

## *Reinventing teaching and learning*

Teaching was abruptly interrupted in Washington and around the U.S. in March of this year. The total impact of this “learning from home” time will be unknown for quite some time. What has been clear is the strength, ingenuity and leadership exhibited by teachers everywhere. Our members across the state are working hard to find ways to present curriculum, help students learn, help families support learning, and maintain their relationships with students and colleagues.

Use of technology has become a cornerstone for learning. School districts have worked to distribute existing and donated laptops and tablets to families needing them. Hotspots have been acquired and distributed where needed. Despite these efforts, many students still have no access to online lessons. This is true throughout Washington.

Wolfle Elementary in the North Kitsap SD has a diverse population with a significant number of families who struggle financially. Linda Bergeron, Alpha Sigma Kitsap, teaches Kindergarten. To provide learning materials for her students, Linda safely went to every student’s home to drop off school supplies and work packets.

Jessica Tufts, Beta Upsilon Coulee Dam, also teaches Kindergarten. She describes how challenging this has been but also as an opportunity to get technology into the hands of our students, for them to see it as a tool, not just a toy. “I am connecting with my students ,and they with me, in ways they never have before. They are getting the opportunity to research online about things that interest them as well as authentic learning through time spent outdoors and in the kitchen.”

Zoom meetings, SeeSaw platform, Epic books, Lalilo phonics, paper and pencil learning tasks are among the tools Jennifer Martin, Alpha Nu Seattle, uses with her Special Education students. She makes calls, sends email, and uses Google Messages and Google Talk to keep in touch with students. Donated books, stickers, balloons for counting and her personal Bitmoji have been delivered to students to keep them engaged.

Melanie Olson, Alpha Delta Seattle, teaches ELL and reading intervention. She donned a mask and practiced social distancing to do home visits with her students. “My four-legged, furry assistant and I put on eight miles of walking a day!”



Like others, Vickie Provenza, Alpha Nu Seattle, is utilizing electronic curriculum for math and reading. These are not only resources for the students but also allow feedback to families. Online meetings are being held with staff, and with students for lessons. Specialists create videos to be posted for music and physical education. “We miss the children being present, so that we can read their body language, to ask probing questions of them to help them. We miss their laughter, antics and silly made up jokes. We miss our fellow teachers.”

Anna Fehrenbacher, 4<sup>th</sup> grade teacher, Bainbridge Island SD sent families a video and a letter explaining routines and expectations. She emphasizes that families should follow the district guidelines of 90-120 minutes

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# Embrace Possibilities: Leading with Wisdom and Passion

Susan Fritts, 2019-2021 Washington State President



## Our New Norm: Stay at Home/Keep Healthy

The US population has now been living with the Coronavirus for several months. Persons over 80 and from 60 to 80 are the two most vulnerable age brackets for the disease and many of our Washington DKG members fit into these categories. We also have many sisters with pre-existing conditions such as diabetes or heart problems that are at high risk. Keeping these concerns in mind, it was an easy decision to cancel events in the next few months. Until we have a vaccine to help counter the spread of COVID19, we are still all at risk.

The Influenza (Flu) of 1918, called the “Mother of All Pandemics”, caused around 50 million deaths worldwide. Fortunately, we have a vaccine for the flu even though as many as 2,400 people living in the US have died from the flu since October, 2019. Washington was recorded as being one of those states at high risk.

However, the COVID19 could potentially be far more catastrophic because those people who are carriers may not have shown symptoms for two weeks before their condition is confirmed. The only decision to make is to get out of harms way. This means staying at home, washing hands (20 sec.), and disinfecting areas you touch.

## How has the Coronavirus Pandemic Affected our DKG Washington State Organization?

- State Convention on April 24-26, 2020 was cancelled.
- International Guest Dr. Helen Popovich’s visit was cancelled.
- King County Area VII Breakfast on March 14 was cancelled.
- DKG chapter meetings were cancelled for March and April.
- National Legislative Seminar at US Forum in Virginia scheduled for March 15-18 was cancelled.
- Beta Kappa Tea was cancelled at Oak Harbor on March 28.
- Area II and Area VIII’s Workshop in Wenatchee on March 21 was cancelled.

- Rainbow Lodge scheduled for June 23-25, 2020 was cancelled.
- Philadelphia International Convention on July 7-11 is still scheduled.
- Fall Board in Yakima on September 25-26, 2020 is still scheduled.
- Executive Committee (state officers) met via Zoom on April 7.
- Executive Board (chapter presidents and officers) met via Zoom on April 25 to discuss society business and vote. All members were welcome to attend.
- Schools were all closed in the state encouraging Educators to teach online with students.

## What can we do?

Our wealth in the United States is our **HEALTH!** Keeping ourselves healthy while we social distance ourselves from others is our number 1 goal. On March 23, Washington State Governor Jay Inslee shut down businesses, banned gatherings, and ordered Washingtonians to stay at home indicating that this would last at minimum of two weeks. Now we know that we will gradually reopen some facilities in Washington at the beginning of June. This means our new norm will include continuing to wash hands, wearing masks and keeping some distance from others while we support restaurants and other businesses. We must be cautious as we become more flexible. The vaccine may take twelve months or more to perfect. As more information is learned about the Coronavirus, we must keep ourselves informed and adapt.

- Staying positive and finding enjoyment at home can make a huge difference. Keep a balanced lifestyle. See my [Chapter Presidents’ and Area Liaisons’ Newsletter 9](#) to fill these needs: Love and Belonging, Choices, Power, and FUN!
- Connect with others. Reach out to your DKG members to help deal with loneliness and stress.

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- Watch YouTube videos such as yoga or meditation, or learn a song that helps the brain create a positive attitude. Read books that you have been waiting to read; form an online book group. Research and write or add to your genealogy about your heritage.
- Keep your immune system up: plenty of **sleep** is definitely necessary. In these moments of anxiety, reading before you go to bed helps calm the brain. Drinking chamomile tea, eating almond butter, or taking Melatonin (drug free, non-addictive) before bedtime can be helpful.
- With the shortage of protective personal equipment (PPE), our health workers need help. Go online, find a video and learn how to make masks or gowns. Many chapters have members who have sewn and distributed masks to those in need. Thank you for your compassion and skills.
- Fresh air helps us become rejuvenated so spend sunny days gardening or walking around the block while keeping your distance from others (at least 6 feet away).
- Keep updated! The World Health Organization has updates as does the Seattle Times, and your legislators. Governor Jay Inslee and Washington mayors have done an amazing job of helping to support those individuals who have contacted Corona-virus. We don't want to live in fear but need to know the facts!

