Family Storytelling Night

Now that's it is Riboon (Winter), we will have our annual Family Storytelling Night. This year's event will take place on Thursday, January 29, 2014. We will enjoy a demonstration from Fawn YoungBear-Tibbetts about the water in the environment, eat a good meal and hear some wonderful stories about the past from our local community members. We invite all ECC families and people in the community.

Family Storytelling Night
Thursday, January 29, 2015
5:00pm to 7:00pm
Legendary Waters Event Center

Brrrr..... It's cold out here!!!!

As we enter 2015, we are greeted with decreasing temperatures and cold winds, its very important to make sure that you and your love ones are dressed warm. Remember to have your little ones dress warm when they come to school or go outside to play. This includes things like jackets, boots, hats, gloves and snow pants. Please make sure you label your child's belongings. Let's start this new year in a good safe way and it's great to see everyone.
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<th>Sun</th>
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<td>Listening Session with Tribal Council 4:30 - 6:30 @ Tribal Admin Bld</td>
<td>Language Table</td>
<td>Socialization for ECC Home Base &amp; ZEV families 10pm to Noon @ ECC</td>
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<td>School Board mtg</td>
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<td>CLOSED Martin Luther King Day</td>
<td>Tribal Council Mtg</td>
<td>Housing Mtg</td>
<td>Language Table</td>
<td>Bayfield Early Release @ 12:45</td>
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<td></td>
<td>Family Storytelling night @ LW</td>
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</table>
AGONGOS
Gichi-Manidoo-Giizis
Home Based January News

A joint socialization for ECC Home Base & Zoogichigaazowin Families
Friday January 16th, 10AM-12PM
At the ECC!

ECC CLOSED
Jan 19th—Martin Luther King Day

FAMILY NIGHT
January 28th!

LANGUAGE TABLE
THURSDAYS!
4:30 PM—7PM

If you have any questions or concerns, please contact us!
715-779-5030
Amaris—ext. 238
Amber—ext. 237
Gena—ext. 236

Mino Dibishkaa!
Tucker 1/12
Migizi 1/11
Welcome to 2015!! A new year has begun!!! We are looking forward to learning all the new things your children can do since break. Please make sure your children have two pairs of extra clothes. We will be doing a lot of sensory play, so they will be getting messy.

Please make sure that if your child is not going to be in, to please call and let us know. Also, if your child is not here after nine a.m., we will not be expecting them, unless you call and let us know. If your child will be here after 8:30 a.m., please make sure to that you feed your child.

We will be closed on January 19th.

If you have any questions, please feel free to contact us with any questions or concerns.

Ms. Jamie, Ms. Caitlin, and Ms. Maddie
January—Gichi-Manidoo-Giizis

Happy New Year and welcome back! We hope you all enjoyed your winter break and time with your little ones. The holidays can be a busy and stressful time for everyone. We look forward to easing back into our classroom routines and expectations and beginning yet another journey here in the Amik room.

We have spent the first few months of school working on routines and self-help skills. The kids are doing great taking care of their own needs and following familiar routines! They understand basic commands when they are given to them in Ojibwemowin such as “wash your hands” and “use your spoon”. It is especially fun to watch them at meal time. We eat family style and have some great conversations at the table. We do attendance each day in Ojibwemowin and the children look forward to greeting one another at this time. When it is time to clean up, they work hard at waiting patiently for their turn to scrape their dishes into the buckets and clean their spot with a rag. They also know that they need to wash their hands before and after each meal. It is great to see them understand and follow such a complex routine at each meal time!

This month we will be focusing on families. We will be asking you to bring in family photos for projects and our bulletin board. The children have been very interested in talking about and identifying moms, dads and grandparents. This will be our focus for the month and we can’t wait to share what we learn with you all.

Have a wonderful January!

Parent/Teacher Conferences = Success!

We would like to extend a HUGE thank you to all of you for participating in Parent/Teacher conferences in November!! We cannot thank you enough for taking the time to come in and talk with us about your child.

We had so many wonderful and exciting things to share with you. Having that quality time to do that meant the world to us as your children’s teachers. Many of you stayed for an hour or more! WOW!! Parent/Teacher conferences are a great opportunity for us to better understand both your child’s needs and the needs of your family. They are also a great opportunity to brag about how your kiddos are. :) We are so grateful that you all took the time to come in.

Chi Migwech!!!!

Amik room

Corky and Miss Beth

January 2015

Reminders

☐ Winter is here! Thank you for remembering to bring the proper outdoor apparel for your child!

☐ The ECC will be closed Monday, January 19th for Martin Luther King Day

☐ Wednesday, January 28th is Family Night at the ECC

Ojibwemowin

Snow—Goon

Winter—Siboom

Cold—Gisinoo

Mino Dibishkod

Happy Birthday to

Snow on the 11th
Boozhoo and Happy New Year 2015. Welcome back from your holiday break. It will be good to see everyone and hear about all the fun you've had over the last two weeks.

We want to start off the year with an emphasis on the importance of regular attendance. Please remember that classes begin at 8 a.m. If you are going to be late, or your child will not be in that day, please call us as soon as you know. Your child will do best when able to attend school daily and participate in all the activities for learning. Maggie and Teresa

This month we will be focusing on winter, and animal hibernation.

Ojibwe words for the month: Binishi - Bird, Red - Miskwa, Purple - Miinaande, Blue - AND Green - Ozhaawashkwaa

January birthdays are: Henry 1/2, and Edward 1/11. Mino Dibishka!

Reminder: We will be going outside daily, weather permitting, so please send your child to school with proper winter clothing such as boots, coat, snow pants, hat, and mittens. (Please label)
Esiban Abiwin

Nadine and Karen

WELCOME BACK

We hope everyone had a great holiday and are ready to get back into the swing of things. We will be focusing our lesson plans around winter and dinosaurs this month. We will be adding new Ojibwe words to our list. If you are interested in what we use in the classroom just ask and we can print out words for you to use at home. Rose and Reggie are available daily too.

The children are learning to take care of each other and beginning to understand we all need our own space.

Snow
Its snowing
Cold
Goony
Zoozipon
Gisinna

JANUARY NEWS

January 19, 2015 the ECC/TRIBE will be CLOSED for Martin Luther King Day.

Family Night will be at 5pm at the ECC on January 28th.

Emergency Closings

Watch: WDIO ch.10
Listen to: 96.7 fm

If Bayfield school and/or the RC tribal office is closed, the ECC is also closed!
Ma’iingan News

Boozhoo! To all of our families in the Maignan Room. We want to tell you all Miigwech for all the cooperation and understanding. We want to remind parents to keep sending warm clothes every day we go outside daily. We will continue working on our self help skills, letter, number recognition, and cutting. We have our kindergarten readiness goals we work on daily, the kids are learning lots new things developing friendships, and trusting relationships with teachers and each other. Few other things we will be working on winter themed art projects, name tracing, name recognition. Introducing second step curriculum we will be starting this month, talking about feelings, emotions, and problem solving. What exactly we can do with these emotions. We look forward to seeing your child everyday, we take our attendance very serious and get excited to see your child present at school daily. We have lots of learning to do!

Miigwech! Ms. Patsy
Ms. Alicia

Reminders
School day starts at 8:00 am and ends at 2:00pm
Child won’t be present just sent us a phone call it’s greatly appreciated :)
Ojibwe Language Table every Thursday at 430 to 7 pm
Mashkodelbizhiki Room

Boozhoo. Welcome to the new year. 2015 promises to bring with it happiness and growth. Each of the kids has grown so much since September and we are excited to see where they will be by the end of the year.

Our focus on generosity in the month of December was awesome. The kids really took it all quite naturally and seemed genuinely happy to make someone else happy.

During the month of January we will be focusing biboon. It is a good time of year to learn about snow. How it is “made” and what is actually in the snow that they eat are two things that seem to get them interested.

Please continue to send appropriate gear for outside. A little reminder that stretchy, finger gloves are not very warm and our supply of winter gloves at school is very small. Please help us make sure your child is safe and warm when outside. We will be leaving snow pants and gloves at school. It gets difficult shoving wet snow pants and gloves in backpacks everyday. If you would like your child’s stuff sent back and forth daily please call us. If they do go home daily please remember to take them out of the backpack and dry them. It is no fun wearing wet snow pants and gloves outside. Thanks for your understanding.

Ms. J
Migizi News

Happy New Year! We hope, everyone had a great holiday!
This month we will be working on feelings, gun safety, and getting found if we happen to part from our parents. Each day we are working on Kindergarten readiness goals; self helps skills, sharing, turn taking, letters, numbers, and much more.

Please dress your child for the weather, we go outside every day.

Attendance is very important, If your child isn't going to be at school please call the school as soon as possible. If your child is not at school by 9am we will not be expecting your child for that day.

