

MINORITIES &

SUCCESS

Fall 2012



**The 10 Keys to Success
For Small Success**

**Affordable Care Act
For Women**

**Prep Schools Can Get
Your Kids Into College**

*We Are Committed To Career
Opportunities For All*



MINNEAPOLIS VA HEALTH CARE SYSTEMS

**One Veterans Drive
Minneapolis, MN 55417**

www.va.gov

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

In this Edition:

**The 10 Keys to Success
For Small Business.....Page 4**

**Affordable Care Act Ensures
Women Receive Preventive
Services at No Additional Cost.....Page 8**

**Survive the Night Shift
in Healthcare.....Page 10**

Persistence and Success.....Page 13

10 Jobs That Pay \$25/Hour or More.....Page 14

**Over- Identification of Minority
Children in Special Education-
What Can Be Done?.....Page 17**

How to Become a Teacher.....Page 20

Diversity in Education (Part 2).....Page 29

**Girls' Education:
When You Educate A Girl,
You Educate the Next Generation.....Page 34**

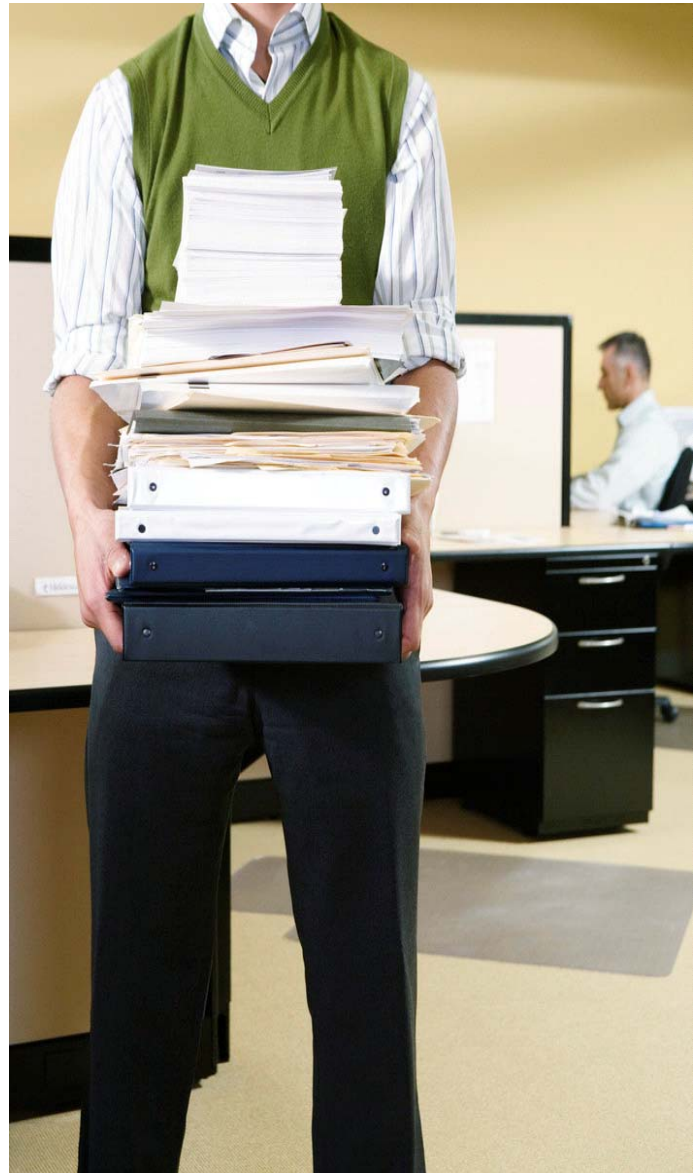
**How to Find the Right Sources
For Education Grant Benefits
and Opportunities Through
Federal Grants.....Page 37**

Career Success Advice: Be Nice.....Page 42

**Prep Schools Can Get
Your Kids Into College.....Page 54**

**Fear, Defensiveness,
Relationships and Success.....Page 57**

Ways to Succeed in School.....Page 59



MINORITIES & SUCCESS

www.mspg.org

Publisher.....MSPG Inc.
Managing Director.....Ali F. Chegini
Creative Director.....Farimah Farahpour
Advertising Mgr.....Debra Maciel
Layout And Design.....Farinaz Farahpour
Web Design.....Nu View

Free Subscription for Colleges, Libraries and Minority
Employment Organizations. \$29 all others

Your comments are encouraged. Please write to:
3711 Lomita Blvd. Suite 196, Torrance CA 90505

Email: info@mspg.org

Vol. XXI No. 4 ISSN# 1058-6318

All rights reserved

The 10 Keys to Success

For Any Small Business

By Helaine Iris

As a life and business coach I have the privilege of working with groups of entrepreneurs as well as individuals to help them reach their business goals and potential. I'm about to launch an exciting business development program and it's my auspicious task to select up and coming, promising entrepreneurs to participate in this business growth and life changing program.

I realized that I had to come up with some sort of universal criteria, a filter if you will, to look at each business through. Then I could rate each business on its merits and make my decisions. Sounds smart, but what should the criteria be?

After much pondering, consulting my favorite business books and yakking with one of my business mentors, the light bulb went off - any criteria I

would use to select participants for this program would also be valuable to entrepreneurs for the purpose of evaluating their start-up or ongoing business' success potential.

So, here's my top 10 list of how best to assess your own business:

1. Why are you passionate about this business?

Connect with your passion for your business, your product, or both. It takes tons of energy to start or build a business. Articulating why you want to do it, and reminding yourself frequently will help you weather the natural ups and downs. Is connecting with people what your passionate about? Creating beauty? Empowering children? Passion's the fuel that keeps the

entrepreneurial engine burning. Ignite it.

2. If your business didn't exist, how would the world be worse off?

I love this question; it's from Guy Kawasaki, author of *The Art Of The Start*. Although the question is related to passion, it really points to meaning. In my experience, a sense of meaning is the most powerful motivator out there - certainly above money, power and fame. Do you want to make the world a better place? Create sustainability for the next generation? Assure the continuance of culture? Once you declare the meaning or purpose of your business, you become unstoppable, magnetic and highly motivated to succeed.

We Are Committed To Career Opportunities For All



**AREA ENERGY & ELECTRIC, INC. &
OHIO VALLEY INTEGRATION SERVICES, INC.**

2001 Commerce Drive
Sidney, OH 45365

www.araelectric.com
www.ovis.cc

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

3. What's the need in the marketplace your product or service fills?

Who is your customer and what problem is your product designed to solve? If you can't answer this question, you probably don't have a viable business. Obviously, commerce is based on the demand of the consumer. It's all very well and good to have the best quality widget this side of the Mississippi, but if it doesn't fill a need, or, better yet, create one, you're dead in the water. Find a niche and own it. Assess this honestly. Who absolutely needs your product and why?

4. What's remarkable about your product or service?

Assuming you've articulated a consumer need in the marketplace, next you have to assess if your product or service is unique and marketable. What's special about

your all-natural-animal-friendly soap compared to the thousand other all-natural-animal-friendly soaps out there? You need to determine how you will capture the segment of the market you'll target and if your product has a wide enough appeal to be profitable in a competitive and changing marketplace.

5. What's your business model?

A business model is simply, the sales mechanism you have in place to assure that money continues to flow to you (greater than your expenses, of course). For example, will your dynamic, fitness blog generate revenue, or do you have to set up an online membership service to build a base of qualified buyers? Will you sell your candles exclusively retail, or are you wholesaling through distributors as well? Make sure you can project a solid return on your investment. Bottom line, can you sell enough whatcha-ma-call-its to be profitable?

6. Have you been able to demonstrate revenue traction with your product?

In other words, can your product sell to more than just your mother? Make sure to project sales revenue for at least the first three years of operation. If you've got an existing business, know your annual growth and how that measures to your industry standards.

7. Do you have the resources needed: time, skills, support, and funding to make it happen?

This is critical. I've seen more small business owners throw in the towel due to stress, personal frustration and overwhelm. It's your primary job as your business's caretaker to make sure your personal habits and foundations are strong. Cash flow challenges are inherent in most

We Are Committed To Career Opportunities For All



CARABETTA
MANAGEMENT
COMPANY

200 Pratt Street
Meriden, CT 06450
www.carabetta.com

We are an Equal Opportunity Employer who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

business operations; don't make it a business killer by failing to devise an adequate funding plan before you start. It takes money to make money. Get real about this and raise capital.