This pandemic seems surreal! We never expected to have a global infectious disease affect and kill so many, let alone a virus that we had no vaccine for. With no vaccine for possibly one year or more, we must continue to stay safe and be cautious; this will continue for months. Fall Board on September 25-26, 2020 has not been cancelled however, this decision may change. I will continue to communicate with chapter presidents and area liaisons. The International Convention in Philadelphia has not been cancelled but Cathy Daugherty, International President, has suggested that we may have a virtual convention. At this printing, we are beginning to flatten the curve of deaths in Washington state. My heart goes out to those of you who are suffering from COVID19 or who have loved ones with the virus or who have died. Stay safe!

of instruction a day. "Our goal is to find the appropriate balance between the continuous learning workload and necessary mastery for the next level of learning."

Middle school art teacher Candice Rutherford, Kappa Kent, has been busy getting the yearbook ready for publication, as soon as the publisher is open. Her biggest challenge is keeping students involved with learning and with each other. Students have Team meetings for class time, demonstrations and checking in. Assignments, questions, and answers are all handled online.

The Global Pandemic has impacted schools in ways nobody could ever have imagined. Educators historically spend time developing a sense of community, knowing that relationships are an important aspect of teaching and learning. Now teachers are faced with learning how to maintain those connections to best fulfill their goals for student progress and achievement. At this time nobody knows what schools will look like in the fall. It is obvious that our members are up to the task, whatever may come.

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# Supporting early-career educators is a critical function for chapters



Pat Bennett-Forman  
First Vice President  
Educational Excellence Chair

*Note: this is the third of a five part series on the pillars of DKG Educational Excellence as described in the November 2019 edition of the Alpha Sigma News to include Advocacy, Professional Development, Personal Well-being and Service.*

Supporting Early-career Educators (S.E.E.) is a signature project for DKG International and one in which all chapters are encouraged to participate. It is one of four focus areas for the International Educational Excellence Committee (EEC) this biennium and the area of

professional development being emphasized by the Washington State Organization EEC.

Supporting early-career educators is essential given the statistics: nearly half of teachers leave the profession within the first five years of service; new teachers without mentors are twice as likely to leave the profession as those with mentors (DKG International website/projects/SEE). Chapter members are encouraged to develop locally relevant programs to support early-career educators and help them stay in the profession. Several Washington chapters have done so or are currently working on projects.

The Washington State Organization EEC, in trying to develop a meaningful state SEE project, determined that two questions needed to be answered before initiating a SEE project: (1) what are chapters currently doing to support early-career educators, and (2) what do early-career educators identify as supportive activities, i.e., what do they perceive their needs to be. These questions were asked in surveys taken in January through March of 2020. The results are described in another article in this edition of the ASN (see [page 10](#)) by EEC/SEE coordinator Mindy Hoffman (Psi, Kenniwick). The input from early-career educators suggests that many chapters may need to revise their current activities to better match the needs of these educators.

Please review these data carefully and discuss them with chapter members. What areas of support are you providing that should be celebrated and maintained? Are changes needed in the types of support your chapter

provides? Are new activities needed to expand upon the supports traditionally provided by your chapter?

Many chapters are providing grants and scholarships. Do these grants benefit early-career educators? Are they awarded only for advanced degree work? Might projects and materials acquisition also merit grant awards?

Professional development is too often overlooked by chapters, especially if their membership is dominated by retired educators. But providing meaningful support to active and, especially, early-career educators is a great way to revitalize and expand chapter membership. When chapters provide services deemed important to active educators, DKG is seen as a relevant and important support and an organization to which they want to belong. Providing meaningful professional development is, needless to say, also pertinent to fulfilling our objectives as an organization.

Please give the input of early-career educators serious consideration when developing chapter work plans and programs for next year. EEC members are only too happy to assist chapters in identifying presenters and strategies to meet the “wish list” of important supports outlined in the survey. Future workshops presented by the EEC team will include strategies to support our very important early-career educators and ideas chapters can utilize in meeting this critical function.

## Scholarship Donations

Traditionally a highlight of Spring Convention is the Annual Birthday Luncheon celebration. At this event, chapters and members generously donate to the State Scholarship Fund and to the Rachel Royston Permanent Scholarship Fund. Since we were unable to gather this year, please consider sending donations to these scholarship funds.

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# How did your elected officials vote on policy that matters to you?

Keitha Bryson, Beta Beta Federal Way  
Educational Excellence Committee Legislative Liaison

The Excellence in Education Committee will be working with members to increase voter engagement and knowledge about the legislative process. You will need this information to check on how **your** elected officials voted on things that matter to you during the 2020 legislative session.

It starts with these simple steps.

1. On your computer, iPad, or smart phone enter **leg.wa.gov** in a search.
2. The Washington State Legislative website will open on the screen.
3. Click on the menu section that says **find my district/legislators**.
4. The next screen will ask you to **enter your address**.
5. Information for your elected officials will appear on the screen.
6. **Legislative District** – State of Washington (Senator, Representative, Representative)
7. **Congressional District** – Washington DC (Senator, Senator, Representative)
8. By conducting a search you will be able to identify bills that are sponsored by your elected officials.
9. You will also be able to find how they voted on bills that matter to your community.
10. Find the contact information for your elected officials. Let them know what type of legislation is important to you.

Two issues that were identified by participants at the Fall Board meeting 2019 as priorities for DKG advocacy work were (1) the Plan I employees COLA increase and (2) enhanced mental health support for schools. Below is an update on those issues.

## Pension Policy

**SB 5400 – Plan 1 COLA for TRS and PERS employees** (Senate) Bill Sponsors: Conway, Bailey, Hunt, Zeiger, Wilson, C., Van De Wege, Hasegawa, Holy, Kuderer, Pedersen, Saldaña

**HB 1390 – Plan 1 COLA for TRS and PERS employees** (House) Bill Sponsors: Leavitt, Volz, Dolan, Fitzgibbon, Caldier, Wylie, Pellicciotti, MacEwen, Griffey, Callan, Kilduff, Appleton, Jinkins, Tharinger, Blake, Ramos, Eslick,

Slatter, Valdez, Schmick, Shewmake, Doglio, Goodman, Pollet, Ortiz-Self

Representative Mari Leavitt was instrumental in the passage of this bill and in making sure that it was signed into law. Please thank your elected officials for the work.

