

from the **President/CEO**



Greetings!

During these times of economic insecurity, the importance of education is ever more important. The time when a high school or college education would serve a graduate for a lifetime is a thing of the past. Today's employees are expected to possess a wide range of skills over their working lives. As a result, the importance of education to provide information and training over the

course of one's career is crucial.

In ten counties in southwest Indiana, there are 53,337 adults over the age of 25 without a high school diploma; 168,491 with a high school diploma or GED but no college degree; 21,139 with a two-year degree and 47,338 with a four-year degree or higher.

If every individual with less than a four year degree would move up one educational level, together they would have the potential to increase their annual earnings by \$1,913,448,000! This is money that could be spent for groceries, clothing, to pay taxes, or to buy a house or a car.

Additionally, an individual without a high school diploma/GED will, on average, earn \$9,000 less per year than someone with a high school diploma/GED. An individual with a high school diploma/GED will earn, on average, \$7,000 less per year than someone with an associate's degree. And, an individual with an associate's degree will earn, on average, \$12,000 less per year than someone with a bachelor's degree.

These statistics along with the current national and international economic climate provide a rather glum picture. However, it also provides us with a unique opportunity. People are applying in record numbers for programs to obtain a GED or to increase their job related skills. We are recognizing that now is the time to prepare ourselves educationally to take advantage of opportunities when the economy begins its upturn.

What is SINE doing to help individuals during this time of economic uncertainty?

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CIE consultants expand offerings to new levels and subjects

For the past five years, Consultants in Education (CIE), a division of SINE, has been offering professional development opportunities and services to area K-12 teachers. Through highly specialized workshops focusing on the latest strategies and on-site personalized instruction, CIE continues to provide teachers with exposure to new educational concepts and the support to guarantee efficient implementation and follow-through.

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Consultants in Education's current team of trainers (from back row L-R): Amber Oakley, Penny Anderson, Tracy Wilson, Robert Gosson, Lisa Wilson, Andrea Greaney, and Kristi Carroll.

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Dr. Phyllis Bussing to lead CIE



Dr. Phyllis Bussing

A new director has been selected for SINE's Consultants in Education (CIE) division – Dr. Phyllis Bussing, who will take over for current director Sandy Nixon upon her retirement at the end of the school year. CIE facilitates educator training and on-site implementation assistance for research-proven K-12 teaching methodologies across a wide variety of curriculum areas, including literacy, writing, mathematics, technology, at-risk youth, curriculum development, and others.

Dr. Bussing, who was most recently the Director of Schools for the Catholic Diocese of Evansville, will

be a great asset to SINE's CIE division. Beginning her new role in June, she will be responsible for determining which new programs should be offered by CIE and determining the schedule for the training of consultants and rollout of new services. In addition, she will act as a liaison between SINE/CIE and the education community, updating teachers, principals, and superintendents of news and information relevant to SINE's K-12 programs and services.

The former teacher, administrator, and college professor received her bachelor's and master's degrees in education from the University of Evansville and her educational administration doctoral degrees from Indiana State University.

She is a member of the ASCD (Association for Supervision and Curriculum Development), IASCD (Indiana Association for Supervision and Curriculum Development), Indiana Middle School Association, Evansville Area Reading Council as well as many other professional organizations.

Dr. Bussing has been involved in the Advisory Council for Youth First Foundation, Board of Directors for St. Mary's Medical Center Foundation, the Mayor's Education Roundtable, the Board of Directors for United Way of Southwest Indiana, Board of Directors for NIE (Newspaper in Education), Board of Directors for the Literacy Center and many other community organizations.

Some of her achievements, awards and publications include:

- The Fred A. & Joyce E. Snyder Award, 1997, for educational research
- The Circles of Peace Award, 1998, for the Diocese of Evansville Schools and Families Against Violence Advocacy Network
- Dissertation, published in the 1996: *The Feminine Ethos and Elementary and Secondary Education* edition

"I am looking forward to working with my many friends in education here in southern Indiana," Dr. Bussing said. "I have always been a strong advocate of SINE and the wonderful work they are doing. I look forward to continuing the efforts of the staff, and doing all I can to provide the opportunity for quality education in every classroom in this part of our state and beyond. I will be looking for cutting-edge professional development training and for ideas that will excite the education community we serve. I see it as an honor and a privilege to work with SINE."

