



Behavior Bulletin

Newsletter of the Kentucky Council for Children with Behavior Disorders
Summer 2005

President's Message

I want to thank all of you who attended The 12th Annual Behavior Institute and contributed to its huge success. For those of you unable to attend, I invite you to make plans to attend next year's Behavior Institute on **June 26-28, 2006**, at the Lexington Convention Center. **MARK YOUR CALENDAR AND MAKE PLANS TO ATTEND!**



Laura Hamilton
KYCCBD President

The Lexington Convention Center, The Hyatt Regency Hotel, as well as The Radisson Hotel provided just the setting in which to host the Behavior Institute as we continue to grow every year. Highlights from this year's participants include some of the following:

The keynote with **Darrell Scott** was a HUGE SUCCESS by setting the tone for the rest of the conference as everyone embraced Rachael's Challenge! Everyone loved **Jo Mascorro's** high energy sessions that provided participants with one strategy after another!
Neila Connors was described as motivating, having lots of content, and having quite a sense of humor!
John Maag provided a different and unique way in which to frame noncompliance!
Bea McGarvey provided extremely useful instructional strategies.
Gwen Cartledge provided us insight into cultural diversity.

I also want to thank our In-State Presenters for the content, ideas, and strategies that they provided to our participants to assist in their rejuvenation for next year. I believe all participants left with renewed enthusiasm, innovative ideas to use in their classrooms, schools, and districts, as well as an anticipation for NEXT YEAR'S BEHAVIOR INSTITUTE!

As with every year, a new KYCCBD president came on board. I would like to welcome **Jim Whitaker** to his new role as President of one of the most dedicated organizations in the state of Kentucky. As this year's President, the job has not been one in which I felt overwhelmed and all alone. In fact, just the opposite occurred. I believe Jim will find that when work needs to be done, a huge group of caring individuals will step up to the plate - all the members of KYCCBD as well as a huge number of volunteers! I'm not saying Good-Bye because I am not going anywhere. It is just time to step aside from the leadership role that I greatly enjoyed to let someone else bring on new ideas and energy to a group of hard-working, dedicated people!

"Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it's the only thing that ever has!" -Margaret Mead

"I'm the EBD Teacher I am today because of the Behavior Institute"

~quote overheard at the 2005 Behavior Institute

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2005 Institute in Review

~ Elizabeth McLaren

Yet again the Behavior Institute proved to be a rejuvenating experience and time to chat with colleagues both new and old. Darrell Scott touched everyone with his powerful message about his daughter's ability to reach out to others who were in need of a friend. Hopefully everyone was able to attend Darrell's inspirational keynote address where he challenged each one of us to make a difference by starting a chain reaction of kindness - and teaching our students to do the same.



2005 Keynote Speaker
Darrell Scott

We had a wide array of national speakers who provided terrific sessions. Dr. Gwendolyn Cartledge spoke about cultural diversity and social skills and shared her research on these topics. Dr. Neila Conners urged her audience to create and maintain a positive attitude. John Maag provided several powerful sessions on shifting students' resistant attitudes. Our own national CCBBD president, Sandra Keenan, shared her knowledge about the national perspective on EBD issues. Jo Mascorro engaged her audiences and challenged us to partner with families to help reach students. And finally, Bea McGarvey taught us practical instructional strategies to use in the classroom.

And not only did we have a terrific line-up of national speakers, but our in-state speakers provided much needed practical classroom strategies and motivation. Session topics ranged from bullying, to conflict resolution, to collaboration models, to suicide prevention. There were sessions addressing preschool through high school students, national legal issues, and even a panel of students who shared their personal experiences with ADHD.



The poster sessions featured on Wednesday provided a terrific networking and brainstorming opportunity, covering topics such as bullying, sensory and assistive technology, and mentoring.

And of course we saved some time to "play" and just relax! Live music and lively conversation were to be found on Tuesday night at the Institute social. See you next year!

"I came away refreshed, energized, and full of newly acquired names for networking. I look forward to the next conference."

~Email about the
2005 Behavior
Institute

Dr. Frohoff Elected as KYCCBD Vice President

Karen Frohoff is the new director of special education for Madison County Schools. She has been an assistant and associate professor at ECU in the Department of Special Education for 5 years, is actively involved in the State Advisory Panel for Exceptional Children, served as past coordinator of the Bluegrass Chapter of CHADD, and has been a behavioral consultant for KDE. Karen has special interests in working with teachers who have students with behavioral issues due to disabilities on the Autism Spectrum. Welcome aboard, Karen!

