**PBIS - Positive Behavioral Interventions and Supports**

**F A Q  What is it?**
Positive Behavior Interventions and Supports (PBIS) is a system to teach and reinforce behaviors that we want students to exhibit at school. Students and staff share clear and consistent expectations about how students should act in different settings (hallways, cafeteria, gymnasium, restrooms, etc.). PBIS mirrors the approach our district takes to support students who struggle in academic areas, often called Response to Intervention or RtI.

The system includes three tiers. The first, or universal, tier teaches these expected behaviors to all students and acknowledges students who act accordingly. It also re-teaches and reinforces appropriate behavior to students who act improperly. Tier Two concentrates school efforts on the 5-15% of students who repeatedly struggle to reach our behavior expectations, while Tier Three puts extensive strategies and supports in place for the 5% of students who have not responded to earlier interventions.

**Where are we at?**
Staff at all schools in the DeForest Area School District are currently preparing for the implementation of PBIS for the 2012-13 school year. Building coaches, who will help train other staff members, went through their own training sessions on restorative and PBIS practices in January and February. Larger building teams received Tier One training in March. Each building is now meeting several times per month to develop their own implementation plan. All schools have agreed that they will focus student behaviors on the premise that “Norskies are safe, respectful, and responsible.”

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A “Norski Nod” to . . .

Diane Pertzborn has been named WASBO’s 2012 Wally Zastrow Award winner. This annual award recognizes an individual in the school business field with experiences that parallel the service, commitment and contribution to the profession made by Wally Zastrow. Wally was the first executive director of the association and through his leadership, the school business profession gained recognition for contributions to the educational community.

Individuals are selected based on leadership in the profession, contributions to school business management professional development and involvement in community activities. This award is accompanied by a $1,000 scholarship to be awarded to a DASD student.

Linda Bergh... 2012 Herb Kohl Foundation Fellowship award winner.

Dan Curran ... recipient of the Frank Zuerner New Science Teacher Scholarship.

LINK-ages Committee and DAHS National Honor Society . . . hosted a free bingo event and a senior prom for older adults at the DeForest Area Community Center.

Mike Koltes was named the Wisconsin Association of School Business Officials’ (WASBO) “New Business Official of the Year” for his leadership, continuing professional development, membership in professional associations, service on committees and meaningful involvement in the community. Mike has participated in training staff in Restorative Practices, coached basketball, and volunteers in the school mentor program.

Wisconsin Business Friend of Education Award

State Superintendent Tony Evers recently named Trisha Rodekamp of Settlers bank a Business Friend of Education Award winner for 2012. Trisha, presenting Settlers bank, was one of eleven business and industry partnerships to receive recognition on Friday, April 20 during the 76th annual Wisconsin Association for Career and Technical Education Conference in Appleton. Settlers bank CEO Tom Spitz and President Dave Fink, DASD School/Community Relations Coordinator Debbie Brewster, and DeForest Area Chamber of Commerce Executive Director Lisa Beck also attended the awards breakfast.

What’s happening in the community?

Mark your calendar!

May 17-19
DeForest/Windsor Area Community Garage Sales

June 2
Dragon Arts Fair, Ice Cream Social, Car Show - www.dragonartsgroup.org/ DragonArtFairHomePage

July 28
Relay for Life - note change this year! Begins Saturday morning; ends Saturday night. Organizers are still accepting teams and sponsors!! If interested in forming a team, contact Debi Wall at 846-0334. Potential sponsors may call DeAnna Giovanni at 846-5117 daytime or 846-2624 evening.

Yahara Riverfest,
Saturday, September 15

The 3rd annual Yahara Riverfest will be held on Saturday, September 15, 2012. Mark your calendars now for a fun-filled family day! On the schedule again this year . . . hands-on activities for all ages, self-guided eco walk, geocaching, children’s rubber duck races, an adult and youth fun/run, a bonfire, and entertainment. Stay tuned for more updates - www.facebook.com/yaharariverfest.

If interested in getting involved in planning the event or volunteering the day of, please contact Debbie Brewster at ext. 6581.

4th of July Celebration

The Chamber will be sponsoring the traditional 4th of July Celebration July 3 & 4. BINGO volunteers needed from DASD! If you would like to help out with Bingo or any other part of the celebration, please contact Debbie Brewster at dbrewster@deforestschools.org.
Congratulations to our 2012 retirees

All staff are invited . . .

