



**A Message from Superintendent,
Joseph Murphy**

We are pleased to bring you the second HISD Newsletter of the 2018-2019 school year. Our goal at the HISD is to continually improve communication with our local schools. This newsletter will update you on some of the programs and services provided at the HISD along with other relevant information for our schools. I'm excited to bring you an article this month from Lakers Superintendent Brian Keim on our looming teacher shortage in the State of Michigan. Brian is part of a statewide committee designed to address this problem. I am proud of the great staff we have at the HISD and the quality programs and services we provide for students and staff across the county. I would welcome any feedback or questions you have about the newsletter topics or any other questions. Have a safe and enjoyable winter break.



**Update from MASA's Educator
Shortage Workgroup**

By Brian Keim, Lakers Superintendent

Over the past several years, Michigan has seen a drastic decline in the number of students entering and graduating from teacher prep programs at virtually every state university. While the reasons for this decline are open for debate, the growing shortage of qualified, certified teachers is indisputable. To address this concern, the Michigan Association of School Administrators (MASA) asked each of its regions to send delegates to Lansing to be part of a special taskforce called the Educator Shortage Workgroup (ESW). An initial organizational meeting was held in April to brainstorm and devise a plan of attack, which resulted in the formation of four subcommittees, charged with devising strategies in the following areas:

1. Marketing/PR
2. MDE/Certification
3. Legislation/Policy
4. Postsecondary/Teacher Prep

Each subcommittee has now met twice and good progress is being made across the board. MASA leadership is currently working to synthesize the work of these groups into a unified ESW Strategic Plan, which is tentatively scheduled to be presented at MASA's Midwinter Conference in early February.

Visit our website often to find out about trainings, upcoming events, local data, and so much more!

www.huronisd.org





Increasing Behavior Concerns in Huron County Schools

Across Huron County, we have many children, mostly in the elementary grades, who exhibit dangerous behaviors or who cause a significant disruption to the education of others. The HISD's highly-trained team of six School Social Workers, a Behavior Support Teacher Consultant, and a Behavior Support Paraprofessional are able to help determine the reason for negative behaviors and help staff create and implement plans that reduce and replace these behaviors with desirable ones. While they provide emergency response in instances of physical aggression, their focus is on preventing behavior problems through Positive Behavior Support and Intervention.

Requests for support of the Behavior Support Team are made by school staff directly to the School Social Worker in each school. Since 2014, the Behavior Support Team has reviewed such requests for additional support and problem-solved interventions for 161 students. The team has provided Behavior Support Teacher Consultant or Paraprofessional help to 63 of the most significantly challenging children. As a result, almost half of those students are no longer exhibiting behaviors outside the normal range.

A number of factors appear to contribute to the increase in challenging student behaviors, such as families with traumatic life events, mental illness, substance abuse disorders, and a lack of parent engagement. Challenging student behaviors include physical aggression toward staff and peers, running away from school, threatening to harm or kill others, refusal to follow behavioral expectations, and other unsafe behaviors. The trend appears to be increasing and in response, we continue to search for additional interventions, parenting class options, and have posted for an additional HISD Behavior Support Paraprofessional.



Huron County College & Career Access Network (HC3)

The Huron County College & Career Access Network (HC3) was created through a grant obtained by the Huron County Community Foundation. The emphasis of HC3 is on post-secondary education and career certification. Through this grant, HC3 was able to hire Laura Polega as the coordinator. She meets with school administrators, counselors, business and industry leaders within Huron County.

HC3 consists of two action teams with the goal areas of Financial Readiness and Career Exploration. Several meetings were facilitated by Ryan Fewins-Bliss, Michigan College Access Network (MCAN) Director, that were attended by school guidance counselors, community members, and organizational leaders. They worked towards developing action plans.

As part of her work, Laura engages in school and community activities. Most recently she attended the Huron County College Night, took part in the judging of classroom doors at Bad Axe High School that were decorated to represent several college and trade schools throughout Michigan, and accompanied several students on a visit to the Greater Michigan Construction Academy in Midland. In addition to these activities, she has learned about apprenticeships through Delta College and Tower International. Mid Michigan College plans to develop a larger presence in Huron County which will open more doors to students and adults in our county.