Turn Your Ideas into Reality with a \$1000 KYCCBD Mini-Grant

KyCCBD offers 4 Mini-Grants of \$1,000 annually. Application guidelines are below:

1. You must be a member of the KYCCBD.
2. Funds are earmarked for, but not limited to, programs that positively impact students identified as EBD and/or their parents.
3. Consideration will be given to proposals that address positive behavior supports for students who are at risk of being identified as EBD and/or their parents.
4. Proposals must address academic and/or social skills development.
5. You must include a brief description (100-250 words) for the proposed use of the funds, including:
 - Clearly stated outcomes or objectives;
 - Population served;
 - Manner in which additional funds will be generated, if needed.
6. The proposal must present a reasonable set of activities that can be accomplished with \$1000 (or explain how additional funds will be generated).
7. The proposal **MUST** be signed and dated.
8. The applicant must not have been a recipient of a mini-grant during the previous calendar year.
9. Voting members of the Executive Board are not eligible to apply.
10. The Executive Board will review the proposals in the order they are received. Mini-grants will be awarded to the first four applications that successfully meet the above criteria.
11. The first day for submitting a mini-grant application will be July 1st of each year.

MINI GRANT APPLICATION

Name _____

KYCCBD Membership #: _____

Address _____

Telephone _____ Email _____

Position _____

District(s) _____

Age of Students Served _____ Type of Classroom _____

I understand that if awarded the mini-grant, I will submit a brief written report to the KYCCBD Executive Board along with receipts verifying the use of funds as proposed. In addition, I understand that I am required to conduct a poster presentation at the Behavior Institute. Projects implemented with the help of the KYCCBD funds will be highlighted in a KYCCBD newsletter.

Signature _____

Date _____

*Submit application and description to Past-President:
Laura Hamilton, 151 Lincoln Station Drive, Simpsonville, KY 40067
lhamilton@safeandcivilschools.com*

Missy's Message

My name is Missy Jenkins. I am a counselor at the Calloway County Day Treatment Center and attended the Behavior Institute for the first time this year. Being a new employee of the Day Treatment Center and a recent graduate of Murray State University, I found that this Institute was just what I needed to help me understand my job.

As a counselor, I work with all different types of students, from those who are defiant to those with emotional problems. I had no clue how to handle children with these types of problems. The Behavior Institute taught me everything I need to know when dealing with children with behavior disorders. I can honestly say that if I had not come to this Institute, I would not feel as confident about my job as I do now. The Behavior Institute is something I am definitely working into my schedule for years to come.

I also felt very welcome as a speaker at the Institute. The KYCCBD Board members were wonderful and made sure that I was comfortable with my stay at the hotel. The Institute gave me opportunities I would not have had if I had not gone. It had a positive impact on me, and I am definitely going to recommend it to my co-workers.



Missy Jenkins
*Behavior Institute
Speaker on
School Violence*

Looking for a Few Good People!

Interested in getting more involved in KYCCBD? Now is the time. The following positions are open:

Children's Action Network Coordinator (CAN)

Roles and Responsibilities

1. Seek implementation of the governmental affairs policies of CEC at the local, state, and national levels.
2. Inform people about governmental, legislative, and political matters.
3. Communicate with public policy-makers.
4. Inform people of the short and long term effects of an issue so they will support CEC's efforts.
5. Teach strategies for effective advocacy to others.

Please contact President Jim Whitaker at 502-738-9777 or JWhitaker@safeandcivilschools.com if you are interested in being considered for the CAN position

Regional Representative—multiple openings

Roles and Responsibilities

1. Must live and/or work in the region they represent. In some regions, it may be necessary to have Co-Regional Representatives. This will be determined by the KYCCBD Executive Board and the Regional Representative Chair.
2. Attend all executive and general board meetings and be prepared to report on activities within region served.
3. Represent the interest of individuals who are not members of or affiliated with a local chapter.
4. Act as direct representative of the KYCCBD.
5. Represent and interpret KYCCBD organization and purposes in the respective region served.
6. Assist in informing and interpreting KYCCBD's purpose to related agencies and organizations in the respective region served.
7. Become sensitive to ways to promote KYCCBD development within the particular region served.
8. Assume additional duties designated by the President, Regional Representative Chair, or policies and procedures.
9. Familiarize and provide successor with materials and activities of Regional Representative position.