DASD Reception
May 30, 3:30 pm
PAC Lobby

Thank you to our retirees for their years of dedicated service to the children of this community:

RJ Auner  Dave Bailey  Darlene Barth  Barb Bauer

Ann Brown  Sally Cordio  Colleen Fogo  Kris Gurholt

Mary Grulke  Rick Hill

Phil Jerg  Barb Johannigmeier  Suzanne Knuteson  Barb Lebica

Julie Lund  Marcia Motelet

Paula Paris  Joanne Parker  Ed Pooch  Cindy Rosch

Larry Salopek  Bev Schultz

Best Wishes

George Schultz  Mark Sieger  Susan Sweeney
PBIS

Who is involved?

Each school has a small group of coaches and a larger PBIS team. For instance, the high school has about 20 PBIS team members. Each department is represented, along with counselors, an educational assistant, and the school psychologist. The building team is subdivided into work groups who then focus on specific topics like data and communications. Each level will also have an external coach (Paul Herrick for the high school, Nate Perry for the middle school, and Mike Weisensel for the elementary schools) who will provide buildings with an outside perspective as staff begin to work through issues and problem-solve ideas.

Where are we going?

PBIS will be implemented throughout the DeForest Area School District at the start of the next school year. Upon entering each building, visitors will notice signs and banners declaring what the district values in its staff and students: safety, responsibility, and respect. Students will learn a common language of behavior expectations and may receive acknowledgment for meeting these expectations. We hope to make connections with both families and local businesses and organizations so that these same expectations may also be taught and reinforced at home and in the community.

If you have any questions about PBIS, please contact Nate Perry, Paul Herrick, or Mike Weisensel.

May is Allergy Awareness Month

Everybody knows somebody with a food allergy. At DASD we have 83 students with food allergies and another 41 students on special diets. Food allergies seem to be more and more prevalent, especially peanut allergies which has doubled in the last 5-10 years.

At DASD we have a similar trend as seen in the following chart:

- Students have the following food allergies at DASD: peanut, tree nut, milk, eggs, shrimp/shellfish, fish, chicken, turkey, gelatin, pineapple, mango, papaya, melon, squash, citrus, banana, kiwi, pears, strawberries, tomatoes, whipped cream
- The district promotes an allergy awareness approach for students instead of banning single items from schools. Our goal is to provide education for students and staff on how to ensure a safe environment for all students and staff with food allergies,
- What can we do?
  - Know the signs and symptoms of a student having an allergic reaction:
    - Mouth: itching, tingling, or swelling of lips, tongue, mouth
    - Skin: Hives, itchy rash, swelling
    - Stomach: Nausea, abdominal cramps, vomiting, diarrhea
    - Throat: Tightening of throat, hoarseness, hacking cough
    - Lung: Shortness of breath, repetitive coughing, wheezing
    - Heart: Weak or thread pulse, low blood pressure, fainting, pale, blueness
  - Know where epi-pens are stored, how to administer them or find someone who does
  - Encourage students to wash hands with soap and water and not to share food
  - Check food labels on foods brought into the classroom
  - Remember allergens can be found in art/craft supplies so check labels carefully
Teacher Pay Selection

Annually, each teacher must make written authorization to the District office to confirm their selected payroll option. By law, the default payroll will be over the 9 months or nineteen (19) payroll dates. Teachers wanting to receive payment spread over 12 months or (24) payroll dates, must give authorization to the District.

Teachers should authorize their selected pay option through ERMA prior to September 1st. Log into ERMA, Select Employee Information / Personal Information / then Teacher Pay Frequency under Custom Forms. Make your selection for 19 or 24 pay frequency as directed. Starting with the 2013/14 school year, annual authorization will be incorporated into the Teacher Contract.

Regardless of the payroll option selected, paydays will commence on September 15 and be on the fifteenth (15th) and thirtieth (30th) of each month or the Friday before this date if a payday falls on a weekend. Please contact the Department of Human Resources with any questions.

Flexible Spending Plan Enrollment

The District now offers ONLINE enrollment for Flexible Spending. Your enrollment for the 9/01/12 - 8/31/13 plan year must be completed before August 16th. In 2012/13 you will be able to defer up to $2,500 in a Health Care FSA and $5,000 in a Dependent Care FSA. More information including a listing of eligible flexible spending expenses, as well as the instructions for online enrollment can be found on the District Website FLEX page.