Alan Burke, WSSRA Executive Director of the Washington State School Employees Association sent out information about the passage of the Plan 1 pension policy. After a decade of advocacy, the Plan 1 COLA bill (EHB 1390) was signed into law. Plan 1 retirees will see a one-time, 3% increase effective in the July DRS disbursement, except for those with pensions \$25,000 or more. In that case the increase will be \$62.50 per month. He thanked everyone for their advocacy activities through the years that finally made this happen. He asked that we reach out to Governor Inslee to thank him for prioritizing this legislation in these economically tough times. Contact information for the Governor is:

<https://www.governor.wa.gov/contact/contact/send-gov-inslee-e-message>

## Mental Health Policy

### SB 5315 – DKG focus for the 2021 session

**Bill Sponsors:** At the request of the Office of Financial Management, Senators Wellman, Dhingra, Hasegawa, Saldaña, and Van De Wege **Bill Introduction:** An ACT Relating to increasing student support staff in the prototypical school funding model; amending RCW 28A.150.260 and 28A.400.007; and providing an effective date.

Senate Bill 5315 did not pass out of committee. This link takes you to the reports for the majority/minority members of the committee.

<https://app.leg.wa.gov/billsummary?BillNumber=5315&Year=2019&Initiative=false>

This bill will likely be presented during the next legislative session. DKG members will be encouraged to contact legislative members regarding this issue next year.

For a **summary of all legislation passed** during the 2020 legislative session. <http://leg.wa.gov/House/Committees/Documents/SineDie2020.pdf>

**For COVID-19 legislative information:**  
<http://coronavirus.wa.gov>



Monique Harrison  
 Second Vice President  
 Membership Chair

## How are our members doing?

As chair of the membership committee, I want to make sure that we are taking care of our members. During this time of COVID-19, it is especially important for us to check in with our members as often as possible.

Our goal for membership during this time is to maintain and retain. Please reach out to our members to let them know you are thinking about them through phone calls, letters (snail mail), emails, social media, etc. Please read the article, “The Value of

Social Media for DKG” in our latest Collegial Exchange (2020 Volume 86-4). Scheduling virtual meetings during this time is also a way to keep our membership engaged. Any chapters needing assistance in keeping members engaged please reach out. We are here to help you.

### Celebration of Life White Rose Ceremony Update

With our annual convention being cancelled this year we were unable to do our traditional Celebration of Life Ceremony. We will celebrate our sisters we have lost with a virtual ceremony during Fall Board 2020. The celebration will include members we lost on or before June 30, 2020.



### White Roses of Remembrance

The list below shows our members we have lost since our state convention, April 2019. Please let me know as soon as possible if we are missing any names.

Beta Sigma	Judith Carpenter	4/14/2019
Alpha Nu	Annie McCracken	5/15/2019
Beta Delta	Barbie Sharrard	6/15/2019
Alpha Delta	Stella Bass	6/30/2019
Nu	Norma Holtz	7/9/2019
Phi	Patricia Jones	7/28/2019
Alpha Delta	Mary Goplerud	8/18/2019
Beta Beta	Suzy Kido	8/30/2019
Phi	Karen Meikle	9/19/2019
Alpha Tau	Margaret Cooper	9/27/2019
Alpha Lambda	Patricia Boswell	10/12/2019
Beta	Camellia Lee	10/22/2019
Zeta	Kathleen Ryan	10/27/2019
Beta Beta	Klara Dunn	11/16/2019
Zeta	Wilma Stellingwerf	11/29/2019
Eta	Barbara Hyer	2/10/2020
Zeta	Bonnie Janssen	4/7/2020

### Welcome New Members

Congratulations and welcome to the following members newly inducted or reinstated into DKG.



Beta Chi	Kacy Karnath	February 2020
Eta	Hannah Flaherty	February 2020
Eta	Kathleen Huttenmaier	March 2020

### Get together virtually

There are several virtual meeting apps available for free. Using these programs might be a little intimidating at first, but once you get started, it is a great tool to see everyone. All are available for your computer, tablet or cellphone.

Skype <https://www.skype.com/en/>

Teams <https://www.microsoft.com/en-us/microsoft-365/microsoft-teams/group-chat-software>

Zoom <https://zoom.us/>

Use these links, talk to your members, decide which one to use. Virtual meetings are great for chapter meetings, book groups, pot lucks, crafts, anything you do together—only virtually!

## EEC Service Project Update

Joanne Vining, Alpha Lambda, EEC Service Coordinator

What a different year this is! I never thought that I would be in a pandemic and yet, here I am. It's as though the North Pole is the South Pole and the South Pole is the North Pole. Canceling our spring convention, social distancing, hand washing frequently, watching for symptoms that I might have the virus, wearing a mask outside, looking at people and wondering about them, etc., what a strange world we now live in. But take heart, we will survive and life will continue but probably in a different way. Just what those changes will be has yet to be discovered but we are flexible and we will adapt. After all, DKG women are flexible and we are leaders so we will find a way to accomplish our goals and carry on.

The EEC members are here to help you and we want to encourage your chapter to continue to make decisions on going forward with your literacy projects when it is safe for everyone. Please continue to take pictures (if that is at all possible) for the power point presentation which (hopefully) will be viewed at Fall Board in Yakima. The photos are so great and we get to showcase our members as well as the recipients of books! I have received word of one more project from

Eta (Spokane) who has had their efforts interrupted due to the pandemic. They have been collecting books for infants through young teens, which will be donated, at a later date, to a facility at the Spokane County Courthouse. This facility provides services for the children of parents who are at court. What a wonderful idea and so creative as this will be meeting the needs of children in their area. Thank you, Rosemary Shockley, Eta Chapter's Literacy Chair, for sending in your information.

Also received was an article by Beth Schneider, Alpha Sigma Kitsap, which tells the story of her literacy project as a school volunteer (see [page 12](#)). It is inspirational and gives definite ideas about how to extend literacy by meaningful and sustained volunteer efforts in the schools. It also fits very nicely with the early-career educator responses on helpful supports. (See *Early-career educators*-[page 10](#).)

In conclusion, stay safe, stay home, and stay alive—where have we heard that? All good advice and we need to make sure that we practice it. Who knows how much longer we need to be careful and on guard but our very lives and the lives of all society depend on it, including our very special DKG Society.

