemanStrong.

No school or district can ever completely assure tragedy won't strike, but as with Freeman, it can have preparedness, courage and decided assets in place in the event of the unthinkable.

Immediately, Freeman High School staff and students bravely confronted a disturbed young person, preventing a situation from becoming so much worse.

Courageous first responders were almost immediately present to get injured students the care they needed and to protect others. Freeman students, P-12, did as they had practiced and been taught to do; following directions as staff demonstrated deep commitment to their safety.

Parents and families cooperated, trusting their district, as they arrived in droves to connect with their children. And Freeman administration, staff, and school board members summoned the resolve to lead their community through a crisis and its aftermath.

And so many others...the Marysville superintendent; a crisis expert; the Empire Health Foundation; United Way of Spokane County; countless organizations and businesses in the region; counselors from schools and agencies; other schools and their students from near and far ... each rallying support for Freeman students, parents and staff. And multiple others not mentioned, but no less noticed and appreciated.

Indeed, and importantly, sensitive and factual journalism from news outlets; and only a few individuals lashing out on social media.

In difficult times, some individuals get angry, blame others, irresponsibly use social media. Not Deb Ramsay. Not those at Freeman, and so many committed to their support. They each demonstrated courage, professionalism, heroism and hope. In the worst of times, I and others observed the best in them.

To each I am grateful; grateful for the examples that, with tenacity and confidence, good and strong people are still able to summon their better angels. A lesson to be appreciated, and heeded.



Michael Dunn, Superintendent

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## Sandra Szambelan

Sandra Szambelan has had a front row seat. In fact, more than a witness, she has been a front-line player in the revolution.

The revolution? Yes, the blossoming, the recognition and the expanded focus on early childhood education she has seen in her 14 years at NEWESD 101.

Programs and services were a little smaller and low key when Szambelan joined the staff as an early childhood coordinator in 2003.

Two years later, she became director of the agency's Center for Early Childhood Services and a year after that, the State of Washington created a Cabinet-level department to focus on early childhood programs, the Department of Early Learning.

For the state and region, early learning has been on a fast-track forward ever since. For Szambelan, that means a full plate beginning with the supervision of 30 staff members deployed across 19 classrooms. It also means overseeing an Early Childhood Education and Assistance Program (ECEAP) serving 232 children in six counties.

But, that just begins to scratch the surface. In the all-encompassing "other duties as assigned" category, the list is long.

It includes professional learning for district staff around the region; coordination of an infant/toddler consultation project; providing coaching to regional child care providers; leading the birth-to-3 early intervention program in Ferry, Stevens, Pend Oreille and Lincoln counties; directing regional components of the



■ Sandra Szambelan

statewide WaKIDS program; and, most recently, overseeing a newly created network of 19 early learning fellows.

Then, because a couple of hours in the 24-hour day remained unfilled, she's also found time the last two years to squeeze in more schooling. Just this month, she completed her master's degree with administrative certification at Washington State University.

Yes, if you get the sense that Sandra spends little time standing around, you are correct. The growing impact of her department is a direct reflection of her enthusiasm and energy.

Her timing also was impeccable. She arrived on the scene just as the state and region were needing high-impact players to lead the early learning movement to a higher level. Victories have ensued – and the revolution continues.

## Nicolle Hall

When Nicolle Hall arrived at NEWESD 101 this fall as an accounting assistant, she brought a resume that was, at once, non-traditional, yet perfect.

It was non-traditional in the sense that she had never worked in education. Yet it was also perfect because her private-sector experience was so deep, rich and varied.

In an office that covets versatility, Hall brought an impressive resume showing a propensity for working well under pressure, juggling multiple tasks for multiple clients and, quite literally, keeping track of thousands of parts.

In her previous job at Ecova, an energy management firm, she was assigned a list of prominent business clients. Her job: Work with each client company to reduce energy consumption. Her clients: You might have heard of some of them ... NBC Universal, Time Warner and HBO.

And her job before that? She worked at Spalding Auto Parts, the giant Spokane Valley auto salvaging/recycling operation. There she assisted clients in locating literally hundreds of thousands of auto parts.