8. Where can you go when the need for additional capital arises? What if you can't get it?

Building on the previous point, sometimes, even your best efforts don't materialize or you need to access additional funding to keep up with growth. Know what your options are before you hit crunch

time. Make sure to have a network in place to access information, contacts, or that someone with deep enough pockets that believes in your dream. Be prepared as well to have a fall back plan in place. Have your business plan ready to present if you need to. It's not fun to be burning the midnight oil cranking out a business plan so you can apply for a bail out line of credit to make it through payroll.

9. What are the top three obstacles to reaching your goals and how will you overcome them?

Thinking about what can go wrong is just as important as projecting a profitable future. This is where knowing your self as well as understanding the business climate is important. What will get in your way personally? Are you willing to ask for help? Is it your procrastination pattern, or fear of making sales calls? If so, you better take steps to handle that. Is it the eroding tourism market due to high fuel costs? If so, what will you do accommodate that reality? It's always wiser to face obstacles head on. Be on top of them before they're on top of you.

We Are Committed To Career Opportunities For All



1980 South River Road
West Sacramento, CA 95691
www.clarkpacific.com

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Wish Continued Progress To All Minority Communities



TOLEDO CLUB

235 14th Street
Toledo, OH 43624
www.toledoclub.org

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

10. What's your personal commitment to your business?

Saying you're committed to starting or building a business, or saying you're willing to do what ever it takes is different than actually doing it. Having a successful business takes action - clear and consistent action. If I had a dime for every time I heard a business owner say, "I know I should manage my time better, I know I should make ten calls a day, I know I should have a marketing plan..." I'd be a wealthier woman. Being committed means willingness to be outside your comfort zone for the good of a higher cause. Your business! Of course we all have strengths and weaknesses, you don't have to be good at everything. Know your self, step up to the plate, or delegate.

It's YOUR life...imagine the possibilities!

We Wish Continued Progress To All Minority Communities



SKYLARK MEATS LLC & AMERICAN FOODS GROUP CO.

4430 South 110th Street Omaha, NE 68137
www.americanfoodsgroup.com

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Wish Continued Progress To All Minority Communities



1655 S. 23rd Street
Beaumont, TX 77707
www.goldcrestelectric.com

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



404 N. Berry Street Brea, CA 92821
www.ncmgroup.com

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Wish Continued Progress To All Minority Communities



McDANIEL FIRE SYSTEMS, LLC.

1055 W. Joliet Road
Valparaiso, IN 46385
www.mcdanielfire.com

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Affordable Care Act Ensures Women Receive Preventive Services at No Additional Cost

Historic new guidelines that will ensure women receive preventive health services at no additional cost were announced today by the U.S. Department of Health and Human Services (HHS). Developed by the independent Institute of Medicine, the new guidelines require new health insurance plans to cover women's preventive services such as well-woman visits, breastfeeding support, domestic violence screening, and contraception without charging a co-payment, co-insurance or a deductible.

"The Affordable Care Act helps stop health problems before they start," said HHS Secretary Kathleen Sebelius. "These historic guidelines are based on science and existing literature and will help ensure women get the preventive health benefits they need."

Before health reform, too many Americans didn't get the preventive health care they need to stay healthy, avoid or delay the onset of disease, lead productive lives, and reduce health care costs. Often because of cost, Americans used preventive services at about half the recommended rate.

Last summer, HHS released new insurance market rules under the Affordable Care Act requiring all new private health plans to cover several evidence-based preventive services like mammograms, colonoscopies, blood pressure checks, and childhood immunizations without charging a copayment, deductible or coinsurance. The Affordable Care Act also made recommended preventive services free for people on Medicare.

Today's announcement builds on that

progress by making sure women have access to a full range of recommended preventive services without cost sharing, including:

- well-woman visits;
- screening for gestational diabetes;
- human papillomavirus (HPV) DNA testing for women 30 years and older;
- sexually-transmitted infection counseling;
- human immunodeficiency virus (HIV) screening and counseling;

We Support The Hiring And Advancement Of All Minorities



We are an equal opportunity employer and health care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

- FDA-approved contraceptive methods and contraceptive counseling;
- breastfeeding support, supplies, and counseling; and
- domestic violence screening and counseling.

New health plans will need to include these services without cost sharing for insurance policies with plan years beginning on or after August 1, 2012. The rules governing coverage of preventive services which allow plans to use reasonable medical management to help define the nature of the covered service apply to women's preventive services. Plans will retain the flexibility to control costs and promote efficient delivery of care by, for example, continuing to charge cost-sharing for branded drugs if a generic version is available and is just as effective and

safe for the patient to use.

The administration also released an amendment to the prevention regulation that allows religious institutions that offer insurance to their employees the choice of whether or not to cover contraception services. This regulation is modeled on the most common accommodation for churches available in the majority of the 28 states that already require insurance companies to cover contraception. HHS welcomes comment on this policy.

Previously, preventive services for women had been recommended one-by-one or as part of guidelines targeted at men as well. As such, the HHS directed the independent Institute of Medicine to, for the first time ever, conduct a scientific review and provide recommendations on specific preventive measures that meet women's unique health needs and help keep women healthy. HHS' Health Resources and Services Administration (HRSA) used the IOM report issued July 19, when developing the

guidelines that are being issued today. The IOM's report relied on independent physicians, nurses, scientists, and other experts to make these determinations based on scientific evidence.

Today's announcement is another part of the Obama Administration's broader effort to address the health and well-being of our communities through initiatives such as the President's Childhood Obesity Task Force, the First Lady's Let's Move! campaign, the National Quality Strategy, and the National Prevention Strategy.

For more information on the HHS guidelines for expanding women's preventive services, please visit: <http://www.healthcare.gov/news/factsheets/womensprevention08012011a.html>. The guidelines can be found at: www.hrsa.gov/womensguidelines/.

To learn more about the Affordable Care Act, please visit www.healthcare.gov.

We Are Committed To Career Opportunities For All



BAYSHORE HEALTH CARE CENTER

715 N. Beers Street
Holmdel, NJ 07733-1593
www.meridianhealth.com

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All

PINEBROOK CARE CENTER INC.

104 Pension Road
Englishtown, NJ 07726

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Survive the Night Shift in Healthcare

By Megan Malugani

Healthcare isn't a 9-to-5 job. It's an around-the-clock profession, and working evening or night hours is a way of life for many health professionals. Such shifts can take a physical and emotional toll on workers, experts say, but there are ways to prevent the damage. Here are suggestions for surviving — and even thriving — despite a draining schedule.

Understand You're Not Alone

About 26 percent of the US workforce regularly works a shift where the majority of their hours are between 4 p.m. and 8 a.m., says Janie O'Connor, MEd, president of Shiftworker.com in St. Paul. "Shiftworkers need to relate to that demographic," she says. "They

need to accept their lifestyle as it is and refrain from acting like a day worker when they're not."

Protect Your Sleep

Shiftworkers must protect their daytime sleep at all costs, O'Connor says. "Do

not respond to any other calls on your time, like the telephone, the doorbell or a relative who asks you to do something because she thinks you're just napping." Sleep deprivation leads to chronic fatigue, she says. Shiftworkers must constantly remind family and friends that sleep is a priority during the day.

We Are Committed To Career Opportunities For All



DR. SUSAN SMITH MCKINNEY
NURSING & REHABILITATION CENTER

594 Albany Avenue
Brooklyn, NY 11203
www.nyc.gov/dssm

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



**800 Medcial Center Drive
Fairmont, MN 56031
<http://mayoclinichealthsystem.org>**

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



**1000 West 10th Street
Rolla, MO 65401
www.pcrmc.com**

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



**R I V E R S I D E
GENERAL HOSPITAL**

**3204 Ennis Street
Houston, TX 77004
www.riversidehospital.org**

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Snooze on the Job

Napping is an effective “fatigue countermeasure” for people who aren’t able to get enough sleep in one uninterrupted stretch, says Ed Coburn, publisher of *Working Nights* newsletter and a consultant at Circadian Technologies in Cambridge, Massachusetts. A nap lasting 15 to 25 minutes will have a significant impact on a worker’s alertness, he says. The challenge: finding a quiet, comfortable, dimly lit place to catch those Z’s during a break.

Take Care of Your Body

Lots of workers use caffeine or sugar as pick-me-ups, Coburn says. Caffeine is an effective fatigue countermeasure, but it takes 20 to 35 minutes to improve a person’s alertness, and its effect may then last seven hours or more, he says. Some workers get hyped on caffeine and then go home and sedate themselves with a few beers to help them fall asleep. “Alcohol can help people fall asleep, but it will interfere with the quality of sleep,” he says, adding that the effects of the alcohol wear off before the caffeine, and the caffeine will further interfere with sleep quality.