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## Executive Board Convenes on a Zoom Conference Call

As you know, the 2020 Spring State Convention was cancelled due to the COVID19 Pandemic in compliance with Governor Inslee's "Stay-Home, Stay Healthy" decree. On April 25, the Executive Board comprised of chapter presidents and state officers plus any member who wanted to join on the call, met online using Zoom. The call lasted two hours with more than 60 members attending the meeting.

Many Society business items were discussed including the budget for 2020-2021 which was adopted, and motions which were made and passed for three state positions. The 2021-2026 Strategic Planning Process was authorized to begin headed by Barb Clausen (Chi Cowlitz), State Parliamentarian, and Janet LeBeau, (Theta Yakima) former state president.

State President Susan Fritts said, "The meeting ran smoothly and efficiently and, even though face to face

conventions would be preferable, this method kept everyone safe, healthy and connected. It was so good to see faces as members joined the meeting." This electronic Zoom Meeting was a beginning model for all chapters to use if electronic communication is written in their Chapter Rules. Zoom may be used for future workshops and planning sessions. With our new norm of not having large groups gather, educators need to be flexible and adjust. We have always found ways to handle changing situations and this is no exception.

Congratulations to the newly elected leaders:

**Dr. Charlene Shea** (Mu Vancouver) – Trustee for Rachel Royston Scholarship Board

**Liz Friedrich** – Nominations Committee

**Sherri Wagemann** (Eta Spokane) – Executive Secretary for four years (July 1, 2021-June 30, 2025)

# The Rainbow Lodge Retreat has been cancelled



It is with sadness and understanding that the Rainbow Lodge Retreat Committee reports that our June 23-25 retreat in North Bend has been cancelled. We appreciate this difficult decision our Executive Committee had to make for our health and well-being. I think our flyer says it all. We have created a great retreat! As a committee, we sincerely hope that we will be able to share this program with you in the future.

Laurie Fisher – Chairperson; Jo Ladd Clark, Kris Crilly, Terri Diehm, Fondra Magee, Andrea Neault, and Vi Raddatz-Strobridge

*The Executive Committee made the decision on April 7<sup>th</sup> during an electronic conference to cancel this year's Rainbow Lodge Retreat on June 23-25<sup>th</sup> due to the Coronavirus (COVID19) Pandemic. The safety and health of our DKG members are at the heart of our decision. Given the age of many of our older members and those with pre-existing conditions and Governor Inslee's decree to stay at home with social distancing, the Rainbow Lodge administration agreed to cancel this year's retreat with no financial penalty. Those members who registered were reimbursed. We realize the energy, time and passion that went into planning for this wonderful leadership retreat and thank the Rainbow Lodge Committee for their commitment. We look forward to future leadership conferences.*

*Gratefully, President Susan Fritts and the Executive Committee*

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## Books Worthy of our Time

Recommended by Patty Swanson, Alpha Tau Puyallup

***The Impossible First*** by Colin O'Brady

***The Impossible First*** is a narrative that begins ten years after an accident which left O'Brady doubtful that he would ever walk again. However, Colin O'Brady became the first person to traverse the entire continent of Antarctica.

***We Were the Mulvaney's*** by Joyce Carol Oates

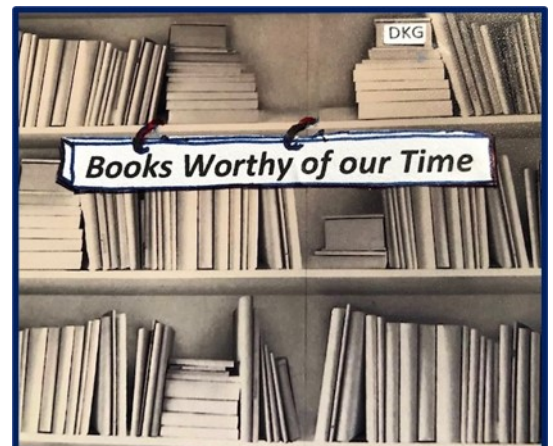
Read about a family living in a small rural town in New York during the latter part of the 20<sup>th</sup> century. They seem to be a perfect family but they are obsessed with social status.

***Hotel on the Corner of Bitter and Sweet*** by Jamie Ford

This historical novel focuses on a relationship of two individuals. The plot centers around the forced evacuation of Japanese-Americans from Seattle to internment camps. Years later, Henry finds out about possessions in a nearby old boarded up hotel bringing up memories.

***Weird Washington*** by Jeff Davis and Al Eufrazio

***Weird Washington*** is especially interesting if you like to travel around our state. Washington is home to some of the weirdest travel destinations, scariest legends, and most colorful folks in the United States.







## Notes from Paula

Paula Nichols, Alpha Psi, Executive Secretary

First let me say I hope everyone is doing well. Such an interesting six weeks we have had. Washington State is so fortunate that we shut down early to stop the spread of the virus. Staying home has really been easier than I thought it would be.

It was a difficult decision for us to cancel our Spring Convention and Rainbow Lodge. We felt we had to do it to keep our members safe. Thank you to Area X for all the work they did for the convention and to Laurie Fisher and her committee for all the work for Rainbow Lodge.

It has been crazy trying to get dates set up for future meetings. Here is what I have so far.

**International Convention**—July 7-11, 2020,  
Philadelphia—*pending*

**Fall Board-2020**-September 25-26, Yakima Red Lion

**State Convention-2021**-April 30-May 2,  
Hotel Red Lion, Olympia

**Dumas Bay Arts Retreat-2021**-June 29-July 1

**Regional Conference**-Portland, Oregon—*pending*

**Fall Board-2021**-October 2-3, Yakima Red Lion

**State Convention-2022**-May 13-15, Hotel Red Lion,  
Olympia (as part of our negotiations in cancelling  
we agreed we would come back in 2022)

**Rainbow Lodge-2022**-June 21-23

Thank you to everyone that has sent in their form 110. It needs to be sent to me, Susan Fritts, and International.

I also appreciate all the chapters that have sent in their geographical names.

Stay well and will see you at Fall Board.

### What happened in 2019-2020?

DKG Washington State Organization has been very busy this year. It takes a lot of members to conduct the business of the organization. If you ever wondered what all those people were doing, check out the [Annual Reports of Executive Committee Area Liaisons Committee Chairs](#) on the website.