We have a Holiday on January 19th, 2015.
If you have any questions please call us at 715-779-5030 ext 240,

Miss Linda & Miss Diann
Red Cliff Home Visiting Play Date

A joint socialization for ECC Home Base & Zaagichigaaezowin Families

When: Friday, January 16th

Time: 10 am - 12 pm

Place: ECC Mikinaak Room (Large Motor)

Lunch will be provided

Toddler Selfies
Pictures to capture toddler milestones

My Baby & Me Yoga

Look What I Can Do!
Newborn Capabilities

Anishinaabe Seven Teachings
Love, Respect, Honesty, Humility, Bravery, Generosity, Wisdom
Biboon is here and it’s time to tell a story. ECC would like to invite families and community members to our annual Storytelling family night. This event will take place on Thursday, January 29, 2015 @ the Legendary Waters Event Center. Please join us in a presentation with Fawn YoungBear-Tibbetts called “Water in Your Environment: how water moves across and through the land”. We will also enjoy some good food and good stories from our local community members.

Thursday, January 29, 2015

5:00-7:00pm

Legendary Waters Event Center

If you have any questions please contact Cindy Garrity 715-779-5030 ext. 253 or Jennifer Bresette ext. 257.

Dinner will be provided
# January 2015

**Red Cliff GED/HSED & Adult Education Schedule**

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If you are interested in attending GED/HSED classes or need extra brush-up on Math, Reading, or Language skills, please contact Sue Hopkins or Theresa Ottman-Beckman to enroll.

**Call WITC—Ashland Campus (715)682-4591**

Ext. 3118 - Sue Hopkins or Ext. 3430 - Theresa Ottman-Beckman (Red Cliff Instructor)

Enroll in class any time throughout semester!
THURSDAY 8
FAMILY PIZZA PARTY
with Jonathan Berthel,
Penokee Mountain Foods
Thursday, January 8 • 5-7 p.m.
Cost: $20/$15 owner, kids under 12 free
At the Co-op Community Room
Join us for a night of family fun as Chef Jonathan Berthel shows us how to prepare delicious pizzas from scratch! Pre-registration required. Class size is limited.

MONDAY 19
NATIONAL POPCORN DAY: CHEEKY MONKEY AFTER SCHOOL PARTY
with Amy Trimbo,
Co-op Outreach Coordinator
Monday, January 19 • 3:30-5 p.m.
At the Co-op Community Room
Stop by the Co-op Community Room to snack on stove-top popcorn with easy, fun toppings and also make popcorn pictures.

MIDDLE 12
FERMENTATION PART 2: KIM CHI
With Andrew and Jennifer Sauter-Sargent, Spirit Creek Farm
Monday, January 12 • 6-8 p.m.
Cost: $20/$15 owner
At the Co-op Community Room
In this hands-on class, participants will learn the basics of vegetable lacto-fermentation and leave with their own jar of hand-made kim chi. Local fermentation gurus Jennifer and Andrew Sauter-Sargent, owners of Spirit Creek Farm, will also discuss the history, health benefits, and key concepts to successful fermentation.

THURSDAY 22
HOMEOPATHY FOR WINTER AILMENTS
with Kristi Kiel,
Naturopathic Physician
Thursday, January 22 • 6-8 p.m.
At the Co-op Community Room
Interested in homeopathy? Dr. Kristi Kiel will cover the basic foundations as well as her favorite remedies for common winter concerns.

THURSDAY 15
FREE
THIRD THURSDAY COMMUNITY COOKS: SIMPLE SUSHI
with Pat Brown, Co-op Wellness Assistant
Thursday, January 15 • 6-8 p.m.
At the Co-op Community Room
Join us for our first free community cooking class. Monthly Third Thursday classes cover basic cooking techniques and recipes to build your skills. Meet Pat, Co-op Wellness Assistant, while she demonstrates how to make simple, fun sushi rolls.

Call Amy at (715) 682-8251 to register or ask questions about any of our events.

CHEQUAMEGON FOOD CO-OP
700 Main Street West • Ashland, Wisconsin
(715) 682-8251 • chequamegonfoodcoop.com
## UW-Extension Ashland/Bayfield County Family Living Programs

### Program Schedule Jan 2015 – June 2015

#### Parenting & Relationship Education

#### Financial Education

See next page for class descriptions

<table>
<thead>
<tr>
<th>Program</th>
<th>Program Dates</th>
<th>Time</th>
<th># of Sessions</th>
<th>Location</th>
<th># of Students</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Successful Co-Parenting</td>
<td>Monthly in alternating locations in both counties</td>
<td>Time varies</td>
<td>1 (ongoing)</td>
<td>Ashland and Bayfield Counties</td>
<td>4-10</td>
<td>$30</td>
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<tr>
<td>Relationships Matter: PREP Relationship Education</td>
<td>Wednesdays (every other week, ongoing)</td>
<td>4:00-5:30</td>
<td>6 (ongoing)</td>
<td>Bayfield County Annex Building</td>
<td>6-10</td>
<td>$10</td>
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<tr>
<td>Financial Education Monthly Classes</td>
<td>Monthly in alternating locations in both counties</td>
<td>Time varies</td>
<td>1 (ongoing)</td>
<td>Ashland and Bayfield Counties</td>
<td>3-10</td>
<td>Free</td>
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<td>Parenting Class, Chequamegon Parents Connect</td>
<td>Thursdays (every other week; childcare provided)</td>
<td>5:00-6:30</td>
<td>(ongoing)</td>
<td>Washburn Elementary School</td>
<td>6-15</td>
<td>Free</td>
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<td>Relationships Matter: PREP Relationship Education</td>
<td>Tuesdays: February 24 to March 31</td>
<td>3:30-5:00</td>
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<td>Vaughn Public Library</td>
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<td>$10</td>
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<td>PREP: Letting Flo Drive - Anger and Stress</td>
<td>Thursday, May 14th</td>
<td>10:00-11:30</td>
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<td>Chequamegon Clinic Meeting Room</td>
<td>6-15</td>
<td>Free</td>
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<td>Ashland Parents Together</td>
<td>Thursdays, February 5th – 26th</td>
<td>5:00-6:30</td>
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<td>Lake Superior Primary Library</td>
<td>6-15</td>
<td>Free</td>
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<tr>
<td>Parenting Wisely</td>
<td>By appointment</td>
<td>3-5 (self-paced)</td>
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<td>Bayfield or Ashland County Courthouse</td>
<td>1-5</td>
<td>$10</td>
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<tr>
<td>Parenting Your One-to-Four-Year Old</td>
<td>By appointment</td>
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<td>Bayfield County</td>
<td>1-5</td>
<td>$10</td>
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<tr>
<td>Financial Coaching</td>
<td>By appointment</td>
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<td>Ashland &amp; Bayfield Counties</td>
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**Notes:**

1. Pre-registration is required for all classes. Classes may be cancelled if minimum class size is not met.
2. Costs cover course materials and are subject to change.
3. *Parenting Wisely* is also offered through Red Cliff Family Services. Contact: 715-779-3204
4. Additional programming may be added based on need. Contact your Family Living Educator for information: Ashland County – 715-682-7017; Bayfield County – 715-373-6104
<table>
<thead>
<tr>
<th>Class</th>
<th>Description</th>
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<tbody>
<tr>
<td>Financial Coaching</td>
<td>- Learn how to budget and save for your child. Cover age 3.</td>
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<tr>
<td>Parenting Your One-To Four-Year-Old</td>
<td>- Focus on two main areas: parent education and play.</td>
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<tr>
<td>Monthly Classes</td>
<td>- Workshops on different topics.</td>
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<tr>
<td>Parenting Together</td>
<td>- Workshops on communication and quality time.</td>
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<tr>
<td>Parenting Wisely</td>
<td>- Focus on creating a family environment.</td>
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<tr>
<td>Men's Workshop</td>
<td>- Focus on relationship building strategies.</td>
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<tr>
<td>Women's Workshop</td>
<td>- Focus on relationship building strategies.</td>
</tr>
<tr>
<td>Co-Parenting</td>
<td>- Support for parents who are communicating effectively.</td>
</tr>
<tr>
<td>Summary</td>
<td>- Support for parents who are communicating effectively.</td>
</tr>
</tbody>
</table>

**Class Descriptions**

If you need more information on any classes below, please contact your Family Link Educator (see form).
Red Cliff Johnson O’Malley Committee
Meeting Notice

Date: Wednesday January 7, 2015

Time: Immediately following the Title VII meeting that starts at 4:00 p.m.

Location: Tribal Administration Building (old clinic) Conference Room
Creating holistic strategies to implement alternatives to mining in Anishinaabe Akiing.

**MINING ALTERNATIVES SUMMIT**

Protecting Our Water, Air, Land, and Life

**Gichi Manidoo Giizis**

January 7th, 8th, 9th

**Legendary Waters Convention Center**

Red Cliff

Pot Luck Style Feast, Gichi Manidoo Giizis Ceremony and Round Dance on Wednesday evening (Jan 7).

Bring your best dish and bust a move!

We aim to address issues spiritually, politically, economically, and using science-based evidence.

If interested in presenting or attending contact:

Sandy Goeke (715) 779-3630 or (715) 292-5641
sandra.goeke@redcliff-nsn.gov
Elder Moments
Normal Aging vs. Dementia & How to Live a Brain Healthy Lifestyle

Wednesday, January 14th
Legendary Waters Resort & Casino
Red Cliff, WI
3:00pm to 5:30pm
Snacks and Refreshments will be served

Have you ever felt that time moves in one direction and your memory in another?

Join us for an informational presentation and gather resources you can take home.