Sugar isn’t a long-term answer to fatigue either, Coburn says. “A Snickers can give you added energy but you burn through it very quickly,” he says. “After the initial sugar high, your energy level drops below the level at which you started.”

Coburn says it’s easy to overdo it with either sugar or coffee. “If you drink too much coffee, you can get very jittery, and if you eat too many candy bars, you end up gaining a lot of weight,” he says.

Don’t Isolate Yourself

Shiftworkers often tell O’Connor that they feel “out of the loop” with what’s going on in their families’ and friends’ lives. “It’s very much a day-oriented society,” she says. Shiftworkers must work extra hard to maintain relationships when their schedules don’t match the schedules of their loved ones.

Even if it’s not face-to-face, constant communication is essential, Coburn adds. Beepers and cell phones help family members know “you’re not out of touch,” he says. Families can keep bulletin boards at home where parents and kids post notes and responses. And couples can plan dates at the end of long work stretches. “It’s important to have something to look forward to,” Coburn notes.

We Are Committed To Career
Opportunities For All



539 East Prudhomme Ln
Opelousas, LA 70570
www.opelousasgeneral.com

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career
Opportunities For All



JENNINGS
AMERICAN LEGION HOSPITAL

1634 Elton Road Jennings, LA 70546
www.jalh.com

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career
Opportunities For All



MERCY HOSPITAL
SPRINGFIELD

1235 E. Cherokee Street
Springfield, MO 65804
www.mercy.net

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career
Opportunities For All



1081 North China Lake Blvd.
Ridgecrest, CA 93555
www.rrh.org

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Persistence and Success

By: BUD BILANICH

As you go through life you will encounter many problems and setbacks. You need to react positively to the negative stuff and move forward toward your goals.

On December 21 2009, the first day of Winter, Denver had 60 degree weather. That night the weather announcer on TV reminded us that we had snow on the last day of Summer.

This got me thinking about the unpredictability of life. As I frequently say, as you go through life stuff will happen — good stuff, bad stuff, happy stuff, sad stuff, encouraging stuff, frustrating stuff. However, it's not that stuff that happens that's important; it's how you react to it. You can control the people and events in your life. You can control how you react to the people and events in your life.

I choose to react positively to the people and events in my life — especially the bad stuff, sad stuff and frustrating stuff that happens to me.

And I urge you to do the same if you want to create the successful life and career and that you want and deserve.

I know this isn't always easy. In fact, it's seldom easy. But the harder you find it to react positively to negative people and events, the more important it is for you to do so. Don't blame people or circumstances when things go wrong. Instead, choose to learn the lesson behind every less than successful relationship or event.

When you look for the lesson behind problems, setbacks and failures you are taking responsibility for your life and career. Find the lessons in the bad stuff that happens and then do something to put those lessons to work. As we begin 2010 commit to taking responsibility for yourself, your life and your career. Put yourself in the driver's seat. Don't let events and people stop you from achieving your goals. Be persistent.

As I write this, I'm reminded of the famous quote on persistence by Calvin Coolidge...

“Nothing in the world can take the place of persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not; the world is full of educated failures. Persistence and determination alone are omnipotent.”

The common sense point here is simple. Successful people commit to taking personal responsibility for their lives and career. Only you can make you a success. You have to take personal responsibility for creating the successful life and career you want and deserve. Persistence is the mark of people who are committed to taking personal responsibility for their lives and careers. Persistent people keep going; even in — no especially in — the face of difficulties and problems. Promise yourself that you will commit to taking personal responsibility for your life and career in 2010. Be persistent. Keep at it, and you will reach your goals.

We Are Committed To Career Opportunities For All



P.O. Box 5012
Monticello, NY 12701
www.co.sullivan.ny.us

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

10 Jobs That Pay \$25/Hour or More

By Emily Sismour

When navigating the gauntlet of employment, it's important to find a job that you're both qualified for and will provide you with a satisfactory salary. Our average national salary weighs in at \$43,460 so let's take a look at some jobs that are a step above the average. These ten jobs pay \$25/hour or more- that's an average annual income of \$52,000. Earning a degree is the first step in attaining one of these in-demand jobs and securing an annual income that is over \$8,000 more than the national average.

1. **Court Reporters:** Court reporters are tasked with accurately creating transcripts of legal proceedings, speeches, meetings and a variety of other events. For their work, court reporters earn an hourly wage of \$25.22 and a mean annual salary of \$52,460
2. **Transit and Railroad Police:** Police officers work in a variety of capacities. Police officers who work directly with the transit and railroad are tasked with protecting railroad and transit service property and employees. Transit and railroad police also protect railroad and transit passengers. These law enforcement officers command an hourly wage of \$25.17 and a mean annual salary of \$52,350.
3. **Lodging Managers:** Lodging managers are often considered to be the face of a motel or hotel. They are responsible for ensuring that guests are accommodated properly and that the lodging establishment is run smoothly and efficiently. For their work, lodging managers enjoy an hourly compensation of \$25.72 and an average annual salary of almost \$54,000.
4. **Tax examiners, collectors and revenue agents:** Ah, taxes. We all have to pay them and tax examiners, collectors and revenue agents are tasked with reviewing our filed tax returns, performing tax-related accounting work and collecting on delinquent accounts. Tax workers like examiners, collectors and revenue agents earn an hourly wage of \$25.87 and an average yearly salary of \$53,800.
5. **Healthcare practitioners and technical workers:** Healthcare practitioners and technical workers occupy a number of positions in the larger healthcare field. Examples of healthcare practitioners and technical workers are: EMTs and Paramedics, Dental Hygienists, and Pharmacy

We Are Committed To Career Opportunities For All



The township of
EDISON
NEW JERSEY

100 Municipal Blvd.
Edison, NJ 08817
www.edisonnj.org

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Technicians among others. Healthcare practitioners and technical workers enjoy an hourly compensation of \$25.05 and a yearly salary of \$52,110.

6. Aircraft mechanics and service technicians: Aircraft mechanics and technicians are tasked with the important job of ensuring that aircraft engines and other systems work properly. They diagnose engine problems and work to repair these problems in order to ensure the aircraft runs smoothly. For their work, aircraft mechanics and service technicians earn an hourly wage of \$25.47 and a yearly salary of \$52,970.
7. Real estate sales agents: Real estate agents help people to buy, sell or rent a home. Sales agents are also responsible for writing real estate

contracts for clients who are renting, buying and/or selling. For their work, real estate sales agents earn an average hourly rate of \$25.53 and a mean annual salary of \$53,100.

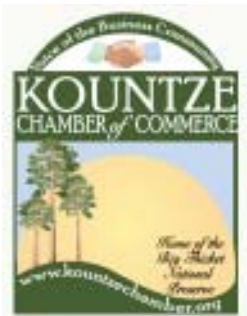
8. Post-secondary education teachers: Post-secondary, vocational education teachers teach post-secondary education in a vocational or occupational capacity. Often, these teachers will educate adult learners or students interested in a specific field such as IT or health services. Post-secondary, vocational education teachers earn hourly wages of \$25.01 and yearly salaries of \$52,030.
9. Advertising sales agents: Advertising sales agents sell advertising spots or spaces for television, newspapers, magazines, billboards and websites in order to help their company or employer generate revenue. For their work,

advertising sales agents earn an average hourly salary of \$25.57 and a mean annual salary of \$53,190.

10. Dieticians and nutritionists: Dieticians and nutritionists help patients by planning and implementing food and/or nutrition programs. Dieticians and nutritionists are also tasked with promoting healthy eating through education at schools and hospitals. Dieticians and nutritionists earn an hourly wage of \$25.59 and command a mean annual salary of \$53,230.

Many of these \$25/hour careers require at least a bachelor's degree. That's why it's important to invest in a post-secondary education at a ground school or an online college. By earning your degree, you can position yourself for employment and high earnings in one of these \$25/hour industries.

**We wish continued progress
to all minority communities**



**1025 North Pine Street
Kountze, TX 77625
www.kountzechamber.org**

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We wish continued progress
to all minority communities**

CITY OF SAN AUGUSTINE

***301 S. Harrison Street
San Augustine, TX 75972***

We are an equal opportunity employer who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Support the Hiring and
Advancement of All Minorities**



P.O. Box 300
North Greece, NY 14515-0300

www.greece.k12.ny.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity and expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Over-Identification of Minority Children in Special Education - What Can Be Done?