## Thanks and Support from the State Bylaws and Standing Rules Committee

Joanne Scholen, Kappa Kent, Chair

A big thank you to the chapters who updated their chapter rules this second year of the biennium and submitted them to me for final approval! They joined the twelve chapters who completed this work during the previous year. If your chapter has not finished these revisions, this would be a good time to work on updating your chapter document to align with our current State Bylaws document. Remember to follow the member approval process in your current chapter rules before submitting them to me.

Information on how to do chapter rules updates was sent to chapter presidents on October 10 and January 30, and updating support is always available by contacting the state committee chair, Joanne Scholen at [jmsjolen@nwlink.com](mailto:jmsjolen@nwlink.com)

## Election Results

Joy Lauderbaugh, Nominations Chair



President Susan Fritts conducted elections during the recent state electronic business meeting. All three candidates were duly elected by members of the Executive Board.

Congratulations to Sherri Wagemann, Executive Secretary, for a four year term. She will job shadow Paula Nichols for a year and begin her term in July 2021.

Dr. Charlene Shea was elected for a five year term to the Rachel Royston Permanent Scholarship Fund board of trustees.

Liz Friedrich was elected to the Nominations Committee, a three year position. Charlene and Liz start their positions in July 2020.

The Nominations Committee appreciates the commitment made by the chapters and their members to provide capable candidates and election participation. Please join in congratulating these leaders.

# Early-career educators reveal critical needs for DKG support

By Mindy Hoffman, Psi Kennewick, EEC S.E.E. Coordinator

In discussing ways in which the Washington State Educational Excellence Committee could support chapters to develop and provide meaningful professional development activities for early-career educators, committee members determined that they first needed to know (1) what chapters were already doing and (2) how well did chapter activities align with the needs identified by active and, especially, early-career educators.

Surveys were sent out to each chapter president in February 2020 to find out the range of activities currently practiced by chapters. At the same time, a survey was administered to a sampling of early-career educators, representing elementary and secondary levels and schools in both the east and west sides of the state, asking for their input on what services would be most helpful to them. Results are shown in the charts below.

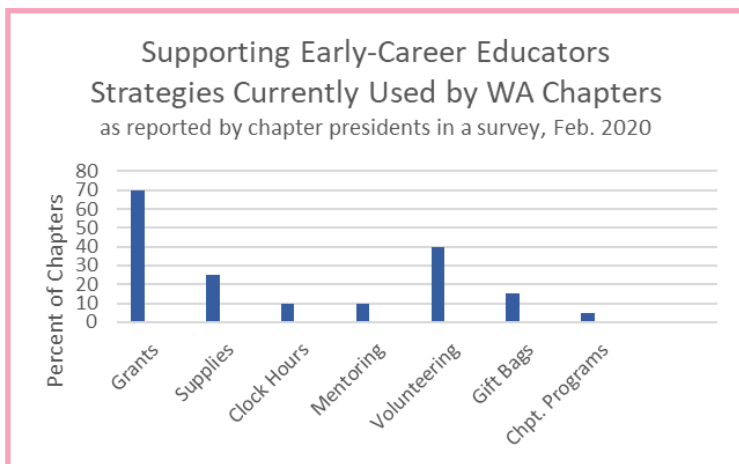


Chart 1: SEE Strategies Currently Used in WA

Two-thirds of chapter presidents responded to a survey asking “What is your chapter currently doing to support early career educators?” As is seen in the accompanying chart, 70% of chapters award grants, though not exclusively to young educators. 25% offer school supplies and 40% have members who volunteer in classrooms, though only two chapters reported having a chapter designated volunteer project, such as an “adopt-a-school” program supported by all their chapter members.

10% offer clock hours and 10% are in the process of developing a mentoring program. 15% provide gift bags with some school supplies and other thoughtful items. One chapter reported trying to offer chapter

programs, such as destressing strategies, that could benefit young teachers. 10% of reporting chapters indicated that they had no specific projects related to supporting early career educators.

The second survey went to “new” teachers. Twenty-one female teachers from DKG areas across the state completed a short survey about what they felt were their biggest needs in teaching. Of the twenty-one completed surveys, seventeen of the participants met the criteria of “early educators” as defined by having five or fewer years in teaching. Three of the other four had six or seven years of experience and one, while new to the state, had thirteen years of experience. Only the results of the seventeen with five or fewer years were tabulated. The seventeen participants who completed the survey ranged from elementary through high school, with six primary (K-2) teachers, five intermediate (3-5) teachers, one middle school (6-8) teacher, four high school teachers (9-12), and one whose grade level was unreported.

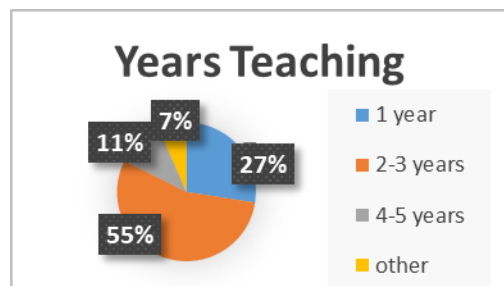
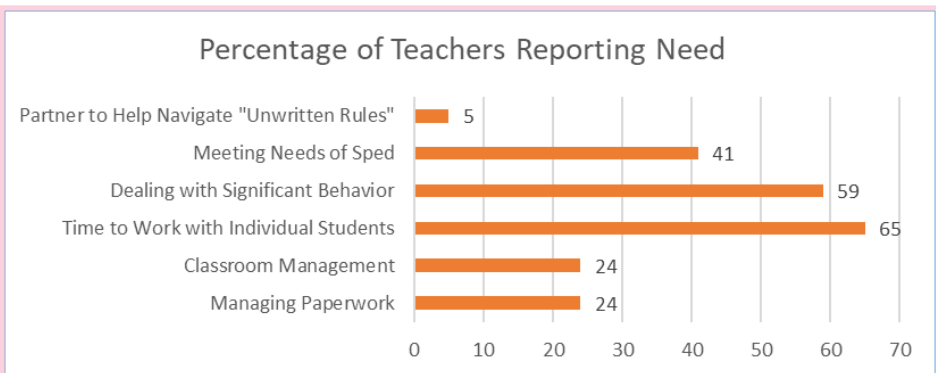


Chart 2: % of respondents by years teaching

Using a multiple choice method, the first question asked teachers to report on their biggest needs as educators. Participants could select as many choices as applied, as well as write-in any specific other needs they identified. The pre-determined possible needs were: 1) managing paperwork, 2) classroom management, teaching routines, transitions, etc., 3) finding time to work with individual students, 4) dealing with individuals with significant behavior problems, 5) meeting the needs of students with special needs, 6) a partner to tell me the building norms/unwritten expectations, and rules/housekeeping items/“danger zones”, and 7) other (specify).

