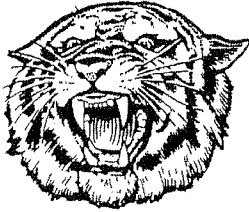


HR Focus

MARCH 2008



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PLEASE HELP

Collecting feedback from you on various issues regarding employment with the district and how we can improve is important. It is also extremely critical that we prioritize our efforts based on your feedback. Next week we will send out a request with a link to complete an "Employee Benefits" survey. It is crucial that we have a large number of you participate.

The survey is designed, with minimal effort on your part, to "take the temperature" of how you perceive health insurance, dental insurance, the section 125 plan and other factors or your benefits.

By simply completing the short survey, you will take part in helping shape the priorities of the district. We will collect and analyze the data and provide a written report of our results to the BOE and to all employees.

Thank you in advance for your help on this project.

Tom Keil - Human Resources

HR Mission Statement:

The Human Resources Department will support the Mulvane School District vision by delivering superior customer service through recruiting, training, developing, and assisting our people in a caring, trustworthy and timely manner.

Teachers: Share your Thoughts, Successes and Ideas

How do you promote excellence and rigor in an encouraging environment?

Send your comments to amundell@usd263.com Your comments will be posted in the next HR Focus and your name entered into a drawing for a prize.

Congrats to Mary Clausen!

Mary was the **WINNER** of last months HR Focus Teacher question. Mary will receive a \$25 gift certificate for dinner at a location of her choice! Mary is a Third Grade Teacher at MGS.

Last month's question:

Rethink and Improve: How do you approach second semester? Does your teaching style change from one semester to the next? Do you evaluate your performance? What keeps you motivated for second semester?

Mary's Answer:

The discipline plan in my Third Grade Classroom is based on each student keeping the six tickets they have at the beginning of each week. Students pay a ticket when their behavior is less than appropriate. At the beginning of the year, students learn that they must have **ONE** ticket left on Friday afternoon to be able to participate in the Reward Activity. I also tell them at the beginning of the year, that when they return from Winter Break in January, the "price" to participate in Friday's Reward Activity will go up to **TWO** tickets. I explain the reasoning behind this is- they will be older, smarter, they will understand what the expectations are and I will expect better control over their behaviors. So that is an adjustment for them. High expectations get high results!

Retirement Announcements

Marc Anderson has announced his intent to retire from the Mulvane School District at the end of the 2007-08 school year. Mr. Anderson has been employed with the district for 31 years and currently teaches 6th Grade at MMS.

Time & Attendance

- Please be sure to report any missed punches, edits, corrections, or revisions to your building principal. The HR Department will not adjust time without prior approval from the principal.
- When swiping your card at the time clock, please make sure that when you swipe your name appears on the screen. If you see "Transaction Accepted" you will need to swipe again until you see your name.
- If you are absent you must fill out the leave request on the Time and Attendance system.

Mulvane: Great Schools, Great People!

Inspiring Excellence Award

Jerry Boden Jerry works for the maintenance department and has assisted the district with some of the needs the classrooms have had for specialized furniture for special needs students. His extraordinary talent and workmanship have produced such items as a slant board for visually impaired students and an adjustable foot rest. He always responds to these requests with a cheerful and positive attitude and the items he produces are first-rate. We're very lucky to have the talents of Mr. Boden in the district and thank him for his contributions.

Has your colleague done something to deserve recognition? Is he or she described as: Diligent, Hardworking, Reliable and Dedicated? Might this person also show: Initiative, Extraordinary Teamwork and Leadership? Is he or she known in the district for providing Excellent Customer Service, a Positive Attitude, and outstanding work ethics? If so, reward this employee by nominating him or her for an "Inspiring Excellence" Award! For more information go to www.usd263.com or contact the HR office today!

Support Staff Committee

We have created a classified staff work group. The role of this group is to assist and provide feedback to administration in forming district policy and procedures for classified staff. More specifically, we envision this group as a format in which HR can gain feedback on priority issues for support staff. The group has started meeting monthly and are currently reviewing the (Paid Time Off) draft policy, district sick leave bank policy and the district employee recognition program. We will keep everyone posted as information becomes available.