✓ Learn what “Normal Aging” is and what it is not.
✓ Learn how to benefit your future with a “Brain Healthy Lifestyle”.
✓ This will be an interactive event to answer questions that you may have on this topic.

Topics & Presenters:

Know the 10 Warning Signs
Alzheimer's Association

How to live a “Brain Healthy Lifestyle”
Aging and Disability Resource Center of the North, Dementia Care Specialist

Aging and Disability Resource Center of the North

alzheimer's association
Notice Community

Tribal Chairperson and Vice Chairman will be having after hour sessions with community members to hear your concerns, ideas or other issues you may want to discuss.

The after hours sessions will be on

January 14th and February 18th, 2015

from 4:30 p.m. until 6:30 p.m. at the Tribal Administration Office.

If you would like to schedule a time to meet with Rose & Bryan, please call:

715-779-3700 ext.: 4227 or email:

jean.gordon@redcliff-nsn.gov

We will also accommodate walk ins.

Any questions, please call Jeanne Gordon, at

715-779-3700 ext. 4227
Superior-Baikal

The Lakes and Their Cultures

Friday, January 16
Rick Erickson

Bayfield High School students, teachers and parents traveled to Lake Baikal (Siberia, Russia) to learn about the world's largest freshwater lake (by volume). They studied ways in which both Lake Superior and Lake Baikal create cultures within their watershed communities. Come hear about their travel experiences in Moscow and from Lake Baikal.

ADVENTURES ACROSS CULTURES

Presentation 7:00 p.m. • Refreshments & discussion follow

Held at the Bayfield Carnegie Library, Bayfield, Wisconsin
Basic Budgeting Workshop

Basic Budgeting is a free workshop offering tools to help people meet monthly household expenses, organize finances and build savings. Participants will create a monthly spending plan, explore saving strategies, discuss financial goals and identify community resources that can help.

Basic Budgeting is offered monthly at alternating locations in Ashland and Bayfield Counties. The next workshop will be held:

Tuesday, January 20
3:00-5:00 p.m.
Washburn Public Library
Washburn
Free

REGISTRATION IS REQUIRED FOR THIS FREE WORKSHOP

To register or learn about upcoming workshops call:

Bayfield County UW-Extension • 715-373-6104 ext. 252
or
Ashland County UW-Extension • 715-682-7017

An EEO/AAffirmative Action employer, University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements. Requests for reasonable accommodations for disabilities or limitations should be made prior to the date of the program or activity for which it is needed. Requests will be kept confidential.
Movie Night—Chasing Ice

A story of change to our planet and our climate

**When:** January 22nd  
**Time:** 6:00-8:00pm  
**Where:** Legendary Waters Casino

In the spring of 2005, acclaimed environmental photographer James Balog headed to the Arctic on a tricky assignment for *National Geographic* to capture images to help tell the story of the Earth’s changing climate. Even with a scientific upbringing, Balog had been a skeptic about climate change. But that first trip north opened his eyes to the biggest story in human history and sparked a challenge within him that would put his career and his very well-being at risk.

*Chasing Ice* is the story of one man’s mission to change the tide of history by gathering undeniable evidence of our changing planet. Within months of that first trip to Iceland, the photographer conceived the boldest expedition of his life: The Extreme Ice Survey. With a band of young adventurers in tow, Balog began deploying revolutionary time-lapse cameras across the brutal Arctic to capture a multi-year record of the world’s changing glaciers.

As the debate polarizes America and the intensity of natural disasters ramps up globally, Balog finds himself at the end of his tether. Battling untested technology in subzero conditions, he comes face to face with his own mortality. It takes years for Balog to see the fruits of his labor. His hauntingly beautiful videos compress years into seconds and capture ancient mountains of ice in motion as they disappear at a breathtaking rate. *Chasing Ice* depicts a photographer trying to deliver evidence and hope to our carbon-powered planet.
COLLEGE IS FOR EVERYBODY: FAFSA NIGHT

4:30 Wednesday, January 28, 2015 at Bayfield School Library
OR
4:30 Wednesday, February 4, 2015 at the Red Cliff Clinic

Topics to be Addressed
WHAT is FAFSA and who gets it?
WHAT information is needed to file?
HOW to get started?
Getting a PIN
Additional time for Q&A

If you would like to check out the FAFSA website it can be located at: www.fafsa.gov
December 19, 2014

COLLEGE IS FOR EVERYBODY: FAFSA NIGHT

Please join Carmen VanderVenter, Red Cliff Education Director, Jeanne Waters, WI DPI Education Specialist, and me for a brief informational meeting about how to complete the Free Application for Federal Student Aid (FAFSA).

4:30 Wednesday, January 28, 2015 at Bayfield Library
OR
4:30 Wednesday, February 4, 2015 at the Red Cliff Community Health Center

You might be wondering WHAT is federal aid? Specifically, federal student aid comes from the U.S Dept. of Education. It is money that helps a student pay for education expenses at postsecondary school (e.g., college, vocational school, graduate school). The four categories of federal student aid are:

Loans—allow you to borrow money for your education. You must repay your loans with interest.

Grants—financial aid that doesn’t have to be repaid

Work-Study—allows you to earn money for your education.

Scholarships—based upon academic achievement and does not have to be re-paid

Other Topics to be Addressed
WHAT is FAFSA and who gets it?
WHAT information is needed to file?
HOW to get started?
Getting a PIN for your senior and you
Additional time for Q&A

I encourage anyone thinking about attending college to come to this meeting as we will cover important information that will allow you to prepare for college in a timely manner.

If you would like to check out the FAFSA website it can be located at: www.fafsa.gov

Interested about coming in for one on one help or have any other questions please don’t hesitate to call me at 715-779-3201 ext. 506

Thank you for allowing me to work with your amazing students—
Sincerely,

Nancy Larson
School Counselor
www.mrslarsonscounselingwebsite.weebly.com
WANT TO BURN 600-1,000 CALORIES IN AN HOUR WHILE HAVING FUN?!

FREE ZUMBA
For Families!

8 Week Series from 1/12 - 3/2/2015

Mondays @ 5pm
Red Cliff Community Health Center
ATTENDANCE INCENTIVE

January Prize

Kindle FIRE HDX7

Beginning in January 2015, a monthly drawing will be held as an incentive to encourage good attendance. At the end of the month, as long as you have no more than 1 day of missed school for the month, you will be entered to win the prize. Three student names (one from each school) will be drawn on January 30th.

February Prize to be Announced
FOR IMMEDIATE RELEASE

December 10, 2014

Highlights from the Bayfield School

Bayfield, WI – Information for press release taken from the Principal monthly board report

The District held a K-5 Family Fun Night in November with the help and leadership of our Troller After School Program – TAP Your Potential! This was a great event that included presentations to parents on I.E.P.'s, PBIS, and Title I / RTI. We had over 150 people attend. Great event! (See attached Photo)

Lake Superior / Lake Baikal, Russia Trip

The students and chaperones who traveled to Lake Baikal in Siberia presented to Northland College students enrolled in the Superior Connect program on October 22, 2014. The same evening, the group also presented to a public audience of approximately 70 people at the Sigurd Olson Institute at Northland College. On November 12, the group presented to a public audience of approximately 80 people at a presentation sponsored by the Bayfield Community Education Foundation at the Bayfield School Library. Upcoming presentations:

- Friday, January 16, 2015, 7:00 pm - Bayfield Carnegie Library
- Thursday, February 26, 2015 - Northern Great Lakes Visitor Center in Ashland

Lake Superior Anishinaabeg: Protecting and Restoring the Lake Superior Basin

Rick Erickson attended the Lake Superior Anishinaabeg: Protecting and Restoring the Lake Superior Basin program on November 14, 2014 at Legendary Waters Conference Center in Red Cliff, WI. The program was sponsored by The Lake Superior Binational Forum. Representatives of Lake Superior Anishinaabeg on the western side of Lake Superior and the Great Lakes Indian Fish and Wildlife Commission shared presentations and stories of how they are successfully protecting and restoring natural ecosystems on their reservations and in ceded territories. Speakers from several tribes talked about a variety of programs they're working on including climate change responses, invasive species controls, managing fish hatcheries and creating sustainable fish populations, wild rice restorations, mining issues and others. The leaders from three Ojibwe tribes highlighted their success stories:

- Chairman Mike Wiggins - Bad River
- Chairwoman Karen Diver - Fond du Lac
- Vice Chairman Brian Bainbridge - Red Cliff

Penny Charette, a Red Cliff Tribal member offered a Water Blessing. In addition to presentations, a dozen tribal and regional groups and agencies offered displays about a variety of lake issues and programs.
Rick Erickson, high school alternative education and science teacher, spent the day at the University of Minnesota, Duluth campus on November 17. Mr. Erickson was invited to talk to students pursuing teacher certifications and tell his story as a professional educator. He presented to 200 students in the Foundations of Education course and also to approximately 50 students and faculty advisors of the Education Minnesota Student Association.

On December 2, 2014, The NEA Foundation announced that Richard Erickson, who teaches Chemistry, Physics, and Alternative Education at Bayfield High School in Bayfield, WI, will receive the Horace Mann Award for Teaching Excellence, $10,000, and recognition as one of the nation’s top educators at the NEA Foundation’s Salute to Excellence in Education Awards Gala to be held on Feb. 13, 2015 in Washington, DC.