Please contact Regional Representative Coordinator Kathy Isenhour at 859-219-2137 or KathyIsenhour@alltel.net if you are interested in being considered for one of these positions.

Save the Date...

SUICIDE PREVENTION: IT'S EVERYBODY'S BUSINESS

SEPTEMBER 6-7, 2005

PALETTE OF GRIEF, post-presented by Barbara Rubel

SEPTEMBER 8-9, 2005

GALT HOUSE, LOUISVILLE, KY

http://mhmr.ky.gov/mhsas/HTML/PDFs/SuicidePreventionConferenceBrochure_June27.pdf

2005 MENTAL HEALTH INSTITUTE

SEPTEMBER 26-29, 2005

GALT HOUSE, LOUISVILLE, KY

<http://mhmr.ky.gov/conferences/MHI2005/>

GAINING ON THE GAP WITH AN UNBRIDLED SPIRIT!

CONFERENCE ON PROGRAMS FOR EXCEPTIONAL CHILDREN

NOVEMBER 20-22, 2005

GALT HOUSE EAST, LOUISVILLE, KY

<http://www.kycec.org/kycecnnews.htm>

Heart for Kids Award

Carla Rasheed—Regional Representative



On behalf of KYCCBD's Regional Representatives, it is my pleasure to introduce to you the KYCCBD "Heart for Kids" award. The purpose of this recognition is to honor the people involved in making the education and school experiences of students with challenging behaviors a successful and pleasurable one. This recognition is for all individuals involved in the education process. It might be a special or regular education teacher, paraprofessional, counselor, principal, assistant principal, cafeteria worker, bus driver or office personnel.

Anyone involved in the education process can be nominated and recognized. How can you nominate someone? Anyone may nominate a colleague. The nominator must submit a short nomination form about his/her colleague. Contact Carla Rasheed at crasheed@hardin.k12.ky.us to receive a copy of the nomination form.

Nominees that are selected may only be recognized once. All selected will be recognized in our newsletter and will receive a certificate of appreciation. Nominations will be accepted continually throughout the school year.

KYCCBD Welcomes Our Newest Members

Sara Cavitt
Lancaster

Susan Shelton
Danville

Debbie Farmer
Louisville

Kathy Kelley
Dawson Springs

Merry Berry
Grayson

Joe Ann Spence
Newport

Deana Huff
Elizabethtown

Valerie Uelbelhor
Lexington

Missy Jenkins
Murray

Loretta Steele
Lexington

Traci Lark
Richmond

Barbara Norris
Georgetown

Heather Dotson
Buckner

Bill Caulderhead
Lexington

Quotable Quotes

It is the supreme art of the teacher to awaken joy in creative expression and knowledge. ~Albert Einstein

If a doctor, lawyer, or dentist had 40 people in his office at one time, all of whom had different needs, and some of whom didn't want to be there and were causing trouble, and the doctor, lawyer, or dentist, without assistance, had to treat them all with professional excellence for nine months, then he might have some conception of the classroom teacher's job.

~Donald D. Quinn

BI2005 Gallery





Check This Out

~Review by Tena Robbins

“Leadership Wisdom from the Monk Who Sold His Ferrari”

Each day I am increasingly convinced of the vital role that leadership plays in our professional and personal lives. Our professional literature is replete with research supporting the essential role of visionary leadership to the success of an organization. For example, the active involvement and support of principals and other administrative leaders has been noted as the critical ingredient to the successful implementation of schoolwide positive behavior supports. What I wasn't sure of was whether the skills of a visionary leader could be taught.

My answer to this question was a chance happening. During a recent trip, I had a long layover and decided to browse the airport bookstore. Gazing through the titles in the self-help section, I was drawn to a most intriguing title, “Leadership Wisdom from The Monk Who Sold His Ferrari”. Impressed by the biosketch of the author, Robin Sharma, I purchased the book and began to read on the next leg of my flight. Once I started reading it, I couldn't put it down. This was one of the most practically useful books I had read in a long time. Despite being written in the context of a large corporation, school administrators, teachers, human services professionals, paraprofessionals, and parents will gain practical leadership strategies that can be applied professionally and personally.

Written in the context of a fable, the author describes an 8-step system of practical leadership lessons. The story focuses on Peter, the CEO of the nation's largest and fastest growing software company. Despite the company's initial success, Peter's hard-driving, micromanaging leadership approach soon led to plummeting morale, decreased trust, low productivity, and lessened creativity. Fortunately, the company returned to its successful state when Julian, an old friend of Peter, taught him an ancient leadership formula.