Other goals of this group:

- A. Provide classified staff a voice and participation in the initiation, development and evaluation of District policy and procedures.
- B. Provide the Administration a means of finding out the important issues and suggestions of the classified staff on employment matters.
- C. Encourage the exchange of ideas and understanding between classified staff, teachers and administrators. Promote the recognition of classified staff as a valued part of the district work force.

We have some "Big Losers" at USD 263

At Munson Primary, Mrs. Lemos suggested that the employees start a "Biggest Loser" program because there were several of them on diets trying to lose weight. The employees figured it would be a great opportunity to provide support to each other. They are doing a great job and have lost close to 200 pounds the first month. Employees work together as a team of two and have 16 teams participating. Each person paid \$10.00 at the beginning, weigh in is weekly, if you gain you pay \$1.00, if you maintain you pay \$.50 and if you lose you do not pay anything. The program will end the first week of May and then the "biggest loser" team will be announced. The winners will divide the money that has been collected. Sue Hershee, Munson Nurse, says "This has been a great team building activity. The staff at Munson is very competitive, we are having a great time and at the same time losing weight and getting healthier."

MARCH

Anniversaries

Cindy Martin - 13 years
Rosella Lemer - 13 years
Sandy Titus - 11 years
Frances Schild - 6 years
Nicole Behrend - 3 years
Becky Dillow - 3 years
Lila Grandon - 2 years
James Stough - 2 years
Lana Taylor - 1 year

*"There is no point in
being grown up if you
can't be childish
sometimes."*

-Doctor Who

Important Dates

March 1
Classified Pay Period Ends

March 3
Classified Time Cards Due

March 10
Board Meeting 7pm

March 13
Sedgwick Co. Health Dept.
Mobile Clinic

March 14
Pay Day
No School - P/T Conference

March 17-21
Spring Break

Birthdays

Rebecca Elliss	Mary Clausen	Amy Endres
Katie Goldsberry	Linda Innes	Paula Canfield
Kimberly McGuire	Terasa Kraft	Susan Branine
Kelley Sayahnejad	Teresa Brown	Scott Swaney
Denise Woods	Diane Okeson	Craig Stephens
Terolyn Lander	Vicki Phillips	Carolyn Young
Heidi Perkins	April Henke	

WellnessWorks

newsletter

... MARCH 2008 ...

QUICK TAKES



There are no miracle diets. To reach and maintain a healthy weight, you need to eat nutritious, satisfying food, stay active and control portions.

- According to the 2005 Dietary Guidelines, calories are the most important factor for weight management — not the proportions of fat, carbohydrates and protein you consume.
- Counting calories and practicing portion control may be the most effective weight loss methods — especially when used together, suggests a 2005 study from Pennsylvania State University.
- Successful weight loss begins with a realistic goal. If you're overweight or obese, consider a goal of losing 5 to 10 percent of your body weight over a period of up to six months.

Staying on Track:

Stick to your weight management plan

Having trouble sticking to your weight-management plan? Learn to identify some of the common mistakes that can stop a diet in its tracks.

Meal Skipping

Skipping meals is one of the most common causes of diet lapses. "A lot of dieters skip breakfast and lunch, and think that's great -- but by dinnertime, they're starving," explains registered dietitian Lisa Himmelfarb. "The body also wants to metabolically catch up and make up for what it didn't get all day. So it's really hard not only to resist temptation foods but also to refrain from eating too much."

Environment

At work and at home, your routine can trigger a lapse. Mindless eating, or eating while multitasking, is a hard habit to break. Don't keep tempting foods in the house. In your work environment, it may be more difficult to avoid snack foods, but you can scope out healthy choices in and around your building or in the company cafeteria. Keep air-popped popcorn, pre-cut veggies or fresh fruit on hand for low-calorie, nutritious snacks.

Special Occasions

Nothing strikes dread in dieters like dinner parties, birthdays and worst of all, the holidays. When tempting treats are in abundance, self-control tends to go out the window. "November through January is a difficult time for people. They feel out of control," Himmelfarb says. Attempting to deprive yourself will just set you up to fail. "Offer to bring something healthy, like a veggie platter. Load up half your plate with that healthy food, then little tastes of other things

Emotional Eating

Some food cravings may be caused by deeper emotional issues. "People look to food for unmet psychological hunger," Himmelfarb notes. Stress, anger, boredom or feeling "starved" for affection can bring on the urge to overeat. "If it's a random time of day and you're feeling overwhelmed and chips or cookies are calling, just take a breather to sort through what you're feeling." Recording what you eat every day in a food journal can help you recognize and track these emotional cravings.