Bayfield School December Events:
December 16 – Band and Choir Winter Program, 6:30 pm in the school gymnasium
December 17 & 18 - The Polar Express for Bayfield elementary students will be in the LRC. Students will have the opportunity to purchase gifts for their families during this event. More information will be provided to parents in Thursday folders.

Please check the school website www.bayfield.k12.wi.us for more information on these and other events.
Help Your Child Succeed in School:
Build the Habit of Good Attendance Early
School success goes hand in hand with good attendance!

DID YOU KNOW?
- Starting in kindergarten, too many absences can cause children to fall behind in school.
- Missing 10 percent (or about 18 days) can make it harder to learn to read.
- Students can still fall behind if they miss just a day or two days every few weeks.
- Being late to school may lead to poor attendance.
- Absences can affect the whole classroom if the teacher has to slow down learning to help children catch up.

Attending school regularly helps children feel better about school—and themselves. Start building this habit in preschool so they learn right away that going to school on time, every day is important. Good attendance will help children do well in high school, college, and at work.

WHAT YOU CAN DO
- Set a regular bed time and morning routine.
- Lay out clothes and pack backpacks the night before.
- Find out what day school starts and make sure your child has the required shots.
- Introduce your child to her teachers and classmates before school starts to help her transition.
- Don’t let your child stay home unless she is truly sick. Keep in mind complaints of a stomach ache or headache can be a sign of anxiety and not a reason to stay home.
- If your child seems anxious about going to school, talk to teachers, school counselors, or other parents for advice on how to make her feel comfortable and excited about learning.
- Develop back-up plans for getting to school if something comes up. Call on a family member, a neighbor, or another parent.
- Avoid medical appointments and extended trips when school is in session.

When Do Absences Become a Problem?

- FATALIC ABSENCE
  10 or more days
- WARNING SIGNS
  20 to 17 days
- SATISFACTORY
  Fewer absences

Note: These numbers assume an 180-day school year.
PROTECTING YOUR KIDS ONLINE

TAKE CHARGE

Set some ground rules.
Establish basic guidelines like when your kids can go online, what sites they can visit, and how many texts they can send a month, so everyone is on the same page.

Research before you buy.
Did you know that handheld games can connect to the Internet or that many laptops have built-in webcams? Understand what technology you’re bringing into your home.

Don’t just sit there—REPORT!
If your kids are dealing with cyberbullies or potential predators, report them to the website, cell phone service, law enforcement, or www.cybertipline.com.

MONITOR

Supervise Internet use.
If you can see what your kids are doing, they’re less likely to get in trouble.

Safeguards = Safe Kids.
Installing CIA-level monitoring software on your kids’ computers does not guarantee they’ll be safe online. Technology can’t replace your time and attention as a parent or guardian.

Don’t go overboard.
It’s smart to keep an eye on your kids’ social networking profiles, but it’s never cool when you post embarrassing messages or pictures to their page.

COMMUNICATE

Talk to your kids; they’re not as mysterious as you think.
Your kids might not tell you everything, but that doesn’t mean you shouldn’t ask. Get involved so you’re not the last to know.

Challenge them to a duel.
If you have kids who like to play video or computer games, ask if you can play, too. When you respect their interests, they’re more likely to respect your rules.

Don’t pull the plug.
Taking away your kids’ Internet access because they’ve done something wrong doesn’t solve the problem. Talk to them about protecting themselves and respecting others online.

For more resources visit NetSmarts.org
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NetSmarts.org/TipSheets
WINTER STORM TIPS

The following winter tips are from the American Academy of Pediatrics (AAP). Please feel free to use them in any print or broadcast story, with appropriate attribution of source.

Preparing for Winter Storms
- Understand the hazards of wind chill, which combines the cooling effect of wind and cold temperature on exposed skin.
- Keep your car's gas tank full. This keeps the fuel line from freezing.
- Listen to an NOAA Weather Radio, or a portable battery-powered radio (or television) for updated emergency information.
- Move animals to sheltered areas.
- Avoid unnecessary travel.

What To Do During a Winter Storm
- Stay indoors and dress warmly during the storm. Layers of loose-fitting, lightweight clothing will keep you warmer than one bulky sweater.
- Listen to a battery-powered radio or television for updated emergency information.
- Eat regularly. Food provides the body with energy for producing its own heat.
- Keep the body rehydrated with fluids to prevent dehydration.

Dressing Children for Winter
- Newborn babies need to be protected from the elements. Dress them in several layers of light clothing to keep them warm. Avoid overheating.
- The rule of thumb for older babies and young children is to dress them in one more layer of clothing than an adult would wear in the same situation.
- Blankets, quilts, pillows, sleeping bags and other loose bedding may contribute to Sudden Infant Death Syndrome (SIDS) and should be kept out of an infant's sleeping environment. Warm footed pajamas are preferred.
- If a blanket must be used to keep a sleeping infant warm, it should be tucked in around the crib mattress so the infant's face is less likely to become covered by bedding.

Hypothermia
- Hypothermia develops when a child's temperature falls below normal due to exposure to cold. It often happens when a youngster is playing outdoors in extremely cold weather without wearing proper clothing.
- As hypothermia sets in, the child may shiver and become lethargic and clumsy. His or her speech may become slurred and his body temperature will decline.
- If you suspect your child is hypothermic, call 911 at once. Until help arrives, take the child indoors, remove any wet clothing, and wrap him in blankets and warm clothes.

Frostbite
- Frostbite happens when the skin and outer tissues become frozen.
- This condition tends to happen on extremities like the fingers, toes, ears, and nose. They may become pale, grey and blistered. At the same time, the child may complain that his skin burns or has become numb.
- Bring the child indoors, where you should place the frozen parts of her body in warm (not hot) water. Warm washcloths may be applied to frostbitten nose, ears and lips.
- Do not rub the frozen areas.
- After a few minutes, dry and cover her with clothing or blankets. Give her something warm to drink.
- If the numbness continues for more than a few minutes, call your doctor.

Winter Health
- If your child suffers from winter nosebleeds, try using a cold air humidifier in the child's room at night. Saline nose drops may help to keep tissues moist, if bleeding is severe or recurrent, consult your pediatrician.
- Many pediatricians feel that bathing two or three times a week is enough for an infant. More frequent baths may dry out the skin, especially during the winter.
- Cold weather does not cause colds or flu. But the viruses that cause colds and flu tend to be more prevalent in the winter, when children are in school and are in closer contact with each other. Frequent hand-washing and teaching your child to sneeze or cough into their elbow and away from others may help reduce the risk of colds and flu.
- Children between the ages of 6 and 23 months are encouraged to get an influenza vaccine to reduce their risk of getting the flu.

Send these tips to a friend or family member
via e-mail by simply filling out this form!

http://www2.aap.org/advocacy/releases/Janwinter.htm
12 Hacks For Surviving This Freezing, Icy Weather

MEGAN WILLET
JAN. 3, 2014, 4:40 PM

The Northeast is getting pummeled with snow and icy rain this week.

So as people bundle up in preparation for the miserable weather, we found ways for everyone to stay warm and dry despite the nastiness outside.

Here are 12 hacks to help you keep warm until spring.

Mittens > Gloves

It may be easier to text in gloves, but your digits will be much warmer in mittens. When they’re made of the same material, mittens offer more warmth since fingers have skin-to-skin contact with each other and can share body heat.

Mittens also tend to have a smaller surface area than gloves, which reduces heat loss, so when in doubt, always choose mittens.

Avoid Wearing Cotton

Cotton clothes and socks are the absolute worst things you can wear during the winter, because cotton holds moisture and loses its insulating properties. If you sweat under your jacket, get wet from the snow, or if there’s any moisture in the air, the cotton will quickly absorb it and keep it close to your skin, making you feel even colder.

Merino wool or polypropylene socks are a much better way to go since these fabrics wick moisture away from skin. Wool in particular is great because it suspends the moisture in the weave, and can absorb almost 1/3 of its own weight before making you feel cold or wet.

And for those who don’t have wool socks (or don’t want to go out in the cold to buy them), an easy hack is to put your socks on and then slip your feet into plastic bags. It looks weird, but it will keep your feet really dry and warm.

Use Kitty Litter On Stuck Tires

Salt and sand can help when your car gets stuck in the snow, but kitty litter will also work in a
pinch to give you traction. Shovel as much snow and ice as possible out from the path of your tires, and then put a liberal amount of cat litter around and under the tire.

Then just rock your car back and forth, switching from drive to reverse carefully, until you get unstuck.

**Bubble Wrap Your Windows**

A lot of heat escapes through windows, unnecessarily increasing utility costs. For an easy way to insulate your window while still letting light in, use large bubble wrap and an Exacto knife.

You don’t even need tape or glue — just mist water onto your window with a spray bottle, push the flat side of the wrap against the window and it will stay put and keep your room insulated for months.

Another pro-tip is to call around to furniture and/or department stores to see if they have any large bubble wrap that they’re going to throw out or that you can buy on the cheap. They’re usually swimming in the stuff.

**Learn Your Ceiling Fan Settings**

Ceiling fans are not just there to cool you off in the summer — most fans have a setting that allows them to spin clockwise on low to recirculate warmer air trapped near the ceiling towards the floor.