Health Insurance

Employees have one annual opportunity to switch between the two (Dean & Physicians Plus) medical plans by completing a new enrollment form. If you wish to switch health coverage, please request an enrollment packet from Human Resources and submit your completed enrollment prior to June 15th. The change in coverage would be effective July 1, 2012. If you do nothing, your current health insurance election will continue.

Copayment changes were necessary to provide affordable quality health insurance coverage and to slow the continuing rise of health insurance premiums. These changes resulted in a rate hold (zero percent premium increase) from both Physicians Plus and Dean. More health plan information and premium rates can be found on the District Website Health Insurance page.

Co-Pay Changes Effective July 1, 2012:

• Routine Adult or Well Child Visit Copay – $0 (No copayment on preventative care)
• Medical Office Visit / Urgent Care Visit Copay – Increase to $15 (treatment of medical condition)
• Emergency Room Copay – Increase to $100 per visit (waived if admitted into the hospital)
• Prescription Co-Pays: Generic $0 / Preferred Formulary Brand $10 / Non-Formulary Brand $25

Informational Meetings: Please attend one of two voluntary meetings for more information on health insurance changes or to ask questions about your health insurance plan. Representatives from Dean and Physicians Plus will be available the following dates & times.

- Tuesday, May 8th @ 3:30 p.m. in the High School Little Theater
- Wednesday, May 9th @ 3:45 p.m. in the Yahara Terrace

Journey to Wellness

Our Journey to Wellness campaign is about to end for this year. Next week will conclude our Relax in 4 Program. Hopefully the weekly activities and tip sheets have provided some guidance to help manage your own personal stress.

Julia Edward’s offered our employees a $30 discount on both prescription and non-prescription sunglasses through July 15, 2012. Don’t forget to protect your eyes from the summer sun’s harmful UV rays.

We will be drawing the winner of the Trek hybrid bike, Fitbit Ultra and several other great prizes on June 6! Make sure you email all your points to wellness@deforestschools.org. by June 1, 2012.

Each employee will receive a herb plant from the Health and Wellness Committee for the end of year. Fresh herbs are a wonderful way to add flavor to your favorite recipes or salads.

We hope you all have a healthy & happy summer and will return next year ready to continue your Journey To Wellness.
Student Spotlight

DAHS - College Goal Sunday . . . Shakespeare . . . DECA State

Over 100 high school seniors and their parents attended the workshop at DeForest Area High School on February 19. DAHS was one of three sites in the Madison area to host College Goal Wisconsin.

Actor Ron Scot Fry brought the historical figure of William Shakespeare to life for high school students.

Twenty-four high school marketing students traveled to Lake Geneva to compete among 1500 students from across the state. Matt Bedker and Britney Latour are two of the many who won awards.

Link-ages Bingo . . . Film Festival . . . Alice in Wonderland

NHS students held their annual LINK-ages Bingo event at the DeForest Area Community & Senior Center.

High school students were invited to send teams of 2-4 to learn from experts and then produce a 5-7 minute video for competition.

Students performed Alice in Wonderland April 26-28.

Boys Basketball State . . . FBLA State . . . BMM Interviews

The Boys Basketball team passes by students on their way to the state tournament.

FBLA students competed in LaCrosse. Anna Sausen placed fifth and Megan Schultz placed first in their state events.

Business & Marketing Management students turned the tables, practicing their interviewing and hiring skills.
**Student Spotlight**

**DAHS - Solo & Ensemble . . . Spanish students visit WES**

Over 1000 students from DeForest, Waunakee and Lodi schools competed in the annual solo & ensemble festival at DAHS in March. Several students, pictured above, qualified for state competition, held on April 28 in Whitewater.

**DAMS - Solo & Ensemble . . . Video Documentaries . . . Essay Contest**

Two DAMS 6th graders were recently honored by the DeForest Area Community & Senior Center, Wisconsin Association of Senior Centers, and Coalition of Wisconsin Aging Groups as winners of an essay contest in honor of Older Americans Month, held in May each year. The winners, Jordy Wilson and Tyler Webb, were announced at an awards ceremony on May 4. Nearly 170 students entered the contest, writing a 300-word essay on “My Grandparents” or “My Best Older Friend.” They were judged by several volunteers from the DeForest Area Community & Senior Center.