Laura has also collaborated with Kristen Zagorski, MiSTEM Regional Director. As part of this collaboration, they attended the Michigan Works Career Quest in Novi where many careers were represented. The career fields make up four quadrants that include health-related fields, industrial manufacturing, information technology, and skilled trades. This event hosted over 10,000 students from across Michigan. Through their collaboration and direction from Michigan Works they are looking towards hosting a similar event in our area.

There are many exciting opportunities that HC3 will be able to bridge the gaps between schools and Huron County area businesses.



Like us on:
facebook

[HC3 Access Network](#)

Visit the HC3 Website at:

www.hc3information.com



Gemini Employee provides expertise in HATC MAED program

Students in the Huron Area Technical Center - Manufacturing, Architecture, Engineering, and Design (MAED) program are benefiting from additional expertise provided by the Gemini Group. Shaun LeJeune, an employee at Thumb Tool & Engineering, works with students at the Huron Area Technical Center on Tuesday and Thursday from 8:00 am until 2:30 p.m.

Shaun is also co-owner of S & J Machining Inc. a custom fabrication and machining company. From time to time his business partner, Jeff Diebel II, stops into the Tech Center to help Shaun set up the Haas machines and teach the Computer Aided Manufacturing (CAM) side of the class. Shaun has an Associate Degree in Manufacturing Industrial Technology along with an Advanced CNC Certification and CAD Certification from Delta College. S & J Machining Inc. has helped out tremendously by building and donating some of the tools the students will need for this class. Another interesting note is that Shaun and Jeff both attended HATC from 2010-2012.

The students in the classroom are being trained on a brand new Haas CNC Mill and Haas CNC



Shaun LeJeune with students enrolled in the MAED program at the Huron Area Technical Center.

Lathe that were obtained in a grant by Mott Community College. MAED Instructor Matt Ruth and the students in the class are very appreciative of this partnership between the Huron Area Technical Center, the Gemini Group, and S & J Machining Inc. The skills they obtain will help prepare them for future careers, training, or college.



New Mid-Michigan College Director to help coordinate Dual Enrollment Expansion

Mid Michigan College (Mid) has been teaching college classes to dual enrolled students at the Huron Area Technical Center in Bad Axe for the past five years. Based on extensive feedback from many Thumb-area community members, Mid is looking to significantly expand its operations in the Thumb. This includes expansion of dual enrollment programs in both Huron and Tuscola Counties, as well as establishing a more permanent operation that would service those looking to complete their Associate's Degree. Additionally, Mid plans on working with Thumb-area partners to offer a variety of workforce development programs, customized corporate trainings, and continuing/lifelong education. To help coordinate these efforts, Mid recently hired Bradley Merrill as the new Director of Eastern Region. Bradley has significant

experience in the Thumb, serving as the Thumb-area recruiter for Delta College for the past 6 ½ years. He holds a Bachelor's degree from Michigan State University and a Master's degree from the University of Scranton. Bradley will be primarily located in the Thumb, and under his leadership, Mid looks forward to working with Thumb-area community members and partners to provide a regular and consistent higher education and career preparation presence in the Thumb.

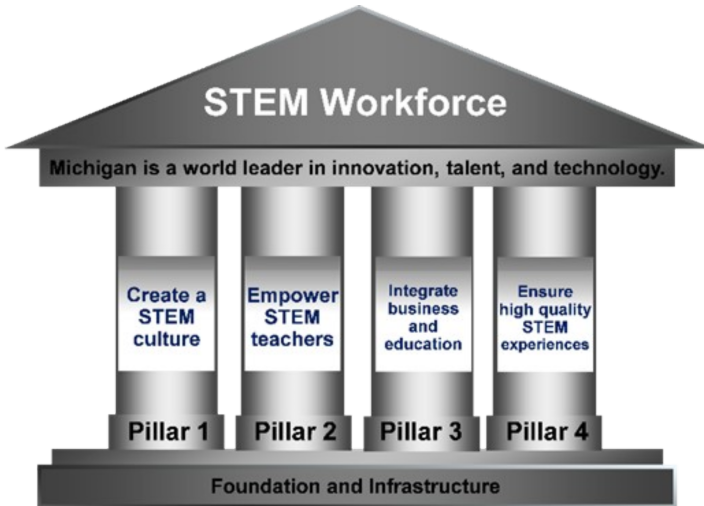


YOUR COLLEGE IN THE THUMB



MiSTEM Network Update

The Upper Thumb MiSTEM Region was established and began its work in May, 2018. The goals of the region are based on the 4-pillar infrastructure of the statewide network.