Between the two jobs, the small town kid from Newport, WA clearly was not intimidated by big names or big numbers. Along the way, she collected a valuable range of skills in accounting and database management.

Today, she brings those skills, together with an impressive can-do attitude, to NEWESD 101, joining a business office known for its efficiency and skill.

And if you need guidance on engine parts or suspensions, consider that an added bonus. She knows right where to go in the 50-acre Spalding lot. There's no charge for the extra customer service.



■ Nicolle Hall

## Art show is coming

The 2018 NEWESD 101 Regional High School Art Show is just around the corner. The annual show, entering its 45th year, invites entries across a diverse spectrum of media including, but not limited to, acrylics, charcoal, clay, fabrics, graphite, paper mache, pastels and photography.

Entries must be received by NEWESD 101 between February 5-16, 2018. Regional winners will advance to the state art show sponsored by OSPI. For complete instructions and guidelines, please visit <https://goo.gl/13k1N5>.

### Medical Lake ushers new era in school transportation

The news did not go up in smoke ... or diesel exhaust. In fact, there was virtually no smelly emission burn-off when the Medical Lake School District made history this fall by deploying the region's first-ever propane-powered school buses.

When school started in the fall, the Medical Lake fleet of 33 buses included three new acquisitions unlike all the others. Two more propane school buses have been ordered and will soon follow.

Save for their shiny new paint, the propane buses appear, on the outside, no different than any other yellow bus. The differences are found under the hood and behind the tailpipe, where all similarities end.

While diesel currently enjoys a slight advantage at the pump, propane offers multiple offsets. According to the U.S. Department of Energy, the differences, and benefits, of propane are many:

- It is domestically produced.
- Its carbon content is lower than diesel, resulting in fewer emissions.
- Maintenance costs are substantially lower because propane engines offer extended oil change intervals and do not require the complex emission systems required on diesel vehicles.
- Engine performance is better, especially in cold weather. Propane buses do not require block heaters to assist with starting on cold Northwest mornings.



Dan Cools, Medical Lake's transportation supervisor, says the early returns have been highly positive. Barring unforeseen circumstances, the purchase of additional propane buses is likely as the district retires its older diesel fleet over the next several years.

In the meantime, other districts are taking notice, liking what they see – and smell. That pleasant, but unexpected odor you detect behind the bus? It's called fresh air.



*Dan Cools, Medical Lake transportation supervisor, and Chris Jose, regional transportation coordinator at NEWESD 101, developed the specifications and requirements for the new propane buses.*

### Ready for harsh weather?

Northeastern Washington may not lie in a hurricane zone, but it still experiences its share of emergencies from fires, high winds, snow and ice storms. How do schools and communities best respond? The National Weather Service (NWS) has the answers.

To build what it calls a Weather-Ready Nation, NWS is partnering with schools and other organizations to improve emergency preparedness. The NWS-Spokane office specifically invites the participation of regional districts interested in reducing the adverse impacts of extreme weather. For more information, contact Laurie Nisbet at [laurie.nisbet@noaa.gov](mailto:laurie.nisbet@noaa.gov).

### Professional learning headquarters

Looking for clock hours or a workshop on a particular topic or interest? Look no further than [www.esd101.net](http://www.esd101.net).

The "Courses" button in the top right corner of our Website will direct you to professional learning opportunities targeting all areas of the P-12 spectrum. Workshops are scheduled through the end of the school year and more are being added each month. A typical year sees more than 500 course offerings.

NEWESD 101's online registration system, GoSignMeUp, makes it easy to enroll in professional learning and clock hours.

For courses after September 1, 2017, clock hour forms are no longer mailed. They are online.

For questions about clock hours, please contact Sherry Campbell at 509-323-2786 or [scampbell@esd101.net](mailto:scampbell@esd101.net).

### Story ideas for Focus?

Does your school or district have an interesting story you would love to share with the region? If the answer is yes, your story could be shared in the next edition of this newsletter. NEWESD 101 welcomes story ideas.

Contact Steve Witter at 509-789-3540 or [switter@esd101.net](mailto:switter@esd101.net).