You’ll be shocked at how much warmer the room will get.

**Dry Your Shoes Quickly With Newspaper**

Once the snow starts to melt, shoes quickly become wet and are hard to dry. Most people think to put them near a heat source, but this can have the unwanted effect of shrinking your shoes.

Instead, stuff wet shoes with newspaper. It will absorb the moisture quickly, though you might have to replace the newspaper a few times depending on how drenched your shoes are. You can also wrap the outside with the newspaper and secure with a few rubber bands.

**Ice-Proof Your Car And Stairs With Household Ingredients**

Coming outside to a frozen windshield or ice on your stairs is one of the worst ways to start the day. But there are homemade solutions that can help prevent this from happening.

For car windows and windshields, mix a 3:1 mixture of distilled vinegar and water onto the glass before a storm or icy weather hits. It will keep ice from forming on your windows, and you can also spray the mixture on already ice-covered windows to melt it quickly.

To keep your stoop or sidewalk from becoming icy, make a brine treatment 24-hours ahead of a winter storm with salt dissolved in hot water. Pour a thin layer onto steps and sidewalk to make
snow easy to remove, and keep an ice layer from forming.

**Prep Your Shovel With Cooking Spray**

Shoveling snow is one of the worst winter tasks, so don't make it harder on yourself by not properly preparing. Rubbing vegetable oil, paraffin wax, or cooking spray onto your shovel ahead of time will keep the snow from sticking, and allow you to shovel faster and easier.

**Stock Up On Cheap Razors**

It's super easy to fix sweatshirt or sweater pilling with a cheap razor.

Just lightly run the razor against the fabric where pilling occurs, and the razor will shave off the small balls of fiber without harming the material so your warmest clothes will be ready to wear in public again.

**Warm Blankets With A Hot Water Bottle**

Before climbing into bed, fill a water bottle with hot water and stick it under your covers. It'll warm the sheets, and can be left safely in bed all night long for added warmth.

Take this hack to the next level by wrapping your pajamas around the bottle and sticking them under the covers before putting them on.

**Winterize Your Bike**

You could buy winter tires for your bike, but those are expensive. Instead, take zip ties and stagger them around your current wheels roughly a half an inch apart and snip off the excess with scissors.

They'll give you extra traction when biking around slippery roads and are easy to remove come spring.

**Buy Some Hand Warmers**

A friend of mine with poor circulation swears by these during the winter. The air-activated heat packs are safe, odorless, and can provide heat for 10 hours if you're jogging, tailgating, hiking, or just commuting to work.

You can also make your own by sewing together a fabric pouch filled with rice, and warming it up in the microwave before leaving the house.

**NOW WATCH: Here Are The 3 Things Every Dog Needs This Winter**
Best Indoor Activities for Winter Break
By Lindsay Hutton

Are you looking for ways to keep your child entertained over winter break? These indoor activities will keep your child from going stir-crazy, and will help you maintain your sanity! This Printable Winter Fun Checklist is also full of ideas.

Construct an Indoor Obstacle Course

Your child doesn't need to go outside to burn off excess energy. If you're snowbound, you can create an indoor obstacle course that will keep your child entertained for hours!

Paint the Windows

These simple instructions for window painting will allow your child to create a beautiful picture on your windowpanes! Don't worry, though -- the paint is easily removed.

Make Silly Putty

This childhood favorite is a cinch to make, and it will provide hours of entertainment for your little one. Best of all, it won't make a mess!

Homemade Silly Putty

Materials
- 2 parts white glue
- 1 part liquid starch
- Small mixing bowl
- Airtight container

Directions
1. Combine glue and starch in a bowl and mix well.
2. Let dry until the putty is workable.

Read more on FamilyEducation: http://fun.familyeducation.com/winter-break/59679.html#ixzz3MBL7OuvU
3. You may have to add a bit more glue or starch. (This may not work well on a humid day.)

4. Experiment!

5. Store in an airtight container.

Write a Story

Do you have an aspiring novelist in your household? You and your child can create your very own story, together, one word at a time. It's a blast to see where your imagination takes you when you and your child work together!

Play Chess

It is never too early to teach your child how to play chess. This classic strategy game will teach your child valuable life skills, such as planning ahead and accepting consequences.

Make Soap Crayons

Make bath time fun for your child with this simple activity. Your child can help make the soap crayons, and then use them to draw on the tiles -- or even on himself -- when it's time for a bath!

**Soap Crayons**

- **Makes 12 crayons**
- **Age group: 18-40 months**
- **Duration of activity: 15 minutes**
- **Materials:**
  - 1 cup soap flakes or powder
  - 3 tablespoons of water
  - Washable tempera paint
  - Ice cube trays or small Dixie cups (for molds)

This activity combines an opportunity for creative expression with bathtub fun. Your child can use these crayons to draw on the tile or on himself!

1. Mix soap and water together to make a stiff dough that can hold its own shape. Add more soap powder or water as needed to reach the desired consistency.

2. Divide the mixture into three or four balls. Add a few drops of paint to each portion to create desired colors.

3. Press mixture into molds and let set for a few days before using.

Make a Time Capsule

Time capsules are a fun way to record the present and remember the past. They are easy to make, and your child will love making predictions about her life and finding trinkets she thinks will be of interest to her future self!

Create Your Family Tree

Making a family tree is a great way to spend quality time with your kids, and the result will be enjoyed by everyone who comes to your house!

Build Clay Sculptures

All you need is a lump of clay, and your little sculptor can create any object he desires. When the sculpture is complete, he can paint it and you can put it on display for all to see.

Make Cookies in a Jar

Who doesn't love a freshly baked cookie? It's a lot of fun for your kids to help out with this project, and the finished product can be a delicious gift for anyone!

Read more on FamilyEducation: http://fun.familyeducation.com/winter-break/59679.html#ixzz3MBL7QyuU
Healthy Tips for Active Play

Why is active play important?
Active play helps your child learn healthy habits. There are many health benefits of active play, such as:
- Active children are less likely to weigh too much.
- Keeping your child active now helps lower the chance of developing chronic diseases like Type 2 diabetes.
- Activities, like running and jumping rope, help your child learn movement skills to develop muscles and strong bones.
- Active play can also help the mind develop. Playing "pretend" lets kids be creative.
- Active children are more likely to be happy and feel good about themselves. Children feel proud after learning how to bounce a ball or ride a bike.

Your child loves to move!
Encourage your child to play actively several times each day. Active play for children can happen in short bursts of time and can be led by you or your child. Active play can include playing on the playground, playing tag with friends, or throwing a ball.

Do you wonder if your child is active enough?
My child plays outside several times a day or inside where he or she is free to move. Yes No
I make sure my child's TV and screen time is less than 2 hours a day. Yes No
I make sure my child is actively moving for at least 60 minutes a day. Yes No
When actively playing, my child breathes quickly or sweats. Yes No

If you can usually answer yes to these statements, your child is probably getting enough active play.
How can you raise an active child?

- **Make active play fun for the whole family.** Let your child help plan the fun.
- **Focus on fun, not performance.** All children like to play. They will win when they move, have fun, and are active daily.
- **Set limits on TV and computer time.** Limit TV and other screen time to less than 2 hours a day, as advised by many doctors. Try reading during inactive time rather than watching TV.
- **Be active yourself.** Active parents tend to raise active children. You influence your child’s behavior, attitudes, and future habits. Be more active and limit your own time watching TV. Set the example by using safety gear, like bike helmets.

As children grow, they may be ready for new activities.

**By age 2,** they can run, walk, gallop, jump, and swim with adult help.

**By age 3,** they can hop, climb, ride a tricycle or bicycle with training wheels and a safety helmet, and catch, throw, bounce, and kick a ball.

**By age 4,** they can skip, swim, and complete an obstacle course.

There are many activities you can do with your child.

**Here are some ideas of how to be active with your child.**
**Write down your own ideas, too!**

**Indoor play**
- Act out a story
- Turn up the music and dance
- Walk inside a shopping mall
- Play games, such as duck-duck-goose, hide and seek, follow the leader, Simon says
- Your family ideas: _____________________

**Outdoor play**
- Family walks after dinner
- Play catch
- Take a nature hike
- Games in the yard or park
- Kick a ball
- Your family ideas: _____________________

For more great tips on these and other subjects, go to: ChooseMyPlate.gov/preschoolers/
Power up with Breakfast

Wisconsin Nutrition Education Program

Breakfast is Brain Food

Breakfast means "to break the fast." After hours of sleeping through the night our body needs fuel in the morning to get it going again. A healthy breakfast can improve our attention and concentration on our morning tasks. This is especially important for school age children. Teachers have reported children who have not eaten breakfast often times become restless by late morning.

Breakfast is important for everyone because it provides 1/4 of our daily calories and nutrients. Without it growing children and teenagers are unlikely to make up this nutritional loss through other meals/snacks during the day.

Recent studies have provided more evidence that supports the idea that kids who regularly eat breakfast are more likely to be successful in school. According to a nutrition specialist at the University of Missouri children who eat a balanced breakfast have a greater ability to focus on tasks and improved test scores when compared with children who do not eat a balanced breakfast.