Kristen Zagorski, Regional Director, has been working collaboratively with Network STEM Panel members to build a strong regional foundation of local partnerships in order to:

- Provide a convening space to support STEM
- Encourage interest, build awareness, and increase achievement in STEM learning
- Spark creativity and innovation, cultivate a skilled workforce, and build vibrant communities

The members of the Upper Thumb STEM Panel represent a variety of educational, business, local community, regional, and statewide partnerships.

In December, the Network plans to release a mini-grant opportunity to all teachers and schools in Huron, Tuscola, and Sanilac counties. The basis of the grant is to promote STEM, through project-based learning, in each school district and encourage community and business partnerships with the schools. Grant funds will be disbursed and projects will need to be completed prior to the end of the 2018/2019 academic year.



Special Education State Finding Report

Michigan Department of Education was notified that Michigan failed to meet federal IDEA Part B Special Education requirements and requires intervention. This indicates performance was below the expectations set by the federal Office of Special Education. The state has taken steps to address areas of concern and Huron ISD is examining local data to support districts as improvements are made in the identified areas.

In areas of compliance, Michigan was performing adequately. In areas of results, the state was significantly under-performing.

One of the contributing factors to the poor results rating came from the percentage of students with disabilities taking an alternate state assessment. The federal target is that only 1% of students take an alternate assessment, rather than the more rigorous M-STEP and MME. An interactive tool for determining the level of assessment appropriate for students has been developed by the state. Local IEP teams are encouraged to use this online tool to guide decisions in selecting alternate or general state assessments.

Graduation rates for students with disabilities was also an area of concern. Michigan's data for high school students with disabilities graduating with a diploma in 4 years was not meeting the federal target. Schools in Michigan are encouraged to consider pathways to diploma by utilizing personal curriculums.





LITERACY UPDATE

It's generally known that teachers alone cannot ensure that all students become skilled readers. School-wide practices are essential to supporting literacy efforts. The following Schoolwide Practices are essential:

1. The literacy **leadership team** is committed to continuous improvement.
2. The school reflects a **collective sense of responsibility** for all children.
3. The **learning environment** reflects a strong commitment to literacy.
4. Ongoing **professional learning** is based on research.
5. There is a system for determining the allocation of **multiple layers of literacy support** based on student need.
6. The school **assesses and responds** to individual student challenges.
7. Adequate, high-quality **instructional resources** are well maintained and utilized.
8. **Family engagement** addresses literacy.
9. An ambitious **summer reading program** supports literacy growth.
10. Connections in the **community** support literacy.

Staff from across the county recently completed detailed surveys for the subcomponents of each of these Schoolwide Practices. This baseline survey data will drive future professional learning and the allocation of resources.

One example is the need to engage parents in helping children learn to read and write. Across the county, educators have talked about the challenge of getting parents to attend family events to learn ways to support literacy development at home. Marilyn Peplinski offered a training last summer for K-2 teachers that provided training materials to use with parents in a fun, workshop style format. Those materials



were created by the HISD and copies were given to every K-3 educator in the county but drawing the parents in to attend training is a challenge. We are bringing in a speaker from MDE who specializes in family engagement to speak to administrators and teachers on January 18, 2019, to address this. Additional supports will be created as we study this survey data and determine critical needs in our county.



Truancy Update



Regular and consistent attendance in school is essential for students to gain the academic and social skills that they will need to succeed. This is one of the reasons why Huron County Truancy Officers Gary Polega and Sid Schock were contracted through a cooperative agreement between the Juvenile Court and local schools. They were brought in to provide Early Intervention Services to Huron County schools, students, and parents. Each have been assigned to several school districts in Huron County with a focus on building relationships with chronically absent students.

They work, in collaboration with the Juvenile Court, local school districts, and the Huron ISD Truant Officer. Juvenile Court Judge David Clabuesch has asked that they wear plain clothes, not uniforms, in the schools and that they meet with key students each week, as selected by the local school principal. The intention is for them to be seen as supportive, rather than punitive, and that the court system will be the enforcer.



Find us on Facebook!

[HuronIntermediateSchoolDistrict](https://www.facebook.com/HuronIntermediateSchoolDistrict)