Program receives award from Leadership Evansville



Part of SINE's mission to the region is to facilitate programs and activities that provide opportunities for lifelong learning. In doing so, SINE focuses much of its efforts on finding ways to

bring multiple organizations together to stimulate collaboration for addressing barriers to education, employment, and lifelong learning. Through conferences, seminars, and workshops, SINE has been able to share a wide variety of information and foster partnerships in many areas of K-12 and adult education. One such program, Bridges Out of Poverty, was initially presented by SINE through regional workshops, the product of which has received recognition for the progress it has made within the Vanderburgh County community.

Originally created by Philip Devol and Terri Dreussi Smith in collaboration with Dr. Ruby Payne with aha!Process, Bridges Out of Poverty is a unique and useful tool for service providers and businesses whose daily work connects them to people living in poverty. Recognizing the impact such a program could have on our community, SINE President/CEO Mary K. Cardinal contracted with aha!Process to provide a training session for social, health, education and legal services professionals, resulting in the formation of the Bridges Collaborative Group of Southwest Indiana which includes Luzada Hayes, Kat Isbell, and Sr. Mary Ann Woodward (Aurora, Inc.); Lynn Hert (Deaconess Family Medical Center); Lynn Kyle (Lampion Center); Susie Hartig

(Legal Aid); Lynn Imes (Outreach Ministries); Beth Pace (Vectren Energy Delivery); and, Mary K. Cardinal (SINE), among others.

The goal of the Bridges Collaborative Group is to address the issue of poverty from a comprehensive community approach. Over the past four years this group has sponsored several individuals to become Bridges Out of Poverty trainers. Those individuals have conducted numerous workshops throughout Vanderburgh County. Additionally, representatives from aha! Process and Cascade Engineering have visited Evansville to directly discuss the concepts with representatives of the community.

On March 19, Leadership Evansville hosted its annual Celebration of Leadership to acknowledge servant leaders in the community. Each year, nominations are solicited from the community and region for individuals and organizations that exhibit outstanding leadership in various categories. Awards were given in three divisions (Individual, Projects, and Business/Organizations), each of which consists of five categories and a divisional award. The Bridges Collaborative Group was nominated for its work on bringing Bridges Out of Poverty to the region and was honored as the recipient of the Project Divisional Award. The nomination was submitted by Beth Paul

For more information on this year's award recipients and the work that Leadership Evansville is doing to recognize the efforts of individuals and organizations in the community, visit www.leadershipevansville.org.

President/CEO... (continued from page 1)

SINE supports a wide variety of programs that offer services such as Adult Basic Education (ABE), English as a Second Language (ESL), GED Preparation and Basic Computer Literacy.

We partner with the Indiana Department of Education Adult Education Works in Indiana project. This program customizes curriculum to a business' goals for enhancing the basic skills of its workforce. Adult Education Works has three sites – the North Spencer Alternative Education Center, the Evansville-Vanderburgh School Corporation and Vincennes University – that employ one or more workforce education teachers to assess a company's employee's workplace reading, math, and language skills, help the company develop a training plan to address any skill gaps, deliver instruction on site to raise those skills, and evaluate the results of the instruction in terms of employees' learning gains and company productivity.

One example of this is that SINE has brought diversity training to southwestern Indiana to help organizations and individuals who interact with non-English speaking people to understand other cultures. SINE can also set up training sessions for specific groups including law enforcement, health care personnel, social service agencies, and others.

Additionally, SINE encourages and assists in the development of Learning Networks at the county level to address the full range of adult learning issues. Led by the employer community, each county-level Learning Network represents a cross-section of the community. Key business leaders, economic development directors, local elected officials, chamber of commerce directors, secondary and post-secondary educators and administrators, and representatives from the Workforce Investment Board are dedicated to fostering a community culture that encourages and values lifelong learning.