By: JoAnn Collins

Are you concerned about the amount of minority children that are being diagnosed with disabilities in your school district? Are you worried about the large numbers of African American boys receiving special education services? Are you concerned about your child who is in a minority group and being found eligible for special education! Much has been written in the past several years about the increased numbers of

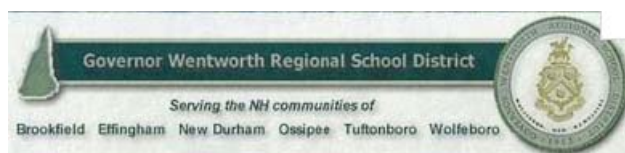
poor African-American children receiving special education services. This article will discuss this issue, and also underlying causes of this.

In 1975 when the Education for All Handicapped Children Act was passed Congress found that poor African-American children were being placed in special education much more often than other children. These difficulties continue today. In the Findings section

of IDEA 2004 Congress stated about the ongoing problems with the over-identification of minority children including mislabeling the children and high drop out rates.

About 9% of all school age children are diagnosed with a disability and receive special education services. But African-American children receive special education services at

We Are Committed To Career Opportunities For All

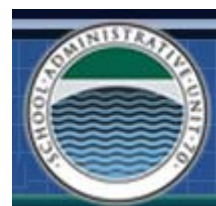


GOVERNOR WENTWORTH REGIONAL SCHOOL DISTRICT

**P.O.Box 190
Wolfeboro Falls, NH 03896
www.govwentworth.k12.nh.us**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



SCHOOL ADMINISTRATIVE UNIT 70

**41 Lebanon Street, Suite 2
Hanover, NH 03755
www.sau70.org**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

a rate about 40% higher than the national average across racial and ethnic groups at about 12.4%. Studies have shown that schools that have mostly white students and teachers, place a disproportionately high number of minority children in special education.

Also, rates of mental retardation and emotional/behavioral disturbance are extremely elevated within the African-American population, roughly twice the national average. Within the African-American population the incidence of mental retardation is approximately 220% higher than other ethnic groups. For emotional/behavioral disturbance the incidence is approximately 175% higher than other ethnic groups.

Factors that may contribute to disabilities include:

1. Health issues like prenatal care, access to medical care, child

nutrition, and possible exposure to lead and other pollutants.

2. Lack of access to good quality medical care as well as services for any mental health disorders.
3. Cultural issues and values or stigma attached to disability
4. Discrimination along the lines of class and race!
5. Misdiagnosis of the child's behavioral and academic difficulty.

A few ideas that could help decrease the over identification:

1. Better keeping of data to include increased information about race, gender, and race by gender categories. More detailed, systematic, and comprehensive data collections would provide a better sense of demographic representation in special education

that could better help understand this issue.

2. More analytic research is needed to improve our understanding of the numerous factors that independently or in combination contribute to a disability diagnosis.
3. More people that are willing to help advocate for children in this situation. I believe that some of this issue, is related to the inability of some special education personnel to understand cultural differences.
4. Better and clearer guidelines for diagnosing disabilities that could reduce the potential for subjective judgments that are often cited for certain diagnosis.
5. More improvements are needed in general education to help children learn to read and keep up with their grade and age appropriate peers.

I hope over time this issue will get resolved so that all children receive an appropriate education.

We Support The Hiring And Advancement Of All Minorities

BSD

**BURRILLVILLE
SCHOOL DISTRICT**

**2300 Bronco Highway
Harrisville, RI 02830
www.bsd-ri.net**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



**SPRINGFIELD
SCHOOL DISTRICT**

**60 Park Street
Springfield, VT 05156-3023
www.ssdvt.org**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



356 Elkwood Avenue New Providence, NJ 07974
www.npsd.k12.nj.us

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, and Sexual Orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



GLOUCESTER COUNTY SPECIAL SERVICES SCHOOL DISTRICT

1340 Tanyard Road
Sewell, NJ 08080

www.gcsssd.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

How to Become a Teacher

By: Kelli Smith

We all remember our favorite teachers—and our least favorite. For better or worse, teachers have a profound and lasting influence on their students. If you've thought about becoming a teacher, you need to think beyond the basic requirements of the job, to how you can become one of the outstanding teachers who will be remembered positively by year after year of students.

Naturally this all starts with education, and then becomes a

matter of how you apply that education.

How to Become a School Teacher:

Educational Requirements

If you want to become a school teacher, one of the first choices you should make is between elementary and secondary school teaching, because the educational requirements differ.

In either case, three common elements are likely to be:

- A bachelor's degree.

Elementary school teachers are more likely to major in education itself, while secondary school teachers tend to major in the subject they intend to teach and supplement that with a teaching preparation program. Courses specific to education include topics such as classroom methods, teaching

We Are Committed To Career Opportunities For All



Pearl River Union Free School District

135 West Crooked Hill Road
Pearl River, NY 10965
www.pearlriver.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



GREENPORT UNION FREE SCHOOL DISTRICT

2300 Bronco Highway
Greenport, NY 11944
www.gufsd.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



DALLAS SCHOOL DISTRICT

**P.O. Box 2000
Dallas, PA 18612-0720
www.dallasd.com**

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



BROWNSVILLE AREA SCHOOL DISTRICT

**5 Falcon Drive
Brownsville, PA 15417
www.basd.org**

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Are Committed To Career
Opportunities For All**



**3680 Old Oakdale Road
McDonald, PA 15057
www.southfayette.org**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Support The Hiring And
Advancement Of All Minorities**



**800 E. South Street
Corry PA 16407-2054**

www.corrysd.net

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Support The Hiring And
Advancement Of All Minorities**



**WATTSBURG AREA
SCHOOL DISTRICT**

**10782 Wattsburg Road
Erie, PA 16509
www.wattsburg.org**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Support The Hiring And
Advancement Of All Minorities**



**LEHIGHTON AREA
SCHOOL DISTRICT**

**1000 Union Street
Lehighton, PA 18235
www.lehighton.org**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

philosophies, child psychology, and basic computer literacy. Some states may require that you ultimately complete a master's degree as well.

- **A student-teaching internship.**

While not universally required, a student-teaching internship is frequently part of a degree program in education. This hands-on experience will not only enrich your appreciation of your studies in education, but it will also give you an early indication of whether this career path is really for you.

- **State licensure/certification.**

This is required for public school teachers in all 50 states. The exact qualifications vary from state to state, and frequently are specific to different grade levels.

Benefits of Becoming a Teacher

The following are some of the tangible benefits of becoming a teacher:

- **Median teacher salaries are clearly above the national median.**

There are also opportunities to earn additional income by taking on added responsibilities, such as administration or coaching, and/or by working during the summer.

- **Job growth is expected to be solid.**

Overall, employment growth in education is expected to be similar to the overall national rate, with

We Are Committed To Career Opportunities For All



RED LION AREA SCHOOL DISTRICT

696 Delta Road

Red Lion, PA 17356

www.rlasd.k12.pa.us

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Sex, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

elementary education projected to enjoy the strongest growth.

- **Plentiful jobs.**

Education is one of the largest occupations in the country, with jobs found in just about every community.

- **Job security.**

While no job is completely isolated from economic changes, teaching is much less cyclical than many occupations, and less vulnerable to outsourcing.

Those are some of the more tangible benefits to teaching. The intangible benefits come from the difference you can make, and this starts with your commitment to becoming an outstanding teacher.

12 Attributes of Effective Teachers

Excellent teachers employ a variety of different approaches, but the following are 12 attributes of effective teachers:

1. **Competence.**

A good teacher commands respect by

being a master of his or her subject.

2. **Authority.**

Teachers must be clearly in control of the classroom, and not afraid to use appropriate discipline to retain order.

3. **Energy.**

Students quickly tune out an unenthusiastic teacher. Effective teachers must have the energy to cope with the demands of the job, and a dynamic enough personality to cultivate an enthusiasm for learning.

4. **Clarity.**

Would-be teachers should work on

We Are Committed To Career Opportunities For All



**5407 Roland Avenue
Baltimore, MD 21210
www.gilman.edu**

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

communication skills, especially how to get complex ideas across succinctly and accessibly.

5. Preparation.

Starting out, some teachers are staggered by the workload, but with good preparation it becomes more manageable with time.

6. Open-mindedness.

Teachers can encourage intellectual curiosity by being willing to listen to and present points of view other than their own.