Living by the Scale

Another unconscious way to undermine your motivation is to obsess over weighing yourself. Stepping on the scale every day can be counterproductive; especially when you don't see the numbers go down right away. If you set a smart goal of losing one to two pounds per week, you won't see a big change on a daily basis. Try to emphasize the positive aspects of your new eating plan such as "I'm feeling more energetic." or "I'm able to walk up stairs more easily."

Prevent Pitfalls:

Tips to avoid a diet slip-up before it happens

Quick, what's the difference between a "lapse" and a "relapse?" When it comes to weight loss, there's a big difference!

A lapse is an isolated slip-up; you make a mistake and veer off your diet. It happens. A relapse is when you lose control and fall back to your old habits. The key is to avoid letting lapses go into relapses. Here are some strategies for keeping yourself in check:

Choose Satisfying, Balanced Meals

Make sure your diet includes a diverse variety of appealing healthy foods. Make every taste bud in your mouth happy," suggests registered dietitian Lisa Himmelfarb. "People often say, 'After dinner I always crave sweets.' But if they had pineapple chunks in their salad, they might not have that sweet craving afterward."

Don't Fear Your Favorite Foods

Plan moderate ways to indulge in your favorite foods. "Maybe you can't have a pint of Ben & Jerry's in your refrigerator," says Himmelfarb. "But you can go to the scoop shop and order a child-size cup." Managed

splurges can help prevent a spontaneous binge that takes you off your diet for good.

Eat Mindfully

Eat only when you're truly hungry and fully focused on the food. "The clearest red flag that signals you're going astray is mindless eating," declares Himmelfarb. "That's why it's so important to sit down and really smell, taste and enjoy the food — be completely present."

Prepare for High-Risk Situations

Plan for times when you are vulnerable:

- When you're tired and hungry in the afternoon and a co-worker offers doughnuts, it's a lot easier to say no if you have some healthy snacks on hand.
- If you're going to a family celebration where there's a big spread laid out, give yourself a small plate and plan to keep moving to avoid overeating.

The key at these times is know your weaknesses, remind yourself of your goals and have a plan in place that helps you get through.

Oven-fried Chicken

Makes: 4 servings | 50 minutes

Ingredients

No-stick cooking spray
1 cup fresh breadcrumbs
1 teaspoon granulated onion
1/2 teaspoon granulated garlic
1/4 teaspoon dried oregano
1 teaspoon paprika
1/4 teaspoon salt
Freshly ground black pepper, to taste
1/2 cup nonfat buttermilk or plain yogurt
4 bone-in chicken breasts (about 8 oz each), skin removed

Preparation

1. Preheat the oven to 375°F. Spray a small baking sheet with cooking spray.
2. In a shallow dish, combine breadcrumbs, granulated onion, granulated garlic, paprika, oregano, salt and pepper.
3. With a pastry brush or the back of a spoon, "paint" chicken breasts with buttermilk or yogurt. Roll in the seasoned breadcrumb mixture and place on the prepared pan. Bake until browned and crisp, about 45 minutes.

A quick-coat of buttermilk or yogurt followed by a roll in seasoned breadcrumbs are the only preparation steps you need to prepare this delectable chicken.

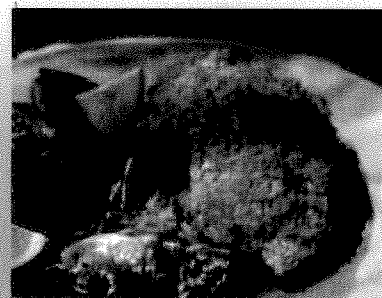


Photo Source: ©Ellen Silverman/Matria Healthcare

Nutrition Facts: Per Serving – 256 Calories, 4.6g Fat, 1.4g Saturated fat, 0g Trans fat, 31.0g Protein, 21g Carbohydrate, 1.3g Fiber, 420mg Sodium