The Learning Networks lead the process of developing a community-wide vision of lifelong learning, set community-specific priorities, take action steps toward achieving the vision, and provide local/community support throughout the process.

Because workplace educational programs focusing on literacy and other job-related training can provide workers with the skills they need to get or retain a job, advance in their careers, or increase productivity, we at SINE look forward to continuing our work to enhance the culture for education during this challenging time.

Sincerely,
Mary K. Cardinal
CEO/President

CIE consultants expand offerings... (continued from page 1)

While CIE's performance has been strong, SINE is very pleased to announce the addition of several new consultants to CIE's cadre of trainers. Their knowledge and expertise are fundamental to CIE as it continues to assist teachers and administrators with overcoming the current challenges of education.

According to Steven Stump, SINE's Director of Marketing/PR and CIE Business Manager, "Many teachers are frequently bombarded with new strategies and methodologies that they must incorporate into the classroom curriculum. This is sometimes mandated by administration, state standards, or the self-motivation of the teacher wanting to find new ways to help his or her students. The problem faced by many of them is finding ways to implement these new elements into an already full schedule. CIE helps teachers by not only explaining the new strategies, but also through working with teachers one-on-one in their own classrooms to find the right 'fit' with the teacher's schedule and students."

The track record for CIE is impressive, to say the least. By tracking scores from the language arts portion of the I-STEP test over the past four years, it can be noted that schools in southwest Indiana typically have an average passing rate about two percent (2%) higher than the state average, which is a testament to the outstanding performance of our local teachers. Upon closer examination, however, it can be seen that the schools who frequently utilize the services of CIE have scored increasingly higher than our local schools, illustrating the magnitude of CIE's impact on K-12 education.

Part of the reason for this success is due to the strong emphasis placed on language arts by CIE's team of consultants. With the addition of several new consultants, however, CIE is able to further expand its offerings throughout the entire spectrum of K-12 education, focusing on many new subject areas and types of learners.

SINE's new CIE consultants include Penny Anderson, Kristi Carroll, Robert Gossom, Amber Oakley, and Tracy Wilson, many of whom hold a master's degree in education. Having these new consultants as an addition to the existing team of trainers allows CIE to further expand its services into the middle and high school grade levels and incorporate educational strategies for topics such as struggling learners and behavior management, as well as augment CIE's current efforts in language arts, mathematics, curriculum development, and incorporating technology into the curriculum. These consultants will help provide new perspectives as drawn from the training they have received from nationally-recognized presenters, as well as their own K-12 teaching experience within southwest Indiana's public or parochial school systems.

SINE is very excited about its expanded team of consultants and the opportunities that are available for all schools. To find out more about CIE's entire lineup of trainers and how you can help SINE and CIE assist in the professional development of educators in your community, call 1-866-380-7463 or log onto www.sineonline.com.

Dream It! Do It! work continues

During November 2008, SINE was pleased to kick off The Dream It! Do It! Southwest Indiana campaign.

The Dream It! Do It! campaign goals are simple and straightforward: to change the negative perception of manufacturing careers, educate young people about all of the various types of careers available in the manufacturing sector, and help people find those jobs and the resources that are available to get the jobs.

Dream It! Do It! was developed by the National Association of Manufacturers (NAM) and its research and education affiliate, the Manufacturing Institute. NAM is the nation's largest industrial trade association, representing small and large manufacturers in every industrial sector and in all 50 states.

To kick off the campaign locally, SINE hosted three regional events entitled "SEE Indiana Manufacturing" which took place in Ferdinand, Evansville, and Vincennes. Representatives from industry, education, and the local community gathered to focus attention on the overall goal of the campaign: to increase the pipeline of young workers interested in careers in Advanced Manufacturing & TDL (Transportation, Distribution, & Logistics) by 55% in 5 years. Nearly 100 people attended the events which featured speakers from Kimball International, OFS Brands, Toyota Motor Manufacturing Indiana, Vectren, Babcock & Wilcox, Futaba Indiana America, and Wabash Steel.