Continued –see EEC Needs page 11



As is seen in Chart 3: *Percentage of Teachers Reporting Need*, sixty-five percent of the early-career educators reported needing help in finding time to work with individual students; 59% expressed needs for dealing with students with significant behavior issues, and 41% reporting needing help in knowing how to meet the needs of special needs students.

Chart 3: What are your biggest needs in your role as an educator?

Using the same method, the second question asked teachers to report what extra support would look like. Participants could select as many choices as applied, as well as write-in any other specific supports they desired. The pre-determined possible supports were: 1) volunteer to help correct papers, 2) volunteer to help tutor, prepare materials, assist with assessments and student observations, 3) money for supplies or donations of supplies, 4) a mentor to discuss my concerns with on a regular basis, 5) free clock hour classes to meet my requirements, especially in STEM, 6) treats or goodies to just help me feel appreciated, 7) help (as far as in permissible) with preparing evaluation materials, and 8) other (specify). Of the seventeen participants, one wrote in a specific support idea not listed, which was "Additional PLC or common prep time (with her PLC)."

Results indicate that 76% of new teachers would appreciate having volunteers to tutor, help prepare materials, and conduct student observations and formative assessments. 53% thought money for supplies would be helpful and 41% identified free clock hours as helpful. Having a mentor to discuss concerns with was identified by 35% of the respondents, compared to 24% wanting help correcting papers, 24% finding appreciation treats helpful, and 18% wanting help with evaluation materials. (See Chart 4.)

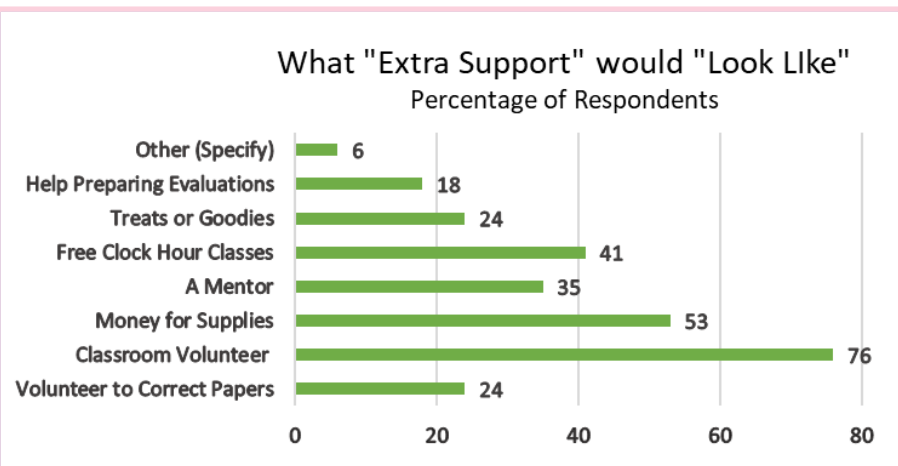


Chart 4: If you could have extra support in your teaching, what would that look like? Would any of the following be helpful?

The final question asked participants to list topics that they wished they knew more about. The answers were varied and are listed below:

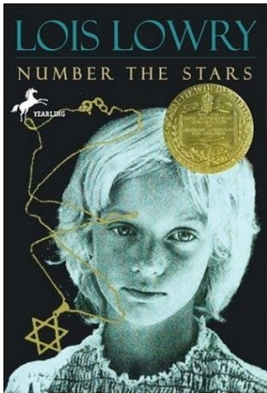
- Whole body teaching/learning
- Student engagement strategies
- Training on (how to use) Clock Hours
- Continued certification
- Curriculum training
- Report cards/grading (how to)
- Standards
- Technology
- Determine if a situation is a union issue or not
- Mentorship
- Balancing Time
- Tracking data
- Self-care
- MTSS (Multi-Tiered Systems of Support)
- Assessment
- Performance tasks
- Helping kids not qualified for SpEd, but who need help
- GLAD (for math and science)
- Trauma Informed Schools
- ACES
- Strategies for working with paraeducators
- Special Ed.
- Keep teaching and learning fun (how to)
- Behavior
- Strategies to motivate students

It is interesting to compare and contrast the responses of the chapters in Chart 1 with the needs and supports indicated by the early-career educators in Charts 3 and 4. For example, money for supplies or donations of supplies are clearly needed by new teachers while it is less clear that the grants given teachers by the chapters are for those purposes as opposed to tuition assistance. Chapter members do volunteer but usually based on individual interests and in class-

rooms where the teachers are known to them. Yet this was the highest support area identified by early-career educators. Do the topics identified in the “wish I knew more” list suggest how the clock hour offerings might be structured? The Washington State Organization EEC members will be examining these results, looking for patterns and popular responses for planning future workshops and activities with chapters. It is hoped chapters may also find the information useful.

## Impacting Students through Literature

Beth Schneider Alpha Sigma Kitsap, retired educator



When my grandson started school, as a retired teacher I was interested in volunteering in his classroom. When he reached second grade, I began working with the more advanced readers in part to enable those students to move ahead more quickly with their skills as well as afford the teacher extra time for more chal-

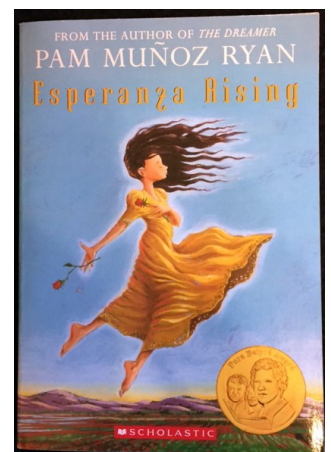
lenged students. This year, in my grandson’s fifth grade class, I had two groups of five students each. We sank our teeth into two wonderful novels: Lois Lowry’s *Number the Stars* and *Esperanza Rising* by Pam Munoz Ryan.