7. Currency.

While some subjects don't change much from year to year, teachers must stay current in their fields and keep their teaching material fresh.

8. Respectful in answering questions.

Often, students will get more out of the answers to questions than out of

prepared materials.

9. Uses emphasis.

Repetition breeds retention, so teachers should preview and summarize each day's material.

10. Engaged.

Knowing the material is not enough; a teacher must be able to relate to students as individuals. This need not mean being a friend to your students, but it does mean being accessible enough to show you care about whether each one of them succeeds or fails.

11.

Receptive.

To ensure effectiveness, teachers should be open to, and actively seek, feedback which indicates how

well they are getting the message across.

12. Provides feedback.

Besides being receptive to feedback themselves, teachers should give their students individualized feedback designed to show them how they can improve.

Becoming a teacher can be a path to a stable career with a good income. On top of that, it can also be an opportunity to be remembered as a positive influence for many years to come.

We Support The Hiring And Advancement Of All Minorities



1 Franklin Street
Hampton, VA 23669
www.sbo.hampton.k12.va.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



**SCHOOL TOWN of
MUNSTER**

255 Thole Street
Norfolk, VA 23505

www.norfolkchristian.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



**OLEY VALLEY
SCHOOL DISTRICT**

17 Jefferson St
Oley, PA 19547
www.oleyvalleysd.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



589 Hospital Drive Suite A
North Warren, PA 16365
www.wcsdpa.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation, and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



P.O. Box 748
Bedford, VA 24523
www.bedford.k12.va.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support the Hiring and Advancement of All Minorities



AMHERST COUNTY PUBLIC SCHOOLS

153 Washington Street,, P.O. Box 1257
Amherst, VA 24521-1257

www.amherst.k12.va.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Support the Hiring and
Advancement of All Minorities**



**MARION COUNTY
SCHOOL DISTRICT**

200 Gaston Avenue
Fairmont, WV 26554
www.marionboe.com

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Diversity in Education (Part 2)

By: Latashia Martin

Continuing on from Diversity in Education (Part 1), music in the classroom is something that has been around for many years now. Some schools implement classes such as band and chorus into their curriculum which are optional to the students. The students that choose to participate in the music classes' fine tune their vocals or become masters in playing instruments in these programs. Many of our most famous musicians and vocal artists started their careers while in schools

participating in a musical program. Though obtaining a musical career may be rare, these music programs have still provided the opportunity for some.

A new and emerging music program in the elementary classrooms is flocabulary. Flocabulary is a program that has been implemented in the teaching of English and history predominantly in the state of New York. It presents the lesson in a musical format which allows the students to relate to something that they enjoy while learning their school material.

Students learning through flocabulary have displayed higher test scores and greater knowledge of the assigned material than students in traditional classroom settings. Though music is seen as a hobby, it is not an easy concept. For one to play an instrument they must know how to read and comprehend the music language in which notes are displayed on their music sheets. English is the class that teaches us to read and comprehend language. A musical curriculum would allow students to learn how to apply their

We Are Committed To Career Opportunities For All



**1717 West 5th St.
Greenville, NC 27834
www.pitt.k12.nc.us**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

language fundamentals in ways other than through writing or speaking.

Like music, art gives students the opportunity to expand their minds and creativity. According to scholars Ellen Winner and Lois Hetland, “Students who study the arts seriously are taught to see better, to envision, to persist, to be playful and learn from mistakes, to make critical judgments and justify such judgments,” (Pogrebin). By including art as an option in a diverse curriculum, a school would be allowing students to mentally challenge their vision and perception of the things around them. In math, one is taught that everything is

geometrical, the human anatomy, buildings, vehicles, etc. By incorporating art, school officials would be allowing students to apply the concepts of geometry into real life figures in which they can relate while learning to critique their own perceptions.

To some, music and art may seem to do nothing other than use unnecessary resources and school funding, as classes having no educational benefit. However, as of today, many schools have spent a generous amount of their budgets reorganizing the structure of the cafeteria and the food being served. With obesity in our children on the rise, tackling it has become a matter

of interest in our schools. Although, while changing a diet and diminishing physical education is not going to tackle the issue of obesity. A nutrient rich diet with the incorporation of exercise would. Physical education classes allow students to exercise their bodies and to mentally regroup from lectures in the classroom. In a study conducted on college students in December 2009, “The average length of time a student could concentrate for in lectures was 10 minutes” (Richardson). If adults in college are having a hard time focusing, than younger children would potentially have an even harder time. Now, while physical education has its health benefits, it also allows

*We Are Committed To Career
Opportunities For All*



**P.O. Box 1010
Sanford, NC 27331
www.lee.k12.nc.us**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

students to learn the concept of teamwork. Once one becomes employed, no matter their background, they will need to know how to work and operate in a team environment.

Corporations today focus their entire work productivity around team work and technology. With more and more uses of technology on the rise through phones and computers, one would think that school officials would incorporate a technological literacy program into their curriculum as well. The United States is the leader of technology in the world producing “some of the most important breakthrough products” in the technology sector (Kirkpatrick).

Children today are enmeshed in social networking sites like facebook, twitter, and myspace with no concept of the role technology plays in society. They do not understand the importance of phone towers in conjunction with their home internet for the ability of internet use. There is no use in having our children knowing and understanding how to productively network without an understanding of how to use it to produce productive and rewarding careers. A technological literacy class would teach students about the basic fundamentals of computers. It would teach them proper research and handling methods which would result in the skills necessary for positions

involving the use of modern day technology.

With the increase in immigration there has been an enormous amount of languages added to the American mixture. After English, Spanish is the most used language in the United States. Considering this phenomenon, many have chosen to take a liking to learning Spanish. Schools have implemented Spanish classes for the nonnative speakers. However, there are other cultures in the U.S. the need interpretation. We have people from Asian decent that cannot comprehend or speak English. We have people who speak a combination of French that have little representation. If everyone

We Are Committed To Career Opportunities For All



SILVER VALLEY UNIFIED SCHOOL DISTRICT

P.O. Box 1010
Sanford, NC 27331
www.lee.k12.nc.us

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

chooses to learn Spanish, which has become second nature, we will have a population of people that will not be able to get their voices heard. By requiring all of our students to learn Spanish we are again crippling our youth in terms of their future. Incorporating other languages like French or Cantonese as second language options would give our students greater qualities when looking for employment in the working world.

With the current economy, finding work is already a challenge. School officials should incorporate life skills training into their curriculum it would better prepare our students for the things employers are looking. Life skills classes would have to be constructed to fit the proper age group of the student population. This can be accomplished by proper lesson choices and an interactive classroom format such as group projects and mock sessions. Like skills classes should include sessions like relationship building, effective communication, proper budgeting and money management, proper resume and cover letter format, interview etiquette, establishing credit, etc. These life skills are basic survival skills that are going to be necessary no matter what a student chooses to do after they leave school. Through these life skills classes, school officials would be taking a stand on better the economy as well as society as a whole. Through life skills classes the students can further apply the lessons they are learning in their math classes to realistic situations.

We Support The Hiring And Advancement Of All Minorities



WILLIAMSBURG COUNTY SCHOOL DISTRICT

P.O. Box 1067
Kingstree, SC 29556-1067
www.wcsd.k12.sc.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



PERSON COUNTY SCHOOL DISTRICT

304 S. Morgan Street
Roxboro, NC 27573
www.person.k12.nc.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



EDENTON-CHOWAN SCHOOL DISTRICT

P.O. Box 206
Edenton, NC 27932
www.edenton-chowan.net

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities

Greenwood County School District 52

605 Johnston Road
Ninety Six, SC 29666

www.greenwood52.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

*We Are Committed To Career
Opportunities For All*



**613 Cherry Street
North Wilkesboro, NC 28659**

www.wilkes.k12.nc.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Girls' Education: When You Educate A Girl, You Educate The Next Generation

By: OSA

For the girls and women who lives in poverty, for them education is not only the key to a brighter future it is also a key to survival. Using education as a primary strategy, the Girls' & Women's Education Initiative aims to harness the potential of girls and women to learn, lead and act on their vision of change for themselves, their families, and their communities. Why gender is considered an issue in education?. Gender refers to attitudes, beliefs and values we have about being male or female.

These attitudes, beliefs and values are influenced by including family, friends, cultural background, media and the wider community. Economics, cultural bias and gender discrimination exclude girls from educational opportunities in the developing world. Yet, the educating girls are the most powerful and effective way to address global poverty—and the single best investment one can make. More than 180 national governments have taken the pledged to achieve gender equality in education by 2015—with special focus on ensuring girls' full and equal

access in achieving high quality of basic education.