Sources: Food Sense, Missouri Families

Banana Wraps

**Ingredients:**
1. 2-3 Tablespoons of peanut butter
2. 1 (8-inch) flour tortilla
3. 1 whole banana

**Directions:**
1. Spread peanut butter on one side of tortilla.
2. Peel banana and roll up tightly in tortilla.
3. Cut into pinwheels or serve whole.

Source: Kids a cookin, K-State
Snack tips for parents

10 tips for healthy snacking

1. Save time by slicing veggies
   - Store sliced vegetables in the refrigerator and serve with dips like hummus or low-fat dressing. Top half a whole-wheat English muffin with spaghetti sauce, chopped vegetables, and low-fat shredded mozzarella and melt in the microwave.

2. Mix it up
   - For older school-age kids, mix dried fruit, unsalted nuts, and popcorn in a snack-size bag for a quick trail mix. Blend plain fat-free or low-fat yogurt with 100% fruit juice and frozen peaches for a tasty smoothie.

3. Grab a glass of milk
   - A cup of low-fat or fat-free milk or milk alternative (soy milk) is an easy way to drink a healthy snack.

4. Go for great whole grains
   - Offer whole-wheat breads, popcorn, and whole-grain cereals that are high in fiber and low in added sugars, saturated fat, and sodium. Limit refined-grain products such as snack bars, cakes, and sweetened cereals.

5. Nibble on lean protein
   - Choose lean protein foods such as low-sodium deli meats, unsalted nuts, or eggs. Wrap sliced, low-sodium deli turkey or ham around an apple wedge. Store unsalted nuts in the pantry or peeled, hard-cooked (boiled) eggs in the refrigerator for kids to enjoy any time.

6. Keep an eye on the size
   - Snacks shouldn't replace a meal, so look for ways to help your kids understand how much is enough. Store snack-size bags in the cupboard and use them to control serving sizes.

7. Fruits are quick and easy
   - Fresh, frozen, dried, or canned fruits can be easy “grab-and-go” options that need little preparation. Offer whole fruit and limit the amount of 100% juice served.

8. Consider convenience
   - A single-serving container of low-fat or fat-free yogurt or individually wrapped string cheese can be just enough for an after-school snack.

9. Swap out the sugar
   - Keep healthier foods handy so kids avoid cookies, pastries, or candies between meals. Add seltzer water to a ½ cup of 100% fruit juice instead of offering soda.

10. Prepare homemade goodies
    - For homemade sweets, add dried fruits like apricots or raisins and reduce the amount of sugar. Adjust recipes that include fats like butter or shortening by using unsweetened applesauce or prune puree for half the amount of fat.
Bring on the Fruit and Veggies

Why eat colorful fruits and veggies?

Not only are fruits and veggies low in calories and packed with vitamins but the pigments that give them color have additional health benefits.

- **Red** – (lycopene) may reduce risk of some cancers.
- **Orange, yellow** – (carotenoids) may be good for your heart.
- **Green** – (lutein) for eye health and (indoles) may help protect against some cancers.
- **Blue, purple** (and some red) – (anthocyanidins) may help protect our cells from damage.
- **White** – (indoles and isothiocyanates) can help protect against some cancers.

*Source: Food Sense, Produce for Better Health Foundation*

**Whole Meal Salad**

**Ingredients:**
- 2 cups salad greens (romaine, spinach or mixture)
- 1 cup chopped vegetables and/or fruits, such as cucumber, frozen peas (thawed), onion, tomato, mango, avocado, carrots, or salsa
- 1 ounce* chopped cooked chicken, beef, or pork, or 1/4 cup canned beans, drained
- 1 tablespoon chopped dried fruit, shredded cheese, or chopped nuts
- 2 tablespoons salad dressing

*1 ounce is about 1/3 the thickness of a deck of playing cards.

**Directions:**
1. Wash hands.
2. Arrange greens on large plate or bowl.
3. Add vegetables and/or fruits plus meat or beans.
4. Add dried fruit, cheese, or nuts.
5. Add dressing.

**Tips:**
Use fresh produce to tempt hot weather appetites. Add a few oyster crackers if you want more crunch.

*Source: [http://www.extension.iastate.edu/foodsavings/recipes/whole-meal-salad](http://www.extension.iastate.edu/foodsavings/recipes/whole-meal-salad)*

**Did you know??**

Eating an apple is a more reliable method of staying awake than consuming a cup of coffee. The natural sugar in an apple is more potent than the caffeine in coffee.

*http://www.fruitsinfo.com/did-you-know.php*
Money $mart in Head Start

Saving Your Money

I don't make enough money to be able to save.

I'd like to save, but there's never any money left at the end of the month.

I tried saving, but as soon as I put the money in, something comes up and I take it right back out.

Just about everybody has felt this way about saving money. And sometimes money is too tight to tuck a little away. But for many of us, we can find a few extra dollars here and there when we think about where to look as we spend our money.

Saving money simply means putting money aside. Having some money set aside or saved is important no matter how much money you make.

What are your goals? Remember that strong money goals say:
- what you want,
- when you want it,
- how much you need, and
- they are written down.

Research by the Consumer Federation of America suggests people are twice as likely to be successful savers if they have a specific money goal. Your goals help you know how much you need to save each month to stay on target.

Saying what you want and when you want it are the easy parts of setting a money goal. Figuring out the steps you're going to take to reach your goal is a bit harder.

Putting money aside may mean making changes to your current money habits and coming up with new habits. Here are some ideas to help you get started:

Pay yourself first.
What if you set money aside at the start of the month instead of waiting to see if there's any left? Picture all of your bill collectors standing in line in front of you. Then imagine your family is in the line too. Would you put your family at the end of the line? Or would you put your family and saving for your needs closer to the front of the line?

If you wait until the end of the month to set money aside, it seems like other expenses always come up and then there's no money left. Now if an unexpected bill does pop up during the month, you can use the savings you set aside earlier. Plus you save even more money by not having to take out a loan and pay extra in interest.

Save loose change.
At the end of the day, empty your change into your piggy bank or a large jar. If you save 25 cents a day for an entire year, do you know you'll have almost $100 set aside? And how many of us have more than 25 cents in our pocket each day?

To keep an eye on your goal, why not write or tape a picture of what you're saving for right on the jar? Even better if your jar lets you put money in easily, but doesn't let you shake your money back out!

Save your one dollar bills all year round—maybe $2 a day or every other day. By the time Christmas comes, it will help a lot so you don't feel so overwhelmed.

---Head Start Parent in Richland County
Save automatically.  
Maybe you have bills automatically paid out of your bank account every month, so why not make saving just as easy? You can have money taken out of your paycheck or checking account each month and have it direct deposited into a savings account.

Most banks and credit unions will let you automatically transfer money into a savings account for free. If you have a bank account, check with them about what types of savings accounts and services they offer.

Break a habit.  
Do you eat out three times a week? Think about cutting it down to two times a week and putting the cost of the third meal into a savings account. If you were able to cut out one $6.00 fast food meal each week for an entire year and save that $6.00, you would have $312 at the end of the year.

Sometimes breaking a habit is easier said than done. Try starting with a smaller habit that you don't think you would miss too much just to see how it goes. Even small changes really add up over time!

TIP instead of renting movies, go to the library and get them for free. —Head Start Parent in Grant County

Save windfall income.  
If you get any money from gifts, overtime pay, or tax returns, how about putting a little into savings? If you were getting by okay before you got the extra money, odds are you won't even miss it if you set some of the money aside in savings.

Pay installments to yourself.  
An installment loan is where you make the same payment month after month, like a car loan. Once you make that last payment on your installment loan, celebrate! — and then keep making the monthly payment to yourself by putting that same amount of money into your savings.

If you’re already used to making that monthly payment and making ends meet, just because you paid it off doesn’t mean you have to spend that money on something else.

Play the savings game as a family.  
Pick one thing you buy often and come up with ideas on how you could:  
1) buy it cheaper  
2) make it last longer  
3) use it less

For example, pick a food you eat regularly. Have a family “taste test” with a cheaper brand to see if you notice much difference. Or if you like a more expensive brand, can you buy it a little less often?

Set a goal, pick an idea, and get started!  
After reading about all of the savings ideas, which one would you be willing to try? Remember that you don’t need to try all of them at once. Pick one or two tips, like saving loose change or breaking a habit, and try them out until they become a regular savings routine for you.

It can take a little while to get into a new habit. Once you get started, it becomes much easier and it feels good. You may have so much fun reaching your first goal, that you set up a second savings goal before you know it!
Preschooler Reading Milestones

Young children begin to recognize familiar words. Your young child may learn whole words that she can see, like STOP signs, before she learns individual letters. Young children may also learn logos and symbols, so, as they pass familiar restaurants, they may point out a known letter, such as “big M.”

Young children learn that stories have a clear structure and specific elements. As your young child listens to stories, he learns that all good stories have a beginning, middle, and end. He also learns to predict, based on the book cover, what the story will be about, as well as what might happen next or how the story will end. Young children learn that there are characters in stories and that the setting (where and when it takes place) is something that a listener would want to know. Your child will enjoy comparing the characters in a book to himself and to other real life people he knows.

Your young child may “pretend” to read. Children who have been read to frequently will pretend to read books to themselves or to their toy dolls and animals, using their own words or phrases from the story. Parents and caregivers may also observe young children incorporating pretend reading into their play—“reading” a recipe as they make a cake or “reading” a shopping list as they put groceries in their basket.