# focus *on education*

NEW  
ESD101

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*Artist's rendering of the conference center addition.*

## Please pardon our dust

■ Yes, it is true. NEWESD 101 is the site of a major dust-up. But not a dust-up of the fighting/quarreling variety. This is one of the building/constructing variety, caused by shovels in the ground. NEWESD 101 is under construction.

The dawn of 2018 brings exciting change to our South Regal Street campus, as work is beginning on a 7,000-square-foot conference center expansion.

The addition, which will accommodate up to 250 people in theater-style seating, will be dividable into four meeting spaces, providing multiple options for concurrent meetings. The addition will be built alongside NEWESD 101's existing 5,500-square-foot conference center, built in 2001.

Through the intervening years, NEWESD 101 has significantly expanded its professional development offerings; often pushing the building to capacity and even requiring workshops and meetings to move off-site.

## NEWESD 101 awarded two Hagan Foundation grants

■ NEWESD 101 has been named the recipient of two grants totaling \$12,495 from the Spokane-based Hagan Foundation.

The first award, for \$7,275, is earmarked for a computer "hack-athon," a regional event for students in grades 3-12. Hackathons, also known as game jams, task students with planning, designing and creating a game built around a real-world problem or STEM (science, technology, engineering and math) issue. The award builds on a previous Hagan grant funding the region's first-ever computer hackathon in 2016.

The project will be conducted in three phases beginning with demolition of an existing storage building, affectionately dubbed the "Kennel." Phase Two will see construction of the new building and Phase Three will update the existing conference center and its technology systems.

At its February 20, 2018 monthly meeting, the NEWESD 101 Board of Directors moved to name the facility the Talbott Event Center in honor of Dr. Brian L. Talbott, superintendent of NEWESD 101 from 1982-98.

Following his retirement, Talbott became executive director of the Association of Educational Service Agencies, a national group representing ESDs in 45 states.

Design West Architects of Pullman is assisting NEWESD 101 with planning and design of the new building. The entire project should be completed by January 2019.

Until then... please pardon our dust.

The second award, for \$5,220, will fund the purchase of educational software for students in NEWESD 101's Center for Juvenile Detention School Services. This award also follows prior Hagan grants upgrading the computing capabilities at the Spokane County Juvenile Detention Center, Martin Hall Detention Center and Structured Alternative Confinement School. NEWESD 101 operates the education programs in all three detention programs.

The Hagan Foundation was established in 1997 by Cornelius E. Hagan, Jr., a retired physician committed to education and youth: [www.haganfoundation.com](http://www.haganfoundation.com).

NEWESD 101 extends its thanks to the Hagan Foundation for its generosity and ongoing commitment to all youth.

# Humility, honesty, responsibility; requisites for service and leadership

■ Each of us engaged in the honorable and worthy profession of education is a servant. At the beginning and end of each day, in either direct or indirect ways we are serving the students in our schools; striving to form partnerships with them and their families to serve their current needs and the futures to which they aspire.

And in small or larger ways, each of us is also engaged in leadership – either in formal capacities or through the example that we provide. It seems wise that we always, and perhaps especially in our current reality, reflect carefully on the import of service and leadership, and the examples we provide of both.

What fundamental qualities do genuine service and meaningful leadership entail? And do we sincerely understand that if it ever becomes solely about us – that is, if our own interests become paramount to the interests of those we serve – we are failing the basic tenets of service and leadership?

Do we remember that young people are always observing; that our profession is a shared endeavor and is perhaps the ultimate team sport; and that sometimes our most significant learning can result from listening to the learners themselves?

Every effective servant and leader whom I have ever known or with whom I have been fortunate enough to work has been imbued with humility. Whatever confidence or assuredness she or he possesses, it is checked by the humbleness of knowing she or he does not possess the one, only, or necessarily best approach or perspective.

When others see it differently, they do not lash out and claim they have a corner on the truth, nor give themselves permission to act in self-centered ways.

Servants, and servant-leaders, adhere to a commitment to honesty. They speak and act in honest and respectful ways, and they look honestly at both the specifics and the totality of data that reflects the work and the organization with which they are associated.