I prepared a packet of questions and activities for each novel. Both groups read both novels over a 14-week period, each meeting once a week for 45 minutes for 7 weeks and then switching books. We covered the basics of a novel study, including characters, setting and plot, specialized vocabulary and historical context. And then we went deeper. We looked at author’s technique and writing style. Examples of foreshadowing, use of Spanish phrases in one book, comedic interludes in the other, similes and metaphors and reasons for these devices led to rich discussions about them as well as how to use them in their own writing. Using post-it notes, students were asked to flag sections of text that they found intriguing, especially well written or humorous in

the week’s assigned reading. We used Venn diagrams, prediction and analysis to dig into the meaning of the story beneath the surface plotline.

Then we went even deeper. Themes of compassion, courage and racism are present in both books. Questions such as: How far should we go to help other people? At what point should we risk our lives for others? How do we become resilient when bad things happen? What is racism? How are we all the same? Why do people think others are not equal? What things separate people? Why are there these gaps? We had discussions about mental health when Esperanza’s mother suffers from depression and how they as students can respond to their peers who are exhibiting distress or suicidal thoughts. The question of the power of immigration/ICE/deportation is raised in *Esperanza Rising* and discussion of the current reality at our border proved interesting.

At the end of our weeks together, we all had been challenged, had learned a lot about the world and each other, and had grown in our reading and thinking skills.





# Contributing to Education through Digital Access to Research (CEDAR)

Carol Linscott, TAA  
The Rachel Royston Permanent Scholarship Foundation



L to R: Carol Linscott , Eva Mehaffey, Jenny Oleen (WWU Librarian), Marcia Perkins, Dr. Claire Smith, Barbara Brown, Lisa Vaughan, and Kim Marsicek, Manager of CEDAR.

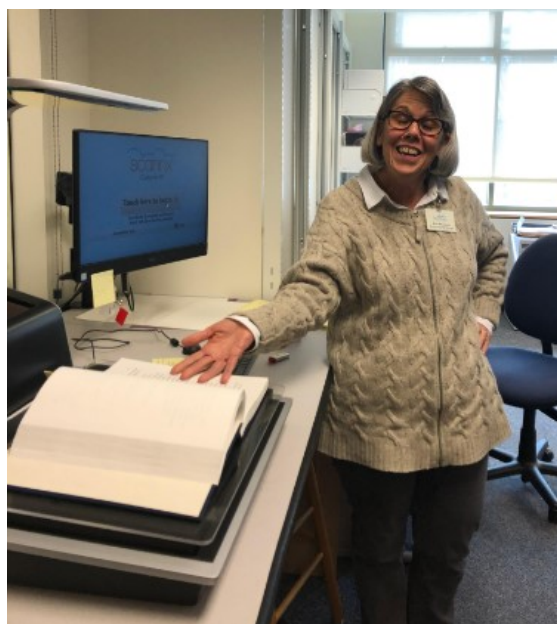
Western CEDAR is an online repository of scholarly work. It is housed at Western Washington University in Bellingham, WA. Western CEDAR's main purpose is to promote and display the research, scholarship and creativity of the WWU faculty, staff, and students, and to make available the results of these endeavors to the worldwide online community. Other collections within CEDAR serve to showcase and share the work of institutes and programs with a relation to WWU and/or the Pacific Northwest.

Western CEDAR is part of a global movement supporting and encouraging open access to scholarship and creative works. As we observe social distancing during the 2020 Pandemic, this type of resource is doubly important to educators at all levels. There is never a charge for access to any of the works held in Western CEDAR. The program includes a search engine for seekers, and a monthly summary of downloads for authors.

One of the special collections within Western CEDARs is *The Edna L. Sterling Collection*. This consists of studies written by scholarship recipients with the Rachel Royston Permanent Scholarship Foundation. The collection has been in existence since 1978. Until recently the

majority of the items in the collection were bound copies of Master's Theses and Doctoral Dissertations. A few shelves in the Library's stacks were reserved for the Edna Sterling works.

Forty years later *The Edna L. Sterling Collection* has gone online. The RRPSF's Coordinator of Educational Research will submit all new dissertations and theses to CEDAR electronically. In addition, the RRPSF Board is planning to extend the range of items in the collection, and is soliciting scholarly papers, opinion papers, curriculum and instructional materials and similar items of high quality and of interest to the teaching community. An author must be a past or current recipient of a Rachel Royston Award. Items should be sent to Carol Linscott at [roystontreasurer@gmail.com](mailto:roystontreasurer@gmail.com), for consideration by the entire Board. Suitable submissions will then be forwarded to WWU for inclusion in CEDAR.



Kim Marsicek: Manager of CEDAR with Dr. Kate Grieshaber's dissertation on the scanner.

- To explore Western CEDAR: <https://cedar.wwu.edu/>
- To explore the Edna Sterling online collection within CEDAR: [https://cedar.wwu.edu/sterling\\_collection/](https://cedar.wwu.edu/sterling_collection/)

# Around the State . . .

## Area IX Olympia, Aberdeen

At the February meeting **Alpha Pi Chapter** put together 47 toiletry bags to be given to Community Youth Services. This organization has been our project for the last few years. We also give them gift cards during the holidays. We have given scholarships to two

members, one is on her way to Laos and the other member has enriched our meetings with her writing talent. Then we were able to fund the purchase of children's books to be sent to the Seattle Children's Clinic in Lacey.



Items members brought for Family Promise at Beta Chi November Dinner Fundraiser.

This past year, the **Beta Chi Chapter** made fleece blankets for Family Promise of Grays Harbor. We also continued to donate Books for Babies to Grays Harbor Community Hospital. We donate books in English and Spanish, so every new mom can take home a book for their baby. The bags include a bookmark about reading to your child and an application for a library card. This year at our November dinner we collected items for Family Promise, ranging from coffee to paper towels.

We also donated money for scholarships to Grays Harbor College. One was for a woman going into teaching and the second was for childcare for a student who graduated from Harbor High School.

Our primary fundraisers are dinners that are served in members homes. Members volunteer to host a dinner, and members donate what they choose for the dinner. It has been very successful for our chapter.

**Phi Chapter** of Grays Harbor and Pacific Counties is fortunate to have a dedicated, resourceful and creative President Cheryl Hancock, First-Vice President Annette Pinckney, and Director of Programs Jan Morgan, who plan engaging meetings filled with activities and excellent speakers. This year's programs included the Director of PAWS Grays Harbor who shared their services; the marketing /communication director of Summit Pacific Medical Center in Elma who outlined the medical services available, as well as the support groups and wellness programs offered. One meeting was held at the Carnegie Public Library in South Bend built in 1913. Only fourteen of these buildings are still used as libraries today. In addition to our annual auction in December, we celebrated Mary V. Keinath, another of our members who turned 90, with "90" gifts, stories and accolades. It was a wonderful tribute to an awesome woman.