Young children become aware that the world is filled with letters. During the preschool years, many young children will be able to recite or sing the alphabet. They may begin to recognize familiar letters, especially letters in their own names, followed by letters from parents’, siblings’, and friends’ names. Finding familiar letters in their homes, at preschool, or in the grocery store is very exciting for young children, and they will let parents and caregivers know when “I found another big N!” or “Hey, there is the little t!”

Encouraging Your Preschooler

- Read and reread your young child’s favorite books every day. Reading books with rhymes helps develop a child’s awareness of the sounds in our language, an ability that is often associated with reading success in the early grades. If you have ever read “Green Eggs and Ham,” you will always remember the repetitive refrain, “I do not like green eggs and ham. I do not like them Sam I am.” Young children also delight in predictable books with memorable refrains.
- Read books with a variety of characters. All children should have the opportunity to read books with characters that look and speak like them. At the same time, children also enjoy reading stories about fantastic characters, such as talking animals that stimulate their imagination and build on their love of pretend play.
- Enjoy rhyming books together. Children enjoy books with rhyming patterns. Young children find the use of nonsense rhymes playful and fun. As you read, invite your child to fill in some of the rhyming words.
- As you read, point out the important features of a book. Before you start reading, show your child the title and author on the front of the book. You might say, “The title of this book is ‘Amazing Grace’. It is written by Mary Hoffman and the pictures are by Caroline Beach.”
- As you read, point to each word with your finger. This demonstrates to your child that there is a one-to-one match between the spoken and written word. It also draws your child’s attention to the link between the words you say and the words on the page. Pointing as you read also reinforces the concept that we read from top to bottom and from the left to the right.
- Use stories to introduce your child to new words. Focusing on new vocabulary words increases reading comprehension. You can promote your child’s vocabulary development by drawing his attention to new or unusual words in the story. It’s important to just have fun with these new words and help your child use them in real-life situations. After learning “capsize” in a story, you can point out that the toy boat in your child’s bath has capsized and the animals are now in the water.

Learn more about [how preschoolers develop into readers through writing](http://www.pbs.org/parents/education/reading-language/reading-milestones/preschooler-language-development-milestones/preschooler-reading/).

More you might like:
1 Updates from the National Center on Health
   a. 2015 Health Care Institute http://www.anderson.ucla.edu/price/jnl/hci
   b. State Early Learning Guidelines & Standards Regarding Health
      https://eclkc.ohs.acf.hhs.gov/hsic/tta-system/health/learning-guidelines-
      map:c2hzaHVtYW4=
   c. Strategies to Support and Encourage Healthy Active Living course
      https://eclkc.ohs.acf.hhs.gov/hsic/tta-system/health/healthy-active-
      living/story.html:c2hzaHVtYW4=
   d. The Medical Home and Head Start Working Together http://eclkc.ohs.acf.hhs.gov/hsic/tta-
      system/health/docs/medical-home-hs-working-together_2.pdf
   e. Healthy Habits for Healthy Smiles https://eclkc.ohs.acf.hhs.gov/hsic/tta-
      system/health/health/oral-health/education-activities/healthy-habits.html:c2hzaHVtYW4=
   f. Updated Weaving Connections https://eclkc.ohs.acf.hhs.gov/hsic/tta-system/health/health-
      services-management/hsac/WeavingConnectio.htm;c2hzaHVtYW4=
   g. A 21st Century Vision for Your Health Services Advisory Committee
      https://eclkc.ohs.acf.hhs.gov/hsic/tta-system/health/docs/health-services-newsletter-
      201405.pdf;c2hzaHVtYW4=

Heads Up

- National Handwashing Awareness Week is December 7-13, 2014. “Handwashing is like a ‘do-it-yourself’ vaccine...” (CDC, 2014). The National Resource Center for Health and Safety in Child Care and Early Education is celebrating the difference handwashing makes for the entire month! Read full post here: http://bit.ly/1FeINy
- Injuries related to toys increase by 40% In the US http://www.medicalnewstoday.com/articles/286258.php
- The Most Dangerous Toys in America http://www.nationaljournal.com/health-care/the-most-
  dangerous-toys-in-america-20141202
  soft-bedding-raising-risk-of-death.html?partner=rssGen=rss\&emc=rss\&r=0
- Detergent Pods Pose Risk to Children http://www.nytimes.com/2014/11/10/health/detergent-
  pods-pose-risk-to-children-study-finds.html?ref=health
- Toddlers Hurt In Falls Often Not Warned About Climbing on Furniture Researchers found
  parents of these kids also more likely to not use safety gates at home http://consumer.healthday.com/senior-citizen-information-31/fall-health-news-748/toddlers-
  hurt-in-falls-at-home-often-not-warned-about-climbing-furniture-study-694144.html

EVENTS (registration required)
- December 9, 2014 3:00 Eastern Strengthening State Policy to Keep Schoolchildren Safe from
  Anaphylaxis http://www.eventbrite.com/e/strengthening-state-policy-to-keep-schoolchildren-
  safe-from-anaphylaxis-tickets-14486354075"
December 11, 2014 2:00 Eastern Health Insurance, Health Care, and Behavior among Children of immigrants [Link]
December 11, 2014 3:00 Eastern Preventing E-Cigarette Poisoning among Children and Youth [Link]

RESOURCES
Health and Community Partnerships
- Strong Connections, Strong Families: Increasing Collaboration between Head Start and the Medical Home [Link]
- The Child Opportunity Index: Improving Collaboration Between Community Development And Public Health [Link]
- Parent Engagement In Schools [Link]

Physical Health and Wellness
- Ebola: The Facts for Parents, Head Start, and Child Care Programs [Link]
- Achieving Bright Futures [Link]
- New Edition of the Early Childhood Environment Rating Scale [Link]

Nutrition and Physical Activity
- Moving Beyond Screen Time: Redefining Developmentally Appropriate Technology Use In Early Childhood Education [Link]

Oral Health and Wellness
- Choosing Healthy Behaviors [Link]

Mental Health and Wellness
- Building Resiliency In Kids [Link]
- Are the Children Well? A Model and Recommendations for Promoting the Mental Wellness of the Nation's Young People. [Link]

Safety and Injury Prevention
- A Conversation about Transportation Safety with Ann Linehan [Link]
- Trouble in Toyland; The 29th Annual Survey of Toy Safety [Link]
- Safe to Sleep: Public Education Campaign and E-Toolkit [Link]

School Readiness
- State Policies that Support the Intersection Between Health and Early Learning [Link]
- Bridging Health Care and Early Education System Transformations to Achieve Kindergarten
Readiness in Oregon [http://tinyurl.com/p8jch6i]

Health Literacy
- Sources of Spanish-language books about health topics for young children
  - Neat Solutions for Healthy Children [http://www.neatsolutions.com/books/bilingual-spanish.html]
  - Nasco [http://www.erasco.com/action/default]

Funding Opportunities
- Improving Health Through Innovative Collaborations Grants The BUILD Health Challenge is a national award program designed to support community collaborations that are working to give everyone a fair chance to be healthy. The BUILD Health Challenge will give two kinds of awards - planning and implementation awards - to strengthen partnerships among hospitals, nonprofits, local health departments, and other community organizations to improve the health of low-income neighborhoods within cities with populations greater than 150,000. In addition to grants, awardees will have access to a broad range of support services, including technical assistance, coaching and access to networks of population health innovators. Planning grants of up to $75,000 and Implementation grants for up to $250,000 are available to select applicants. Partnerships between hospitals or health systems, health departments, and a nonprofit or community organization may apply for funding. Deadline: January 16, 2015 [http://www.buildhealthchallenge.org/]
- Ezra Jack Keats Mini-Grants 2015 The Ezra Jack Keats Foundation grants are intended to support projects that foster creative expression, collaboration, and interaction with a diverse community. The funding program provides an opportunity for educators, whose efforts are often inadequately funded or recognized, to create special activities outside the standard curriculum and make time to encourage their students. Grants of up to $500 will be awarded. Public schools and libraries are encouraged to apply. Deadline: March 15, 2015 [http://www.ezra-jack-keats.org/mingrant-program/]
- Lawrence Foundation Charitable Grants The foundation is focused on making grants to support education, environmental, human services and other causes although interests are fairly diverse and may lead into other areas on an occasional basis. Award amounts vary. Nonprofit organizations, public schools, and libraries are eligible to apply. Deadline: April 30, 2015 [http://www.thelawrencefoundation.org/grants/guidelines.php/]
- Healthy Eating Research Releases Call for Proposals Healthy Eating Research is a national program of the Robert Wood Johnson Foundation (RWJF). The program supports research on environmental and policy strategies with strong potential to promote healthy eating among children to prevent childhood obesity, especially among groups at highest risk for obesity: Black, Latino, American Indian, Asian/Pacific Islander children, and children who live in lower-income communities. Findings are expected to advance RWJF’s efforts to reverse the childhood obesity epidemic and help all children achieve a healthy weight. The Healthy Eating Research Special Solicitation call for proposals (CFP) is now open. This CFP focuses on childhood obesity prevention efforts in two settings: Healthy Food Retail and Early Care and Education. Approximately $425,000 will be awarded under this CFP. Awards of up to 12 months and up to $75,000 each will be funded through this special solicitation. Applicants are strongly encouraged to apply for projects that require between $25,000 and $75,000 to complete. Approximately two-thirds of the funds available will be allocated to studies focused on healthy food retail and one-third will be allocated to studies focused on early care and education. There are two stages in the application process, including an initial concept paper and a subsequent full proposal (if invited). Applicants must follow the instructions and use the templates provided in the RWJF online system. The deadline for receipt of concept papers is January 7, 2015 (3 p.m. ET). [http://www.healthyeatingresearch.org]
Winter Terms

gabebiboon - all winter
andaso-biboon - every winter
biboonong - last winter
biboonishi - spend the winter
awasi-biboonong - winter before last
abita-biboon - January 1st