They know that ultimate truth and accuracy cannot be significantly nuanced; it either is or is not. They do not blame or disparage others; they instead roll up sleeves to right any wrongs and achieve intended goals.

And genuine servants and leaders take very seriously the responsibility that comes with their roles. They know this means honoring those they serve by making responsible decisions and by speaking and acting in responsible ways. They recognize that collaboration and cooperation are key, and that disparate voices and viewpoints can lead to better outcomes than the limitations of merely their own interest.

In recent weeks education servants and leaders have observed, presumably with respect and pride, the passion and wisdom of young students as our nation unfortunately continues to grapple with the impact of yet another mass shooting in a school.

Can the experiences and hopes of those we serve lead us beyond old divisions to intelligent decisions? True servants and leaders know that there is never an easy time or way to address tough issues and realities, yet with empathy, humility, honesty and responsibility they summon the courage to do just that.

And they do not make angry statements like one I heard a cable TV personality make in response to a prominent sports figure's perspective with whom the person disagreed... shut up and dribble.

Servants and leaders in our profession work, speak, behave and act in ways that signal respect for all those we serve and with whom they work, and for the honor of having the privilege to do so.



Michael Dunn, Superintendent

## Your district could be featured in next issue

Have a story idea for Focus? Perhaps an innovative program in your school or a student story you would like to share with other districts?

It is not too late. One more issue of Focus (May–June edition) remains in the 2017-18 school year. To share your story idea, please contact Steve Witter at (509) 789-3540 or [switter@esd101.net](mailto:switter@esd101.net).

# focus

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## Kassidy Probert

You would never know Kassidy Probert spent the first 14 years of his life in Oklahoma, a fan of the Oklahoma Sooners. There is no trace of a drawl and no visual evidence in his office of the Sooner Schooner.

The turning point came before his freshmen year of high school, when the family moved to Eastern Washington; to Asotin, just south of Clarkston.

Walk in his office now, 20 years later, and his chosen decor screams “Palouse.” One wall is adorned with a diploma from the University of Idaho, where he earned his bachelor’s degree. Across the room is a diploma from Washington State University, where he earned his MBA.

Palouse pedigrees don’t get much stronger, or bipartisan, than that.

But if you ask him to select his favorite school colors, he will tactfully dodge the question, saying his favorite color is ESD blue. Good answer. In February, Probert was named NEWESD 101’s executive director of financial services.

He joins the team following four-plus years as director of finance for Cheney Public Schools. Before that, he earned his fiscal stripes as director of finance at Gritman Medical Center in Moscow.

Probert’s NEWESD duties will include oversight of business management services provided to more than 20 local districts. He will eventually transition into the role of assistant superintendent for Operations and Technical Services.

His familiarity with the region and its schools provides a strong foundation for his new role, an opportunity to serve a multitude of districts in seven counties across 14,000 square miles.

Now there is just the matter of adding a little more of his new favorite color, ESD blue, to the work wardrobe.



## Abby Miller

*“Do not go where the path may lead; go instead where there is no path and leave a trail.” – Ralph Waldo Emerson.*

While Abby Miller is too young to be called a pioneer, there probably is no better word to describe her professionally.

Last August, Miller joined NEWESD 101 as its regional child nutrition specialist. It was a new position for 101 and, to the best of the agency’s institutional memory, the first position of its kind in the state. Dietitians work at districts, not ESDs.

Until now.

The new child nutrition program fills a growing need across all of northeastern Washington. Since her arrival, the young trailblazer has assisted districts across a wide spectrum – from nutritional education, to scratch cooking, to regulatory compliance.

Leveraging her work with the Empire Health Foundation has produced additional benefit, advancing common goals around positive health outcomes for children and families.

Miller grew up in Spokane (Central Valley High School graduate) before continuing her education, and launching her career, in Utah. A bachelor’s degree from Brigham Young University was followed by a master’s from Utah State University, then a first job with the Utah State Board of Education.

Now, nine years later, she is home again; living proof that pioneers do not have to be old. They just have to be effective in breaking new ground for others to follow.