Phi Chapter collects "Coins for Coastal Harvest" at each meeting. Coastal Harvest collects and distributes foods to food banks throughout southwest Washington. Members are encouraged to place a donation in the "Make It Happen Box" each month and choose a gift from it. The donations are divided between cancer research and a healthy heart program.

In addition to donations within the community, Phi Chapter's main fundraiser throughout the year is the "Emma Heslep Recruitment Grant". This full tuition scholarship is awarded to a Grays Harbor College student who plans to major in education. The December Auction and monthly "Miss Piggy" donations and activities normally raise about \$2500, the amount of our grant. Members are very proud of their ongoing support of future teachers.

**Iota** started the 2019 school year with a great energizing talk on getting to know your government from Keitha Bryson in September and our last meeting in December was a cookie exchange and ukulele Christmas carol singalong at Panorama City. In the fall, the chapter quickly launched into our literacy project – adopting Little Free Libraries in Mason and Thurston counties. Do you know where your closest little library is? <https://littlefreelibrary.org> With the generous donation of books from the fall Board meeting and member donations we have been filling the little free libraries in the region for many months. Our donations have been well received and the children’s books in particular have been very popular. Chapter member Pamela Valentine designed a bookmark for us to place in each donated book. Our chapter has been unable to meet in person in 2020 due to the COVID19 outbreak but we maintain our phone tree chats and email notifications as we all stay safe at home.



The Little Free Library in Union, Washington

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## Chapters staying connected

Ruth Wolberg President of **Alpha Psi Pasco** wrote that some of the chapter members had a unique experience last month engaging in a Zoom training with our local college of Columbia Basin College. The meeting was to assist the College's foundation in scoring scholarship applications. It was quite a process having been accomplished all online.

**Alpha Sigma Kitsap** has not yet had a Zoom meeting but are planning to have one soon. Right now they are giving active teaching members time to work on their on-line lessons (which is a big deal) and trying to support them in that endeavor. Members are sending cards and notes to each other. Several retired members are continuing volunteer work at a distance. Kathy Caldwell and Pat Bennett-Forman put on gloves and masks to join a team packing and delivering food to 90 of the most high poverty students in Kingston with the Food4Kids program. Packing was done in shifts so there was never more than four present and all could be appropriately distanced. Delivery was made with a phone call or quick knock and then a step away to say "good luck and we hope your family can be safe."

Staying connected to the community, **Lambda Chapter Bellingham** had to cancel hosting the Area VI workshop with Beta Kappa Chapter Whidbey Island, scheduled for May 2. Instead of meeting at the Spark Museum and enjoying lunch out, Lambda Chapter will meet on Zoom to elect chapter officers and catch up

with each other. Fortunately, voting by electronic means was added to the chapter by-laws last year. Some Lambda members enjoy connecting through the Lambda Facebook page, and email works for most. Snail mail is used for a couple of our elderly members.

In the larger community, Nancy Sheng, President, has been making face masks at home, which was a challenge initially. She had signed up for a "learn-to-sew" class which was cancelled, of course. She hadn't sewn anything for years! But, thanks to YouTube, Nancy finally figured out how to thread the machine and learn to sew face masks. After making masks for extended family and friends who requested them, she hopes to be able to donate some locally, where needed. This activity helps Nancy stay focused and feel useful. Some Lambda sisters have supplied her with elastic and other supplies that are hard to find at this time.

**Kappa Kent** chapter president Laurie Fisher sent Easter Greetings and DKG updates by email to the 40 members. A third of them wrote a "Reply All" message to let everybody know how they are doing, and what they are doing during this quarantine. Other members were called. Zoom was used for the May meeting with 27 members attending. It was wonderful to see everyone. Current teachers shared their new teaching strategies and challenges of teaching from home. All members shared activities, books, recipes and gardening tips. We wish that our DKG sisters stay well.





# Ideas for online teaching

Nan Guthrie, Alpha Chapter - Tacoma

Here might be a few ideas to help a teacher who is new to online teaching.

1. Always engage the students with the assignments. Example: If showing a video, have them always respond about what they remember or answer a question or two by the teacher. This is put on the discussion board for peers to see after they post.
2. Have students do slide shows on specific topics searching the internet for reliable sources to use. Example "Nutrition: 6 essential nutrients" Post on Discussion Board.
3. Have students do posters using pictures on the internet or make a hard copy poster and take a picture with a phone to post. Example: "Eating Disorder" Post on Discussion Board.
4. Prepare a Scavenger Hunt for the students to find particular items or topics. Example: Make a display of what they find. Post.
5. Have students learn to use YouTube for a class presentation.
6. One major project my students love to do is prepare a healthy meal using all 5 food groups. Post pictures of preparing meal and enjoying it. Reinforces what they have learned all term.
7. Make sure rubrics are used for all assignments, so the students know what the teacher is looking for and how the assignments are graded.
8. I use Quizlet for flashcards to study. Students love this. They are not graded, just credit for doing the assignment, good review, 5 points maybe.
9. I use WebMD's short quizzes for nutrition-related topics. They have a lot of articles that can be put in a class. Just copy and paste the browser of the topic.
10. Get articles off the internet that add to the content of the class from a reputable source, e.g. .gov.
11. Think of ideas used in a face-to-face class and how they can be put into active assignments.
12. I lock my modules so students cannot just wander around doing anything they want. My class is organized so learning occurs in the order of the content.

## Important Dates

Geographic name identification including your Greek chapter name due to Paula Nichols at [nicholspaulam@gmail.com](mailto:nicholspaulam@gmail.com)

June 8, 2020	DKG Int'l Conference—last day for Regular Registration <a href="http://www.dkg.org">www.dkg.org</a>
July 1, 2020	DKG Dues for 2020-2021 are due.
July 7-11, 2020	DKG International Conference, Philadelphia, <a href="http://www.dkg.org">www.dkg.org</a>
July 15, 2020	Alpha Sigma News deadline <a href="mailto:dkgwanews@gmail.com">dkgwanews@gmail.com</a>
September 25-26, 2020	Fall Board, Yakima Red Lion

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(please e-mail pictures in .jpg format)

Deadlines: July 15, October 15,  
January 15, April 15