**YES/MES - Art Fair . . . Recycling Museum**

Fourth grader, Trey Schroeder, from Morrisonville, received a blue ribbon for his badger drawing and went on to the State Art Show.

Youth Art Month at Yahara Elementary School was celebrated with a display of over 900 works of art made by students.

Students in Maria Vesper’s first grade class created their own Recycling Museum.
**Student Spotlight**

**EPES - Magic of Kindness . . . PBIS**

Students and staff were treated to Curtis Hed’s “Magic of Kindness” show where magic tricks were shown while given the message, “Each person is important and it is important to be kind.”

Fourth grade students played math games with kindergartners as a part of PBIS efforts at EPES. Kindergartners who are caught making positive choices are given tickets and allowed to go down to the 4th grade hallway and play math games with 4th graders who have also been caught making positive choices.

**EPES - Math 24 - Peer Mediation . . . Twin Day**

EPES 4th grade students, Leah Doucette, Omar Knight, and Tanner Engesth competed in a Math 24 Regional Competition on April 13. Leah Doucette took third place.

Fourth graders at EPES took the pledge to serve as school leaders and peer mediators for the school, volunteering to spend recesses helping younger students find solutions to their conflicts.

Students at EPES dressed up like each other for their annual Twin Day.

**WES - Bucket Club performance**

Over 60 3rd and 4th grade students at WES held an entertaining Bucket Club performance in March.

Local Chamber volunteers recently visited 3rd grade classrooms throughout the school district for “National Teach Children to Save Day,” sponsored by the American Bankers Association.
**Student Spotlight**

**YES - Groundhog Day . . . Pennies for Patients**

YES students enjoyed a visit from Jimmy the Groundhog on February 2.

The YES student council raised $735.41 through their Pennies for Patients drive for the Leukemia and Lymphoma Society of Wisconsin. Pictured above: (L) Student Council officers and advisor Pam Smith; (R) YES student council members.

**YES - Wacky Wednesday . . . Science Fair . . . Armstrong/gym classes**

4th grade students at YES dressed up for Wacky Wednesday.

Students at YES made exciting and interesting presentations for their annual science fair.

Midwest Professional Karate owner Tony Armstrong recently helped with some important lessons for YES students during their gym classes.

**HEC- Early Learning Fair**

On March 8 over 120 families with 4-year-old children attended the DeForest Area School District’s annual Early Learning Fair. (L) Trixie Eakin from Essential Family Vision performed eye exams. (M) High school drama students provided face painting. (R) Julie McCarville, Candy Luell, Peg Reis, and Barb Anderson registered families as they arrived.
Our Mission
The mission of the DeForest Area School District is to provide an excellent education by engaging, challenging, and inspiring all students to pursue their full potential.

Our Vision
The DeForest Area School District is committed to a culture that honors knowledge, respects individuals, demands excellence, fosters life-long learning, and supports relationships that strengthen individuals, families and community.

“If you’re not failing every now and again, it’s a sign you’re not doing anything very innovative.”
– Woody Allen

“If you want to lift yourself up, lift up someone else.”
– Booker T. Washington

Chalktalk is a newsletter published every other month during the school year for employees of the DeForest Area School District.

Its purpose is to foster communication among district staff, by providing information and sharing ideas and accomplishments.

All employees are encouraged to submit articles.
Debbie Brewster, School/Community Relations Coordinator

The DeForest Area School District does not discriminate on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional or learning disability or handicap in employment and its educational programs and activities.

DASD - Our Culture

Our culture is a belief and value system that defines the public's perception of us, as well as our perceptions of each other. It influences how we work, how we treat students and each other, and it is something we all have an important role in defining and implementing regardless of the job description we hold.

The DeForest Area School District has identified twelve elements of a desired culture. Each employee is expected to commit to specific actions that will help them contribute to the desired culture.

1. Keeps students as our central focus.
2. Expects hard work, risk taking and continuous growth.
3. Creates an environment for students and staff that promotes understanding, respect, and celebration of individuality and diversity.
4. Engages community in achieving our common vision.
5. Builds relationships that support a positive, caring school community.
6. Promotes teamwork throughout the district to achieve a common vision.
7. Incorporates joy, fun, and humor in what we do.
8. Develops leadership skills at all levels.
9. Includes stakeholders in decision-making processes.
10. Fosters effective communication throughout the district.
11. Encourages innovation.
12. Values the efficient and effective use of resources.