Abby Road is under construction, blazing the trail to better health.

*Continued on next page*



## Snapshots *(continued from page 3)*

### Morgan Jones

Meet NEWESD 101's other recently hired creator and inventor, Morgan Jones. Just like Abby, Morgan is a new addition to the staff whose mission is to go where no one has gone before.

Jones is the first-ever pre-employment transition coordinator employed by NEWESD 101's Center for Special Education Services. Through a contract from the state Division of Vocational Rehabilitation, Jones was hired as an educational and employment resource for regional high school students.

He works exclusively with special needs students, as determined by an individualized education program (IEP) or Section 504 (of the Rehabilitation Act) qualification.

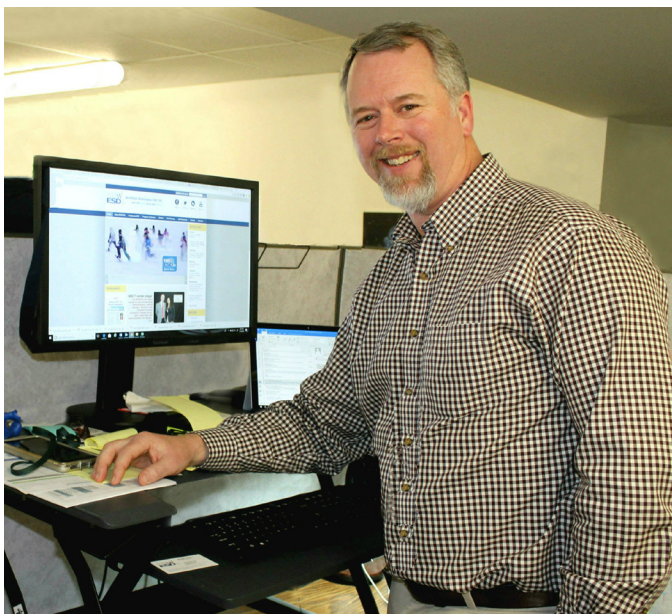
This job provides no blueprint to follow. While some might see that as a disadvantage, Jones sees it as a positive because it allows him to explore possibilities and create opportunities without the confines of past practice.

In his first six months, he has already visited more than half of the 59 districts in the NEWESD region. Coordinating with local school staff and local employers, he has arranged student workshops, job shadow opportunities, college visitations and guest speakers in the classroom.

Every student is different, he says. Some may want to stay close to home while others may be interested in additional schooling or work in a new locale. The task is to find a fit for each individual.

By experience, education and determination, Jones is clearly up to the challenge. He comes to NEWESD 101 with more than two decades of special education experience that includes 15 years in the Central Valley School District.

His education includes a bachelor's degree from Washington State University and a pair of master's degrees from the University of Washington. A Cougar-Husky mix; a perfect blend of tenacity and spirit for going where no one has gone before.



### Art Show 2018: Ready to be impressed?

Just how talented and creative are high school students in the NEWESD 101 region? Come see for yourself.

The 45th annual High School Art Show is underway, with more than 150 pieces of student art on public display at NEWESD 101 through March 23, 2018.

The regional show will officially end three days later, on Monday, March 26, when award winners are formally recognized in a 4 p.m. ceremony at NEWESD 101.

The regional program is the first segment of a statewide art show and celebration sponsored by OSPI. Top finishers at the regional level then advance to a statewide competition in Olympia.

Submissions in the 2018 show follow a long tradition of colorful, creative and varied work, with entries across a variety of media including acrylics, charcoal, clay, fabrics, graphite, pastels and photography.

Here's a sampling. Come see them all – they're even better in person.



### Gem awards honor teachers

Four local teachers have been honored by the Greater Spokane Valley Chamber of Commerce as Educators of the Year at its annual Gem of the Valley gala.

Congratulations to **Heather Speziale**, University High School, Central Valley School District; **Kasey Pitts**, Trentwood Elementary School, East Valley School District; and **Joni Chambers** and **Candi Jordan**, Spokane Valley High School, West Valley School District.



## Melodious tunes heard far and wide



Is it possible for someone to be laser focused and a blur at the same time?