Educating of girls is directly linked to positive outcomes:

- Lower infant mortality rates
- Increased eventual wages
- Increased likelihood of educating the next generation
- Improved family health

We Are Committed To Career Opportunities For All



CALHOUN CITY SCHOOL DISTRICT

380 Barrett Road
Calhoun, GA 30701
www.calhounschoools.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, and Sexual Orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



457 Shelby Ontario Road
Mansfield, OH 44906
www.ontarioschools.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



105 High Street, Northeast
Warren, OH 44481
www.warrenschoools.k12.oh.us

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

- Success in combating the spread of HIV/AIDS and other preventable diseases

- Improvement of general economic development

Despite these knowing benefits, girls are less likely send to school than boys and those girls fortunate enough to enroll are likely to drop out when transitioning from primary to secondary school. Investigation brings that girls' education globally delivers huge returns for economic growth, political participation, women's health, smaller and more sustainable families, and disease prevention, concludes a new report from the Council's Center for Universal Education.

How are girls doing?: Success and Challenges

Compared with last two decades ago, more girls are entering school, completing the primary level, and pursuing secondary and tertiary education. In low-income countries alone, average enrollment rates in primary education went upwards of 80 percent, and primary completion rates are now raise to 60 percent. Remarkable accomplishments have been made towards in achieving gender equality at all the levels of education. Since 1990 the ratio of girls to boys enrolled in school has increased up at all levels of education.

The most significant increase in girls' education enrollment shown in Sub-Saharan Africa and South Asia has been shown up at the primary

education level. In countries in East Asia, Latin America and the Caribbean, the increase in girl's education has been at the secondary education level while in countries in Europe and Central Asia, girls' enrollment has raised most at the tertiary education level. Although most developing countries have made considerable progress in educating the gender gap in school enrollment, significant gender gaps remain. The girl's education inter-linkages between gender inequalities, economic growth and poverty are the main reasons why girls' education is a smart investment. For developing countries like India to reap these benefits fully, they need to unleash the potential of the human mind. Educating all girls, not just half of them, makes the most sense for future economic growth.

We Are Committed To Career Opportunities For All



P.O. Box 217
Bloomington, MI 49026
www.bdalecards.org/joomla

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

How to Find the Right Sources For Education Grant Benefits and Opportunities Through Federal Grants

By Luella Shelley

Nowadays, only few wealthy and rich students are capable to pay their fees promptly for their college education. Such types of students are also very meager in ratio. There is no doubt in it. Every student will have to pay minimum 20,000 dollars as an average cost per academic year for four years continuously in a private college. Out of this amount, nearly 50 percent, every student will have to pay additionally for the average tuition for a public university and another 50 percent for the formidable tuition at a community college.

In this difficult situation, the college grant is considered as a very helpful source to curtail educational funds minimal and which are hopefully available for needy students. Students are also seeking this type of money grant and especially they are sincerely longing for student-type or subject-specific grant. Because, this type of money grant is entirely different from

scholarship and student loans. In fact money grants are offering as free gift money for students and they are completely different from both scholarships and student loans. So if a student gets this type of loan, again he no needs to repay. By the bye, this loan will be purely granted on basis of need and necessity and not on merit-basis. There are number of categories existing in money grants and are as follows:

- * Student-specific
- * Subject-specific
- * Degree level
- * Minority Common sources for grant funding:
 - * Federal and state governments
 - * Colleges and universities

* Public and private organizations

Usually many of finance grant recipient will be affected financially or they will be certainly with great financial disadvantages. But many grants are especially featured advantageously for satisfying minority people and low income students. Federal Grants: Through federal grants, the federal government is granting enormous amount of money for college students as a first time. These grants are mainly forwarded through "No child left behind act". Through this act, more primary and secondary school's kids are coming into an account attentively for getting their education in a prompt manner without any partiality based on any kind of reason.

Due to such financial grand and assistance, a higher percentage of high school students are getting diplomas. Then they are having more

We Support The Hiring And Advancement Of All Minorities



RAVENNA SCHOOL DISTRICT

507 East Main Street Ravenna, OH 44266-3257

www.ravenna.portage.k12.oh.us

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or testing and Sexual Orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the in the investigation of any complaint, or otherwise oppose discrimination.

chance to continue their studies in attending college with the right financial and social resources. Even educators also more anxious and they are enthusiastically encouraging more students with their experience and guidance to the right academic and career choices. There are some federal grant programs sincerely offering financial grants for hundreds of thousands of students as their vital help. They are as follows:-

1. The Pell Grant: The Pell Grant is actively functioning since 1972. This is in fact considered as one of the key element for funding millions of low-income students. This fundamental grant program is basically switched on by the mercy of the federal government's budgetary and political whims. But at the same time, this is acting as a precious source of funding for helpless undergraduate students.

2. The Academic Competitiveness (AC) Grant: this grant is especially available to all undergraduate

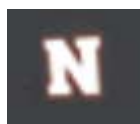
freshman and sophomores. Students those who are with extra ordinary academic records and with demonstrated brilliance for leadership and service, can utilize this grant properly. Besides, students with prompt qualification also can avail the Pell Grant easily.

3. The National Science and Mathematics Access to Retain Talent Grant (SMART Grant): this grant is possible where the Academic Competitiveness Grant leaves off with 4,000 dollar awards to undergraduate juniors or seniors whose who are studying computer science, engineering, mathematics, or sciences. As eligibility for this type of grant, applicants have to be eligible for availing the Pell Grant.

4. State Grants: this type of many states administers grant programs are

eligible for resident students and they will be granted purely based on merit, need and student's area of study. Examples as follows:- Oklahoma is offering only need based grants and "specialized" grant programs. Michigan's grant programs are purposely designed for a cross-section of students. General under graduates, academically gifted, low income and even non traditional adult students will be included in this program. Florida's Office of Student Financial Assistance is comprised with a wide range of grants for students those who have become disadvantaged, disabled, loan repayment, Hispanics and for academically brilliant students.

We Support The Hiring And Advancement Of All Minorities



NORTHVIEW PUBLIC SCHOOL DISTRICT

4365 Hunsberger Avenue N.E.
Grand Rapids, MI 49525
www.nvps.net

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



FONTANA J-8 SCHOOL DISTRICT

450 S. Main Street
Fontana, WI 53125
www.fontana.k12.wi.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



CAMDEN-FRONTIER SCHOOL DISTRICT



4971 W. Montgomery Road
Camden, MI 49232
www.cfss.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability and genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



SOUTH WESTERN JEFFERSON COUNTY SCHOOL DISTRICT

239 South Main Cross Street
Hanover, IN 47243
www.swjcs.k12.in.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



LEETONIA VILLAGE SCHOOL DISTRICT

450 Walnut Street
Leetonia, OH 44431-1159
www.leetonia.k12.oh.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



BREMEN PUBLIC SCHOOLS

512 W Grant Street
Bremen, IN 46506-1665
www.bps.k12.in.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability and genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



SOUTH O'BRIEN COMMUNITY SCHOOL DISTRICT P.O. Box 638 Paullina, IA 51046 www.s-obrien.k12.ia.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



7200 N. College Avenue
Indianapolis, IN 46240
www.parktudor.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



JANESVILLE - WALDORF - PEMBERTON SCHOOL DISTRICT P.O. Box 389 Janesville, MN 56048 www.jwp.k12.mn.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support the Hiring and
Advancement of All Minorities



*SCHOOL DISTRICT OF
WEST DE PERE*

*400 Reid Street, Suite W
De Pere, WI 54115
www.wdpsd.com*

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Support the Hiring and
Advancement of All Minorities**



***THORNTON FRACTIONAL TOWNSHIP
HIGH SCHOOL DISTRICT #215***

***1601 Wentworth Avenue
Calumet City, IL 60409
www.tfd215.org***

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity and expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Career Success Advice: Be Nice

By: Bud Bilanich

I liked the 2010 Winter Olympics Opening Ceremony for its simple elegance. As I was watching, I took note of a line in Slam Poet Shane Koyczan's tribute to Canada, We Are More...

And some say what defines us is something as simple as "please" and "thank you"

The Canadian audience roared when they heard that line. After all, Canadians are known for being polite.

Creating positive personal impact is one of the competencies that

comprise my career success system. If you want to create positive personal impact, you need to do three things. First create your unique personal brand and then promote it consistently and constantly. Second, be impeccable in your presentation of self — in person and on line. Third, know and use the basic rules of etiquette.