Currently, much attention is being focused on researching the southwest Indiana area, both from an industry and educational standpoint. By looking carefully at both sides, and listening to the needs of people in those areas, perceptions and attitudes can be examined, barriers to success can be identified, as well as gaps in the educational pathways leading to key manufacturing-related careers. Once these issues are identified, the resources available in the project can be aligned to the opportunities specific to the region.

The Dream It! Do It! Southwest Indiana group has partnered with the University of Southern Indiana to conduct a research study to determine attitudes and perceptions about manufacturing among high school students, faculty, and administrators. Focus groups are currently being conducted by Mark McKnight, Assistant Professor with the Business Communication department at USI. Jasper High School, North Knox High School, and the Southern Indiana Career & Technical Center in Evansville are just a few of the schools taking part in this important piece of the Dream It! Do It! initiative.

An industry survey was conducted with the help and support of the Dubois County Area Development Corporation. Its aim was to determine those specific skill sets in the area of Advanced Manufacturing that our area employers find the most lacking in

their current and future workforce, and also emerging skill sets they see as vital to their future success. The survey also sought to determine what types of jobs are the most difficult to fill in our region not only now, but in the near future. A few key questions yielded some interesting results:

- 52.7% of respondents indicated that they will likely expand their workforce or remain the same, but need replacement workers for retirements & turnover.
- 51.4% of respondents stated technical skills as related to production as the number one deficiency of their current workforce, with shop floor management a close second with 48.6%
- A whopping 81.4% stated Skilled Trades as the type of job that was the most difficult to fill in our region, with Engineering at 73.1%, and Production Management at 70.4%

As a backdrop to this survey, a shortage of an estimated 300 skilled Maintenance & Repair workers and close to 200 Machinery Maintenance workers exists in our region alone, according to a study conducted by the Indiana Department of Workforce Development. These numbers are likely to continue to increase with impending retirements and a general lack of interest in skilled trade areas by our young people.

51.4% of respondents stated technical skills as related to production as the number one deficiency of their current workforce...

To round out the industry demand-side data analysis, Dream It! Do It! Southwest Indiana has partnered with a team from Monster.com to help analyze the most current and extensive labor market

data available in five key areas: Advanced Manufacturing, TDL (Transportation Distribution, and Logistics), Mining, Life Science & Healthcare, and Information Technology. Semi-annual reports will be available, with the first scheduled for the end of January.

The results of the educational analysis found that 28% (9 out of 32) of high schools in southwest Indiana had one complete pathway to any manufacturing-related careers. This pathway, a program called Project Lead the Way, is a technology based pre-engineering curriculum that encourages students to explore a variety of manufacturing-related areas such as Engineering Design, Digital Electronics, and Computer Integrated Manufacturing & Robotics. While a small percentage of high schools currently participate in Project Lead the Way, it is an important and very positive step in the right direction. Projections of annual openings in the engineering field will approach 100 by the year 2016 just in southwest Indiana alone (according to the Indiana Department of Workforce Development), yet 73.1% of industry respondents noted Engineering as one of the most difficult areas in which to find qualified employees in our region. One of the anticipated outcomes of Dream It! Do It! will be an increased interest in Project Lead the Way and similar programs by regional schools and their students.

Dream It! Do It!... (continued from page 4)

In addition, 22 of the 30 high schools offer introductory courses in some area of Manufacturing, 17 of 30 offer at least one Project Lead the Way course, and even better news, all students in the region have a Career & Technical Cooperative or Career Center available to them, and they have the option of attending during their junior and senior years. There are several programs to support Advanced Manufacturing offered by these groups such as Industrial Maintenance, Welding, Drafting, Industrial Electricity, Machine Trades, Plastic Injection Molding, and CNC Programming. The post-secondary offerings in the region are also encouraging both at the Associate Degree and Bachelor Degree levels, with internships and work co-ops being encouraged at all levels.

Alongside the extensive research being done, grass roots efforts at local schools are beginning to take place, such as Learning Exchanges, Advanced Manufacturing Summer Camps, professional development funds for teacher training, and student scholarships aimed at training in Advanced Manufacturing, TDL, and even energy-related fields. The efforts of Dream It! Do It! Southwest Indiana will become even more targeted as deeper analysis of the available data is completed, and the continued hope is to offset future shortages in key manufacturing areas within the region.