The answer is yes. For proof, just examine the case of Karen Brewster, music teacher at Davenport Middle School and Davenport High School.

On the one hand, she is a highly focused professional, attentive to every note, every detail, every uniform and costume for which she is responsible. At the same time, she also is a blur; always on the move, spreading her vision, energy and focus across multiple venues.

How is this seeming contradiction possible?

The answer is that Brewster is a master of time management. She efficiently packs every minute of every day. Her schedule includes the teaching of five choir classes per week and directing responsibilities for one school musical a year.

Her assignments include the 5th and 6th grade choirs, plus the middle school, high school and swing choirs. Every four years, she also takes the swing group to Southern California for the Music in Parks competition affiliated with Disneyland. Her talented musicians have returned with trophies in their last three appearances.

Then there are her extracurriculars in the community, which include her church choir and an active leadership role with the Wheatland Theatre Co., a community arts organization she co-founded in 2008 with Drew Kowalkowski and Steve Brewster.

From its roots as a local organization producing plays and musicals in Davenport, Wheatland has evolved into a regional troupe serving all of Lincoln County. The 2017-18 season includes three productions in five communities.

As artistic director, Brewster is responsible for conceiving and implementing a vision for each production, while also melding the talent of guest artists (directors, actors and designers from around the nation) to work alongside and mentor local volunteers.

Preparations are now under way for Rodgers and Hammerstein's *Oklahoma!*, July 20-29 at the Davenport High School Theatre. Brewster promises "it will not be your grandma's version of *Oklahoma!*" Rather, she says, director Lee Mikeska Gardner, coming from Boston, will provide a "stringy" or Americana fresh take.

"Our entire community is enriched by Karen's commitment to the performing arts," says Davenport Superintendent Jim Kowalkowski. "The Davenport School District is so fortunate to have such a talented, dedicated and amazing teacher. Under Karen's direction and leadership, our drama productions and choir concerts are of consistent high-quality."

Amazing, indeed. Laser-focused, too.



*Davenport swing choir celebrates another successful California tour.*

## Kudos to Ted Rogers, student artist

Ted Rogers, a student artist with autism (Focus profile, Summer 2016) has developed a YouTube site known as TedLand. The West Valley School District student's site has more than 50 subscribers and features Ted's cartoons promoting a better, more empathetic and compassionate world. Visit his site: <https://goo.gl/DN5iEz>.



## Congratulations Mandy Manning

Ferris High School teacher Mandy Manning was recently named National Teacher of the Year by the Council of Chief School Officers. Manning, who had previously earned regional and state Teacher of the Year honors, teaches in the Newcomer Center at Ferris, an English Language Development (ELD) program for non-native speakers.

Her honors included a live studio appearance on *CBS This Morning* and a recognition ceremony at the White House.

See NEWESD 101 profile of Manning from the Fall 2017 issue of Focus: <https://goo.gl/Xk48Tw>.

I have always paid attention to the pronouns people use, and have forever been much more drawn to those who say “we” or “our” – as in, “in *our* district/school, *we* are working on...”

In a related way, I have long been skeptical of those whose words, actions and deeds signal extreme confidence but little humility – either because they are so ego driven or they think that, because they are in a bigger place or have earned some success, they are somehow better than others. Those who think or say, “I alone can fix this, or I will restore past greatness.”

The most recent time that one of our longest serving senators, John McCain, ran for the seat he has held in the United States Senate for 31 years, he was criticized by members of his *own* party for engaging in something unthinkable...*compromising*. Imagine, working WITH others to attempt to come to agreement rather than, say, tweeting incessant insults about those who see it differently.

I began my career in the classroom back when compromise was still at least partially in vogue in the political arena, and it has *always* needed to be in vogue in the education enterprise. My first years were spent in a small district where *we* knew we needed to work with and learn from educators elsewhere, because we assuredly did not mistakenly believe we could possibly know it all ourselves.

To this day, I wonder if there is a school or district large enough anywhere that they could possibly know it all, or who knows so much better than others. *I doubt it.*

Shortly into my career, *A Nation At Risk* was published, criticizing education in some ways that were deserved, and in numerous ways that were not. Yet, the report was a signal that people were paying attention to our practices, outcomes, and impact on students and their futures – on our collective future as a nation.