Being polite is the first rule of etiquette. The words "Please" and "Thank you" are two terms that will define you as someone who is polite and grasps the importance of proper etiquette. There's an old saying:

"Those who know, know. Those who don't know don't know. Those who know always know those who don't know." This is just a clever way of saying that it is important to learn and use proper etiquette, as it will mark you as someone who knows.

For example, when you are seated at a crowded round table at a business dinner, you might be confused by the placement of your water glass and bread and butter plate. You should know that your water glass is to your right and your bread and butter plate is to your left. Knowing

We Are Committed To Career Opportunities For All



**J. STERLING MORTON
HIGH SCHOOL DISTRICT #201**

5041 W. 31st Street
Cicero, IL 60804
www.morton201.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing and Sexual Orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And
Advancement Of All Minorities



MIDWEST CENTRAL SCHOOL DISTRICT 191

1010 S. Washington Street
Manito, IL 61546-8903
www.midwestcentral.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And
Advancement Of All Minorities



MARSEILLES ELEMENTARY SCHOOL DISTRICT 150

201 Chicago Street
Marseilles, IL 61341-2099
www.mes150.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

this can save you some embarrassment — and possibly a job or a promotion. Besides, if you're not worrying about your table manners, you'll be better able to concentrate on the conversation at the table.

Another example: thank you notes are a lost art in these days of cell phones, e-mail, send out cards and text messaging. You can make a positive impact by handwriting a simple thank you note expressing your gratitude for a small favor. If you want to make a powerful positive impact, buy and use note cards imprinted with your name for these notes. Men usually use a single-sided 4.5 x 6.5 card imprinted with their name at the top and their return address on the back of the envelope. In the past, it was more common for women to use a fold-over 4.5 x 6.5 card with their name imprinted in the center of the front sheet. However, in today's business world, many women use single-sided cards.

We Support The Hiring And Advancement Of All Minorities

BROOKFIELD-LAGRANGE PARK SCHOOL DISTRICT #95

3524 Maple Avenue
Brookfield, IL 60513
www.district95.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities

BISMARCK HENNING SCHOOL DISTRICT # 1

P.O. Box 350
Bismarck, IL 61814
www.bismarck.k12.il.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



606 South Sycamore Street, Blue Hill, NE 68930
www.bluehillschools.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, and genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



P.O. Box 106 Rosholt, SD 57620
www.rosholt.k12.sd.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities

EXETER-MILLIGAN PUBLIC SCHOOLS

318 South River Avenue
Exeter, NE 68351
www.steve-steam.com/Twolves

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



haskell public schools

P.O. Box 278 Haskell, OK 74436
www.haskell.k12.ok.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



MINATARE PUBLIC SCHOOLS

1107 7th Street
Minatare, NE 69356
www.minatareschools.com

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability and genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



1100 Mississippi Ave
Crystal City, MO 63019-1207
www.crystal.k12.mo.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



DALLAS COUNTY SCHOOL DISTRICT

P.O. Box 1056
Selma, AL 36702
www.dallask12.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



CLAY COUNTY SCHOOL DISTRICT

P.O. Box 278
Ashland, AL 36251
www.claycoboe.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing and Sexual Orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Being polite never goes out of style and will always help you make a positive personal impact. The National Institute of Business Management says it quite well:

Long term, there is no better success strategy than to be nice to others. People's feelings are at the heart of business etiquette. When in doubt, determine the best way to put your colleague or client at ease and then follow that course.

There are few rules that you should follow, however. When you request something, say "Please." When you receive it, say "Thank you." Wait for people to exit elevators before you get on. Hold the door for others, whether you are a man or a woman. Return calls and respond to e-mails promptly. Be brief when you leave a phone message. Don't respond to e-mails when you are angry or upset.

But above all, just be nice. *The*

Power of Nice is a great little book that really nails this simple but powerful idea for building positive personal impact. The authors end the book with these words:

We hope we have been able to convince you that being kind and considerate is an equally valid — and we believe more effective — way to get ahead rather than being selfish and cutthroat. So given that, why not take the nice route? Not only will it take you further in your career and in your life, but you'll feel better about yourself... If you act with integrity, compassion and class... you will know, in your core, that you are a valuable and worthwhile person who can help change the world, one nice action at a time... If you take anything away from this book, we hope it's the realization that there is untapped potential in even the smallest good deed, and that it can have a multiplier effect strong enough to change the world. Yes, a random act of kindness

can help you become wealthier, healthier, and wiser. But, most of all, it will make you happier.

Now there is some common sense.

The common sense point here is simple. Successful people create positive personal impact. Knowing and following the basic rules of etiquette is key to creating positive personal impact. In the Opening Ceremony of the Olympic Games, in his tribute to Canada, slam poet Shane Koyczan said "And some say what defines us / Is something as simple as 'please' and 'thank you'." Canadians are known for being polite and we can all learn a lesson from them. Simple words like "please" and "thank you" define you as a person who not only is polite, but one who is polished and gracious — two characteristics that will help you create positive personal impact and succeed in creating the career success you want and deserve.

We Are Committed To Career Opportunities For All



School District

P.O. Box 97

Altamont, TN 37301

www.grundyschoolsystem.com

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimina

We Support The Hiring And Advancement Of All Minorities



MULDROW SCHOOL DISTRICT

**P.O. Box 660
Muldrow, OK 74948-0660
www.muldrowps.org**

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability and Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



HATTIESBURG PUBLIC SCHOOL DISTRICT



**P.O. Box 1569
Hattiesburg, MS 39403
www.hattiesburgpsd.com**

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



SUMTER COUNTY SCHOOL DISTRICT

**P.O. Box 10
Livingston, AL 35470
www.sumter.k12.al.us**

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And
Advancement Of All Minorities



AMITE COUNTY SCHOOL DISTRICT

*P.O. Box 378/533 Maggie Street
Liberty, MS 39645
www.amite.k12.ms.us*

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation, Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And
Advancement Of All Minorities



MAYFIELD INDEPENDENT SCHOOL DISTRICT

914 East College Street
Mayfield, KY 42066
www.mayfield.k12.ky.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And
Advancement Of All Minorities



FAYETTE COUNTY SCHOOL DISTRICT

P.O. Box 686
Fayette, AL 35555
www.fayette.k12.al.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And
Advancement Of All Minorities



POLK COUNTY SCHOOL DISTRICT

*P.O. Box 665
Benton, TN 37307
www.polk-schools.com*

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All

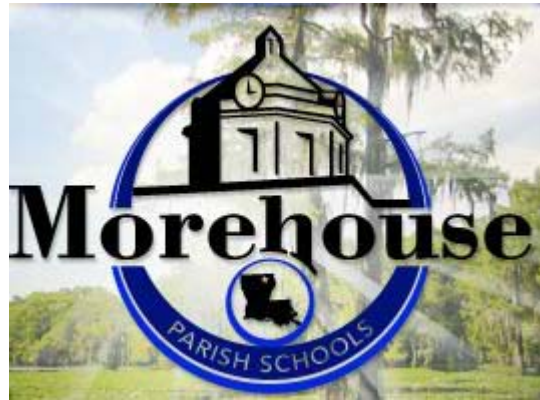


***ST. JOHN THE BAPTIST
PARISH PUBLIC SCHOOLS***

***P.O. Drawer AL
Reserve, LA 70084
www.stjohn.k12.la.us***

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support the Hiring and Advancement of All Minorities



P.O. Box 872
Bastrop, LA 71221-0872

www.mpsb.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



6505 E. US Highway 66
El Reno, OK 73036
www.cvtech.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



ARP INDEPENDENT SCHOOL DISTRICT

P.O. Box 70
Arp, TX 75750
www.arpisd.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

**We Support the Hiring and
Advancement of All Minorities**



BRUCEVILLE-EDDY

INDEPENDENT SCHOOL DISTRICT

*1 Eagle Drive
Eddy, TX 76524
www.beisd.net*

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support the Hiring and Advancement of All Minorities



ALLEN

INDEPENDENT SCHOOL DISTRICT

P.O. Box 13
Allen, TX 75013

kent_turner@allenisd.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Prep Schools Can Get Your Kids Into College

By: Andrew Stratton

If you want your kids to get into the best universities, you'd be wise to send them to topnotch prep schools. Some of these learning academies start as early as kindergarten, and work with their students to produce the highest educated cream of the crop. Sometimes just seeing a reputable school name on your child's entrance exam can earn them brownie points for getting into high caliber universities. There are many different programs to fit the tastes of a variety of students and their parents.