After suffering a near fatal massive heart attack, Julian, a former prominent lawyer with a hard-working, hard-living lifestyle, leaves his law practice; sells his mansion, jet, private island, and prized red Ferrari; and heads to India in search of the Great Sages of Sivana. This elusive band of Monks living high in the Himalayas was known to have developed a remarkable system for authentic leadership. In search of greater meaning, Julian finds the monks and is taught the system of authentic leadership from Yogi Raman. In exchange for these teachings, Julian is required to share the lessons he learned with those in the West who needed to hear them. Julian was to be the conduit of ancient sage wisdom, spreading it throughout the West and transforming lives. He starts his mission with Peter.

Julian teaches Peter the ancient system of authentic leadership through a series of 8 rituals of visionary leaders. The remainder of the book relays the dialogue between the two friends over the course of eight meetings, each related to one of the rituals. If the reader can get past the scripted and rather sterile dialogue of the two characters, a wealth of practical leadership strategies emerge. Below are the 8 rituals of visionary leaders:

- The Ritual of a Compelling Future Focus (Link Paycheck to Purpose)
- The Ritual of Human Relations (Manage by Mind, Lead by Heart)
- The Ritual of Team Unity (Reward Routinely, Recognize Relentlessly)
- The Ritual of Adaptability and Change Management (Surrender to Change)
- The Ritual of Personal Effectiveness (Focus on the Worthy)
- The Ritual of Self-Leadership (Leader Lead Thyself)
- The Ritual of Creativity and Innovation (See What All See, Think What None Think)
- The Ritual of Contribution and Significance (Link Leadership to Legacy)

Continued on Page 7

Each chapter ends by summarizing Julian's Leadership Wisdom for a Ritual: the ritual itself, the essence of the ritual, the wisdom driving the ritual, practices that support the ritual, and a quotable quote. Here's an example of the ritual that I applied immediately to my professional life:

<u>The Ritual:</u>	Focus on the Worthy
<u>The Essence:</u>	The Ritual of Personal Effectiveness
<u>The Wisdom:</u>	The secret of personal effectiveness is concentration of purpose. The art of getting things done lies in knowing what things need to remain undone. If you do not lead your time, it will lead you. If your priorities do not get scheduled into your planner, other peoples' priorities will get scheduled into your planner.
<u>The Practices:</u>	The Time Model for Visionary Leadership Strategic Time Blocking
<u>Quotable Quote:</u>	Never forget the importance of each and every one of your days. As you live your days, so you live your life. Do not waste even one of them. The past is history and the future is but a figment. This day, the present, is really all you have.

Like most people, I am always wishing I had just one more hour in the day to get things done. The essence of this leadership ritual is to do just that... begin concentrating on only those things that are necessary to get where you want to go and have the courage to neglect those things that are unnecessary. The person who tries to do everything achieves nothing. This had become the story of my work life. Rather than having a very clear purpose of what needed to be achieved, I was "busy" taking care of crises, putting out fires, and spending little to no time on activities necessary to reach my leadership goals. I was concentrating on making good use of my time rather than making the best use of my time. I have begun to use the practice of strategic time blocking in which I block out certain times during the week to focus on specific activities. For example, one part of my job is to stay current in the latest research in children's mental health. Before strategically blocking time to focus on reading, this task was always pushed to the back burner and never became a priority. I was too "busy" trying to do too many things in too many directions and my focus became diluted. Now, I have blocked a period of time each week to focus on reading the latest research. Sticking to the plan has been the most difficult part because staying abreast of the research literature is my priority and not necessarily a priority for others. However, blocking out a specific time to work on this ensures that my priorities remain a priority.

This is just one example of how I have used the practical leadership strategies outlined in Sharma's book. Some of the other practical strategies are simple to begin using, such as "reward routinely, recognize relentlessly". Remember that *praise is free*... Praise progress and reward results. The book outlines the principles of praise: it should be personalized, specific, immediate, done in public, and sincere. Cautions are given about overpraising.

I hope that you find this book of value in whatever leadership role you play in life. Happy Reading!

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Visit the KyCCBD Website at
<http://ebd.coe.uky.edu/kyc cbd/home.html>

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<http://ebd.coe.uky.edu/kyc cbd/home.html>

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