In *that* way, it could be argued it was a perhaps needed reminder that education must always strive for continued improvement, and to help foster the

success of increasingly greater numbers of students – *regardless* of background or circumstances.

To affect that preferred and needed outcome, *genuine teamwork* and *real collaboration* are necessary. No matter which young people we work with or where we serve them, not one of them chose his or her ZIP code.

And lest any of us delude ourselves that being better than some other school or district, or better than some colleague, is the goal, unless we work and learn together for *all* kids – unless we are happy enough to share, and humble enough to recognize that no matter what we may know, there is *always* more that can be learned – true *success* will be elusive.

What kind of colleague and professional am I, or are you? Do I see things through a *we/them* frame, or rather through *US*? Do I talk respectfully to others, rather than *about* them? Do I willingly share and work *with* others toward common and shared goals? Do I understand that compromise is necessary; that I may not always (or ever) get all of what I want or prefer?

Do I see more than one side to complex issues, and am I open to gaining an understanding from perspectives different from my own? Do I know the fortune I enjoy to stand on the foundation of the work of those who preceded me, and do I bring a fervent commitment to building on it and making it ever better?

Do I know, and act accordingly, that it is about WE, not me?

Helen Keller said, “Alone we can do so little; together we can do so much.” Despite what we see modeled by some, my humble perspective and experience is that Ms. Keller is right. It seems to me that NOW is a pretty good time to be reminded of her wisdom. And to act in accord with it.



Michael Dunn, Superintendent

## Local students earn state-level art show awards

Jonathen Jacobsen (Cheney High School) and Keenan Avery-Carpenter (Mt. Spokane High School)

both earned awards at the 2018 state art show in Olympia. Jacobsen was honored by the Washington State School Directors’ Association and Avery-Carpenter earned a Judges’ Choice Award.

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## Andrew Bingham

It was during a Psychology class his freshman year of college that the lightbulb clicked. In an instant, Andrew Bingham knew what he wanted to do with his career.

On that day, in a classroom at Yakima Valley Community College, he knew his calling was in public health. He continued his Psychology studies at Central Washington University, co-majoring in Pre-Medicine.

Following graduation in 2013, he became a certified nursing assistant and began his career at a hospital in Portland, assisting patients dealing with mental health, substance abuse and post-traumatic stress. From there, he branched into family support services, crisis response and counseling.

In short, he amassed five years of invaluable experience that prepared him well for his next professional challenge in Spokane. Earlier this year, Bingham joined NEWESD 101 as regional children's mental health project coordinator.

He is one of only two people in the state – the other at ESD 113 – hired to conduct a pilot study on children's mental health and to report to the Legislature on ways of improving service delivery. With responsibility for mental health now dispersed across a variety of local, state, public and private health providers, service can be spotty and uneven.

Bingham's job is to assess specific needs and their scope, evaluate current services (both strengths and gaps) and, ultimately, recommend new approaches and evaluation to better serve students in need. Need is great and growing, with an estimated 20 percent of American children suffering from a mental health condition.

While Bingham's task is formidable, it is one he has tackled with relish. Just like his lightbulb moment in college, he is again drawn to serve; to take on one of the great health challenges of our day. Thank you, Andrew, for sharing the light.



Andrew Bingham: Leading the way for state.



Evan Kruschke leaves no doubt about his college loyalties.

## Evan Kruschke

Don't be fooled by his job title. If *education advocate* sounds fairly traditional or even a tad boring, don't think for a second that the holder of the title is a boring old guy. Quite the contrary.

By day, Evan Kruschke does indeed have a traditional job with immense responsibility. As an education advocate in NEWESD 101's Center for Juvenile Detention School Services, he assists court-involved youth in transitioning back to school or work.

He is both an adviser and mentor to youth, encouraging them to make the most of their second chances. As a young man himself, only three years removed from his bachelor's degree at Gonzaga University, he displays a maturity and calm that belies his years.