All Boys or All Girls

Some prep schools only admit males or females, the idea being that the boys will focus on their studies instead of the girls and vice versa. It's human nature for your son to be looking at the shapely sophomore sitting in front of him in algebra class rather than at the equations on the chalkboard. Girls will be giggling and flirting with the males in their class unless they only have females as classmates. With a school full of only one gender, dating and romance can be saved for after class.

Boarding Facilities

Some families opt to send their sons and daughters to boarding prep schools. These facilities prepare their students 24/7. Although math, writing, and science classes aren't

going on around the clock, faculty members are available to guide their charges after hours and the student body can form a community of learners, day and night. Some parents say that this is a great way to get their kids ready for dorm life and living away from home. Of course, kids come home for holidays and weekends so get their fair share of family time.

Religious or Secular

Depending on a family's faith, they may choose prep schools that are founded by a church or temple. Religious training may or may not be part of the curriculum. There are learning academies housed in Lutheran, Catholic, Baptist, Jewish, and an assortment of other houses of worship. For some families, this injection of spirituality provides the moral component of a solid educational foundation. Secular facilities are also housed in churches. They may be tenants

renting space from the church or the religious body may have decided to form a community school not based on any one religion.

Getting students ready for university life and providing a solid foundation for learning is the goal of most prep schools. If you want to give your son or daughter in edge in their academic life, you'd be wise to tour the academies in your area to see what each offers.

We Support The Hiring And Advancement Of All Minorities



400 Stadium Drive
Grand Saline, TX 75140-1038
www.grandsalineisd.net

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

*We Are Committed To Career
Opportunities For All*



**405 N.W 3rd Street
Andrews, TX 79714-5098
www.andrews.esc18.net**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability and genetic information or testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



**HASKELL CONSOLIDATED
INDEPENDENT SCHOOL DISTRICT**

P.O. Box 937
Haskell, TX 79521
www.haskell.esc14.net

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



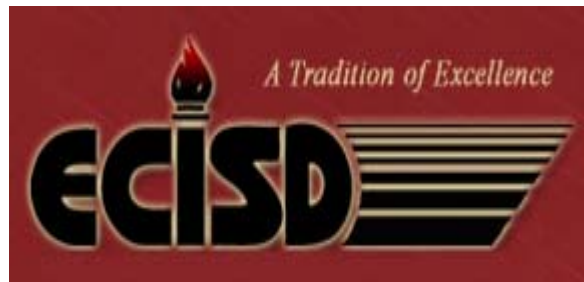
MARANA UNIFIED SCHOOL DISTRICT 6

**11279 W. Grier Road
Marana ,AZ 85653**

www.maranausd.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or testing and Sexual Orientation. We prohibit retaliation against individual who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

**802 North Sam Houston
Odessa, TX 79761**

www.ectorcountysd.org

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Sex, Age, National Origin, Veteran Status, Disability and Genetic Information or Testing. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Fear, Defensiveness, Relationships and Success

By: *Bud Bilanich*

If you want to become interpersonally competent, you need to do three things. First, get to know yourself. Use this self knowledge to help you better understand and communicate with the other people in your life. Second, build solid, long lasting, mutually beneficial relationships with the people in your life. Third, resolve conflict positively and creatively. Use conflict as an opportunity to strengthen your relationships.

Sometimes, I find little nuggets in fortune cookies that I reference. The other day, I came across a great one...

“When you feel defensive, examine what you fear.”

Quite a few of my articles on self confidence deal with fear. I believe that self confident people identify what they fear, and then take action to deal with that fear. This in turn, helps them become more self confident. In my talks and coaching sessions, I

suggest that when you find yourself procrastinating, figure out what scares you.

The fortune cookie quote above got me thinking about fear in a different light. Defensive behavior can destroy relationships. And when you think about it, defensive behavior is often brought on by fear — usually fear of rejection.

When you’re feeling defensive, you tend to do one of two things: 1) lash out at others, or 2) go into great detail explaining and rationalizing your actions and/or behavior. Both of these responses are ways of coping with rejection. “You can’t reject me, I won’t stand for it. In fact, I reject you. I’m angry.” Or, you might take ten minutes explaining why you did something or acted in a particular way in hopes to getting the other person to accept, rather than reject your logic, action or behavior.

Either way, defensive behavior is not one of the hallmarks of interpersonally competent people. It gets in the way of building open, trusting relationships. Defensive behavior also tends to escalate, rather than resolve, conflict.

The common sense point here is clear. Successful people are interpersonally competent. Interpersonally competent people build strong relationships and resolve conflict in a positive manner. Defensive behavior hinders the development of strong relationships and tends to make conflict worse. Often we get defensive when our fear buttons get pressed — especially our fear of rejection. So, the next time you find yourself feeling or acting defensively, ask yourself “what am I afraid of here?” The answer will help you respond in an interpersonally competent manner and to build and maintain strong relationships.

We Support The Hiring And Advancement Of All Minorities



NYE COUNTY SCHOOL DISTRICT

122 Military Circle, Box 113

Tonopah, NV 89049-0113

www.nye.k12.nv.us

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Sex, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



FIFE SCHOOL DISTRICT 417

**5802 20th Street East
Tacoma, WA 98424
www.fifeschools.com**

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

Ways to Succeed in school

By: Lisa Klain

The best way to succeed in school is to work hard, yet without proper learning strategies, you will most likely fail to attain the grades you deserve. Have you ever thought about how to learn to gain better grades at school? A new e-book is available at <http://tiny.cc/pzeju> that deals with the subject of holistic learning. Holistic learning is a process of learning ideas, theories and other course material in such a manner that requires less rote memorization and more implementation of mind application.

The natural way of learning things are to divide a process in smaller parts and to understand each part thoroughly and then to make interlinking between what you have learnt in parts. Learning is quite different than studying or memorizing things. When you learn something, it gets embedded in your mind to long

last. You can recall and use the knowledge you learnt anytime and in any situation. On the other hand, when you study some topic to memorize it, you try to enforce it on your mind. Such memory doesn't last long and that is why many students suffer the situation of forgetfulness during the examination hours.

The general idea is to avoid rote memorization of things and to stress more on understanding the ideas behind a subject. Once you start understanding the basics of a subject, it becomes easy to memorize it within minutes. Thus, it is possible to learn more study less and gain better grades by adapting to the holistic manner of learning.

The very first requirement to learn and get better grades is to have proper learning strategies. You should try to create your interest in your subject

course or study material. This is possible by trying to divide whole subject in smaller parts and try to understand each part thoroughly and clearly. When you will start, you may find it a little hard to change your manner of learning things. But gradually, you will find that your speed to understand and learn the various concepts, ideas and theories of your course subject is increasing.

There is an online course available to help you in excelling at your school studies with the help of proper holistic learning studies. The course is meant to make you understand the difference between learning and merely memorizing things without understanding them. The online course claims to increase the ability of your learning. The approach of the online course available at <http://tiny.cc/pzeju> is logical and it has full potential to help you to get better grades at school.

We Support The Hiring And Advancement Of All Minorities

EL DORADO COUNTY OFFICE OF EDUCATION

6767 Green Valley Road
Placerville, CA 95667-8984
www.edcoe.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities



P.O. Box 610 Centralia, WA 98531
www.centralia.k12.wa.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support The Hiring And Advancement Of All Minorities

CENTRAL UNION SCHOOL DISTRICT

15783 18th Avenue
Lemoore, CA 93245-9742
www.central.k12.ca.us

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individual who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



ATWATER ELEMENTARY SCHOOL DISTRICT

1401 Broadway Avenue
Atwater, CA 95301

www.aesd.edu

We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Sexual Orientation and Gender Identity or Expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support the Hiring and Advancement of All Minorities



HARVARD-WESTLAKE SCHOOL

3700 Coldwater Canyon
Studio City, CA 91604

www.hw.com

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity and expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support the Hiring and Advancement of All Minorities



1717 South 11th Street
Los Banos, CA 93635-4800

www.losbanosusd.k12.ca.us

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Support the Hiring and Advancement of All Minorities



50 S. Main Street
West Hartford, CT 06107-2406

www.whps.org

We are an equal opportunity employer and educator who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, sexual orientation and gender identity or expression. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

We Are Committed To Career Opportunities For All



2600 Wilson Street
Miles City, MT 59301
www.holyrosaryhealthcare.org

We are an equal opportunity employer and care provider who fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing and sexual orientation. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.