



# THE VOICE

FOR ISD622 EDUCATORS

## MESSAGE FROM THE PRESIDENT

Hello Colleagues,

I hope you all had a refreshing, well deserved, extended weekend. I always reflect during the Holiday Season about what I am grateful for, and I am truly grateful for all of you. I introduced the NSPMOEA Community Service Project last Spring and it has been a huge success up to this point. It has been a huge success because of all of YOU. THANK YOU SO MUCH!!!! In September, you all saw the video of our school supply drive. I have attached a few pictures as well. 53 members have received school supplies so far. Please let me know if you need any supplies. In October, we did a clothing drive. I also attached a picture of the clothes we received from all of you that we donated to a local family shelter. In November, we donated food and \$500 to Harmony in memory of Brenda McAloon. Your donations and giving have helped so many people. Thank you.



Together,

Tim Kappes



### Important

### Phone Numbers

- \**Tim Kappes (President)*  
Cell: 701-640-3177
- \**Jana Hedlund (Vice President)*  
School: 651-748-6074
- \**Jody Murphy (Treasurer)*  
School: 651-748-6669  
Cell: 651-353-2554
- \**Mary Glagavs (Secretary)*  
School: 651-748-6876  
Cell: 651-249-6292
- \**Katrina Geske (Membership)*  
Cell: 715-456-8920

### **Member Rights**

- \**Tim Kappes (Chair)*  
Cell: 701-640-3177
- \**Kent Gordon (High School)*  
School: 651-702-8685
- \**Janene Lenard (Elementary and Middle)*  
Cell: 612-741-8508  
School: 651-702-8088
- \**Annie Hodges (Special Education)*  
Cell: 952-250-6637

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### Executive Board Meeting

You're invited!  
Monday, Dec. 6, 2021  
4:15 p.m.

North St. Paul Legion  
2678 7th Ave E  
North St. Paul

### **Toy Drive**

NSPMOEA is having a Toy Drive. Please send unwrapped toys with your building rep to the December 6th meeting.

# Contract Corner

## No License No Job

Find out when your teaching license expires at <https://public.education.mn.gov/LicenseLookup/educator>

Keep your credit hours up to date and renew your license as soon as possible. You may complete the renewal paperwork at <http://nspmoea.org/> as early as the fall of the year before your license expires. That means if your license expires in 2022 you may do this now, and this **must** be done before one of the remaining 2022 relicensure committee meetings: January 11, March 25, April 19, May 18. Once the relicensure committee approves your application you must submit payment to the State of Minnesota.

The stakes are extremely high if your license is not fully approved on time. The language quoted below is from the contract, and it means that you could lose pay or lose your job:

“Failure to have a fully approved license identified by the Department of Education website by the first duty day will result in the teacher being placed on an unpaid leave of absence until such time they obtain a fully approved license by the Department of Education.

Failure by the teacher to obtain a fully approved license by the Minnesota Department of Education within 90 days of the license expiration date shall be considered as deemed to have resigned and the employment of the teacher shall be terminated.”

To learn more about the license renewal process go to <http://nspmoea.org/>. If you have questions after you have read the license renewal instructions please contact Relicensure Committee Chairperson George Bruehl at 651-748-6336 or [gbruehl@isd622.org](mailto:gbruehl@isd622.org).

### You’ve made it to December! Now what?

December can be a turning point for many newer teachers. You may feel like you’ve finally hit your stride in the classroom and have the energy and the freedom to develop new ideas. Or, now that the newness of the school year has worn off, you may find yourself hunting for fresh strategies to try out as the winter looms.

Whatever the reason, here are some ideas for engaging and motivating your students through winter break and beyond.

**Let students lead the discussion.** Now that you’ve established your own voice in the classroom, it can be challenging to let it fade into the background. But it’s an opportune time to let students step up and take charge of the discussions you’ve been leading for the past few months.

**Shake it up by making it fun.** If you spent the first few months of the year perfecting routines and expectations, it may be time to “reorganize and revitalize.”

To switch up student partnerships in reading, writing and math, write students’ names on scrap paper and then cuts the paper into puzzle pieces that interlock. “Have them find their new partners with the added mystery and excitement!” Once students are paired up, give them the opportunity to come up with a cool secret handshake.

## What is a Pyramid Analysis?

1. The teacher provides one open-ended task or question that students must discuss and respond to.
2. Students begin in pairs and answer the question together.
3. One pair joins another pair, creating a group of four. These four students discuss the question and their ideas again and refine and further develop the idea.
4. Then, the group of four joins another group to form eight, and the process repeats.  
**Each group continues joining other groups until the whole group is joined in one large discussion.**

### The teacher:

- Initially, checks that student pairs and smaller groups adequately answer the question and provide sufficient detail.
- As group sizes increase, the teacher can shift to facilitate ongoing discussion, interject with a new idea or detail the group can consider, and help moderate and reinforce expectations of the larger group discourse.**

### The Students:

- Listen attentively and respect others that are talking.
  - Engage in dialogue and discourse, regardless of group size.
- Take detailed notes at every stage of the pyramid discussion.



Is this your scrambled email?  
randjt  
If so, email  
[mglagavs@isd622.org](mailto:mglagavs@isd622.org)  
to claim your \$10 prize!!