Then there is his other identity. On weekends, Kruschke is a professional musician; a guitarist in the popular local band Boat Race Weekend (a named inspired by the hydroplane races in his native Tri-Cities). Yes, Kruschke is both serious and traditional, but creative, laid back and fun.

His work assignment seems a perfect fit for his personality, education and training. Following his BA in Psychology, he returned to Gonzaga for a master's in school counseling.

He also served a stint with AmeriCorps, working at Glover Middle School, then completed an internship with Spokane Public Schools' On Track Academy.

A tour of the Spokane Juvenile Detention Center provided a further glimpse of professional opportunity and Kruschke knew where he wanted to be. Today, he serves an average caseload of 10 students transitioning back from adversity.

His approach is one of gentle guidance—advise and recommend, but respect the student's independence and right to make his/her own choices. It's just the balanced, thoughtful approach we would expect from someone who is serious and creative, but never boring.



## Millwood kindergarteners get hot ticket to the sun

Students in the STEAM (science, technology, engineering, art and math) classroom at the Millwood Kindergarten Center, West Valley School District, often spend time in the role of engineer – operating robots, coding and problem solving through the arts.

Later this year, they will move to the next level by traveling to the sun. They will do so, figuratively of course, by way of the Parker Solar Probe, a NASA spacecraft launching this summer for a journey to the sun.



*Future astronauts perhaps? Kindergarteners Annabelle Aiello and Sameer Jefferson join in the NASA spirit.*

Aboard the craft will be a memory card containing the names of people responding to a national invitation to “touch the sun.” Millwood STEAM teacher Melissa Fennen, seeing a unique opportunity to connect her students to science and history, promptly signed up the school’s 160 kindergarteners.

The Parker probe will fly closer to the sun than any spacecraft before it, gathering data on solar activity that ultimately affects life on earth.



*Students proudly display their “hot tickets to the sun.”*

When its mission ends, today’s kindergarteners will be 12 or 13 years old. To honor their participation, every kindergartner has received a personal certificate, known as a hot-ticket to the sun, acknowledging his/her rendezvous with history.

The mission has a scheduled run of six years and 11 months. For many of today’s kindergarteners, the inspiration may last a lifetime.

## Thirty years later, history repeats

Each year’s Bloomsday road race in Spokane produces its share of interesting personal stories and the 2018 edition was no different – except that one of the stories involved a member of the NEWESD 101 family, Business Manager Pam O’Connor. Back in 1988, O’Connor and her husband Pat ran the race for the first time.

So did their two young daughters, Heather, then 3, who rode in a dad-powered stroller; and Polly, then 1, who bounced in a Snuggli on mom’s back. While the four returned the following year, success eluded them when a wheel fell off the stroller.

While Pam and Pat then completed the next 28 Bloomsdays as a couple, they always dreamed of a 1988 replay with their daughters. This year it finally happened – and with a bonus. The original foursome returned, along with Heather’s 14-year-old son, Shey.

Heather, the original stroller, claimed the family’s best time, though no one was really counting. The time together made them all winners.



*The 1988 foursome – Pam, Polly, Heather and Pat – in their 2018 Bloomsday shirts.*

## Coming this summer

*Growing Kindergarten* conference, June 19-20, 2018.

Karma Hugo, OSPI director of early learning, will present a keynote and facilitate a roundtable discussion about shaping the next five years in Washington state early learning.

Details and registration: <https://goo.gl/BEJtDN>.

*Opening Doors, Closing the Gap* summer institute, August 6-7, 2018.

This summit will focus on inclusionary practices, social emotional learning, early interventions and cultural competence in closing achievement gaps. The featured speaker is Dr. Jon Mundorf from Harvard University.

Details and registration: <https://goo.gl/Py1NxR>, then type Opening Doors in search button.

## CV girls basketball champs

The Central Valley High School girls’ basketball team capped an undefeated season by winning the GEICO national championship in New York. The Bears defeated Hamilton Heights Christian of Tennessee, 66-61, in a game nationally televised by ESPN2. Coach Freddie Rehkow was subsequently named national coach of the year.

Congratulations, CVHS!