UPCOMING WORKSHOPS

Take a look at the following workshops SINE has planned for summer and fall semester 2009.

Registration fee for teachers from SINE schools ■ 1-day workshops: \$50.00 ■ 2-day workshops: \$75.00

DIBELS: Assessment (Grades K-3)

Dates: July 21 & 22

Trainer: Amber Oakley, B.S.
(Consultants in Education)

Location: To be announced

Registration limited to 40

Addressing the Core Standards for Math and English (Grades 3-5)

Date: July 30

Trainer: Penny Anderson, M.Ed.
(Consultants in Education)

Location: SINE Office (OCU Wilder Center)

Registration limited to 25

Centers in Action: Make Small Group

Teaching a Reality

Date: August 28

Trainers: Tracy Wilson, M.Ed. & Amber Oakley, B.S. (Consultants in Education)

Location: To be announced

Registration limited to 60

The Simple 6: Level 1 (Grades K-6)

Date: September 15

Trainer: Kay Davidson

Location: Evansville Airport Marriott

Registration limited to 100

The Simple 6: Level 1 (Grades 7-12)

Date: September 16

Trainer: Kay Davidson

Location: Evansville Airport Marriott

Registration limited to 100

Challenging High Ability Students in the Regular Classroom

Date: October 14

Trainer: Dr. Carolyn Coil

Location: Evansville Airport Marriott

Registration limited to 100

Supercharging Your School Improvement Planning with Data Dashboard

Dates: October 28-29

Trainer: Dr. Steve Benjamin

Location: To be announced

Registration limited to 100

Learning for **Life.**

"We believe all people of southwest Indiana deserve the opportunity to participate fully in the economic, civic, and cultural life of the region. SINE provides leadership and services that focus on educational networks, literacy for all ages, professional development of educators, workforce advancement, and lifelong learning."

HOW TO CONTACT US

Wilder Center

909 W. Morton St., Oakland City, IN 47660
866-380-SINE (7463) ■ toll-free 812-749-4972 fax ■ www.SINEonline.com

Mary K. Cardinal

President/CEO
Cell 812-385-6946
mcardinal@SINEonline.com

Martha Carpenter

Administrative Assistant
Cell 812-454-1600
mcarpenter@SINEonline.com

Sandy Nixon

Coordinator, Consultants in Education and K-12 Professional Development
812-385-4756
Cell 812-677-0493
snixon@SINEonline.com

Kevin Chattin

Vice President Information Technology and Services
Cell 812-385-6956
kchattin@SINEonline.com

Steven Stump

PR and Marketing
Cell 812-385-6577
ssump@SINEonline.com

Linda Walker

Bookkeeper
Cell 812-385-6366
lwalker@SINEonline.com

*SINE employees' cell phones can also be accessed through the toll-free number.

You and SINE

Partners in a Stronger Future



SINE has had a very good beginning ... but this is just the beginning. SINE has made a profound impact on the lives of countless individuals in southwest Indiana ... not only through direct contact, such as the many training programs, but also through the impact that these trained professionals, successful students, and achieving adult learners will have on the lives of those around them.

Your generous contribution aids SINE in developing and sponsoring the much-needed programs that partner with education and businesses to improve our workforce; assisting us in underwriting costs for programs that aid our at-risk and underachieving youth, creating brighter opportunities for their future; helping us establish or enhance adult learning opportunities that include literacy services, basic computer training, ESL, GED or high school completion programs; and allowing us to increase the contributions that SINE makes to such programs as our classroom libraries. SINE is a non-profit, charitable organization.

Yes, I want to become a SINE partner. Enclosed in my tax-deductible contribution that will enable SINE to develop and support much-needed programs in our communities. I understand that through my generous gift, I will contribute to building a better future for southwest Indiana.

Name: _____

Company/Organization/School: _____

Address: _____

Phone: _____ **E-mail:** _____

**Please complete and return this form with your check to:
the Southwest Indiana Network for Education, 909 W. Morton Street, Oakland City, IN 47660.**