Ice

mikwam - ice
mikwamikaa - a lot of ice
daaskikwadin - crack in the ice (apart)
baakibii'an - ice clearing off the lake - melted
zhagilgamiwan - a lot of ice has melted
dwaal'iban - hole made in the ice for (water)

zaagaate - sun is coming out
apaane zoogipan - it is snowing all the time
aabawaa - mild- warm outside
niiskaadaad - bad weather
gichi-gisinaa - extremely cold
dakl'ayaa - it's cool out
dakaasin - cold wind
bagamaanimad - wind comes (is here)
boonaanimad - wind dies down

11-20-14
The Red Cliff Band of Lake Superior Chippewa Indians
88395 Pike Road
Bayfield, WI 54814
Phone: 715-779-3700 Fax: 715-779-3704
Email: redcliff@redcliff-nsn.gov

Red Cliff Tribal Council

The Red Cliff Tribal Council is seeking one (1) individual interested in serving on the health board.

For further information contact Diane Erickson at 715-779-3707

If you are interested in serving on this committee, please pick up an application at the front desk of the administration building.
Please return your application to the receptionist at the administration building.
The deadline is January 14th, at 4:00pm.
Job Openings

Current Openings

Job Center of Wisconsin displays open job orders maintained by the Job Center of Wisconsin.

Link to Job Center of Wisconsin

Current Openings for the Red Cliff Tribe

Early Head Start Infant/Toddler Center Based Teacher
DEADLINE: January 26, 2015 @ 4:00 p.m.

Dental Assistant Fill-In
DEADLINE: Open Until Filled

Receptionist (1-3 Positions)
DEADLINE: Open Until Filled

3. Medical Assistants
DEADLINE: Open Until Filled

Director of Compliance
DEADLINE: Open Until Filled

General Manager
DEADLINE: Open Until Filled

Request for Proposals: Cultural Mentoring Activities and Educational Outings

RCECC Subs Needed flyer 2014
DEADLINE: Open

Current Openings for Legendary Waters Resort & Casino

Legendary Waters Resort & Casino - Shuttle Driver
DEADLINE: Open Until Filled

Legendary Waters Resort & Casino - Wait Staff
DEADLINE: January 24, 2015

Legendary Waters Resort & Casino - Controller
DEADLINE: Open until filled

Legendary Waters Resort & Casino - Marketing Associate
DEADLINE: Open until filled

Legendary Waters Resort & Casino - IT Specialist
DEADLINE: Open until filled

Current Openings for School District of Bayfield, WI

Click here for Available Job Vacancies at Bayfield School

Current Openings for Bay Area Home Health

Bay Area Home Health - Personal Care Workers / Supportive Home Care Workers / Certified Nursing Assistants
JOB DESCRIPTION

POSITION: Early Head Start Infant/Toddler Center Based Teacher

NON EXEMPT: 40 hours per week/11 months (year-round)

LOCATION: Red Cliff Early Childhood Center

PROGRAM: Early Head Start

WAGE: $10.00-$14.00 per hour depending on qualifications

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

SUPERVISOR: Early Head Start Director

GENERAL STATEMENT OF DUTIES:

Serve as one of two primary teachers for an assigned group of eight infants or toddlers in a center based environment. Early Head Start child/teacher ratio is 4:1. Responsible for co-planning and implementation of educational programs with co-teacher for six weeks old to 3 year old infants and toddlers which reflect best practices and integration of Ojibwe language and culture when possible into curriculum. EHS teachers will loop with the same group of infants/toddlers for three years, and move physically with them each year to the next developmentally appropriate classroom.

EHS teachers are expected to share all responsibilities within their classroom, and to create an environment of nurturance and sharing with all children. Must be able to have open communication with co-teacher regarding daily operation of classroom and child/parent needs.

RESPONSIBILITIES:

- Must maintain confidentiality of all child's and family information and records.
- Plan and implement age appropriate child development lesson plans which provides a variety of activities designed to enhance infant and toddlers social, emotional, physical, cognitive, and intellectual development.
- Promotion of a safe, attractive and stimulating physical environment for infants and toddlers and also establishing and maintaining consistency of rules.
- Reinforce positive self-image, pride, and cultural identity with infants and toddlers during all activities.
- Meal times with children will be in a family setting with at least one teacher, preferably both sitting at the table engaging in conversation with the infants and toddlers. Infants and toddlers are encouraged, but not forced to eat or taste. Encourage older toddlers in self-help and independence skills by involving them in set up and clean up activities.
- Maintain accurate daily records on attendance, daily intake, medical log, infant and toddler eating/sleeping/toileting information for distribution in child file and to parents as well as other required forms.
- Maintain weekly online documentation of your four assigned children's developmental progress in ChildPlus as well as in Teaching Strategies Gold
- Assist the family and child, and other relevant staff in developing an Individual Family Services Plan (IFSP) or Individual Education Plan (IEP) for special needs children.
- Conduct two home visits annually per family as stated in the Federal Performance Standards.
- Maintain and document all contacts with parents. Develop and maintain a professional relationship with parents of children enrolled in program.
- Collaborate with other staff, parents, and community resources to incorporate Ojibwe language and culture into daily activities and curriculum.

http://redcliff-nsn.gov/Employment/JobOpenings/EHS%20Infant-Toddler%20Center%20Based%20Teacher.htm
• Work with county, tribal and community service providers in order to provide necessary services to the Early Head Start child and their parents.

• Must attend and participate in weekly EHS meetings and all staff meetings and any other meetings as requested and/or job related training as required.

• Notify supervisor in advance of any known absences you will have. Center based teachers are responsible for arranging for your own qualified substitute in your absence.

• Any program equipment, cameras, laptops, or any other supplies purchased or obtained by the EHS program must remain within the EHS classroom offices, and cannot be used outside of the Early Childhood Center unless you have prior express permission by the EHS Director to use outside of the center. Violations of this policy will result in disciplinary action.

• Adhere to all EHS policies and procedures and insure that Federal Performance Standards are being met.

• The above identified responsibilities are not intended to reflect all tasks necessary for the position. Perform other duties as directed.

QUALIFICATIONS/KNOWLEDGE/SKILLS:

Required:

• Minimum of associate degree in early childhood education required in early childhood associate degree program.

• Mandatory infant/toddler course needed prior to or immediate enrollment in correspondence class during probationary period

• Must have valid driver’s license, automobile, and insurance.

• Cultural sensitivity required.

• Ability to work effectively and cooperatively with staff, parents, community members, and other support systems in the best interest of the child is required.

Preferred:

• Preference for BA or BS degree in early childhood education

• Knowledge of Ojibwe culture preferred

WORK ENVIRONMENT:

Primary work environment in a 0-3 year old Early Head Start (EHS) center-based classroom.

PERSONAL CONTACTS:

Collaboration with local, state, and national collaborating partners, with particular emphasis on networking with parents, extended families, and the Red Cliff community.

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions as long as the staff disability does not create an undue risk of injury to any enrolled children in the classroom.

Must be physically able to work with young children and must be able to regularly lift and/or move up to forty pounds; twenty pounds overhead and forty pounds from waist to shoulder; occasional lifting of fifty pounds is required and must be able to push/pull up to fifty pounds horizontally.

Required to stand, walk, climb or balance, stoop, kneel, crouch or crawl when working with small children.

Required to use hands to finger, handle or feel objects, keyboards, tools or controls, reach with hands and arms, speak and hear, and ability to operate keyboard (computer).

Also required are: five year health exam, initial TB test and annual TB questionnaire, immunizations including Hepatitis B (or sign waiver), and required trainings such as confidentiality, CPR, Shaken Baby Syndrome, Sudden
Infant Death (SIDS), etc.

TRAVEL REQUIREMENTS:
Must be able to attend local, regional, and national trainings as required.

Tribal preference will be applied in the case of equally qualified applicants, but all applicants will be considered.

POSTING DATE: Monday, January 12, 2015
DEADLINE: Monday, January 26, 2015 @ 4:00 p.m.

FOR FURTHER INFORMATION CONTACT:   Human Resources
                                      Red Cliff Tribe
                                      88455 Pike Rd, Hwy 13
                                      Bayfield, WI 54814
                                      (715) 779-3700, Ext. 4267 or 4268
                                      www.redcliff-nsn.gov
                                      rwygonik@redcliff-nsn.gov
                                      susie.gurnoe@redcliff-nsn.gov

All Early Childhood Center (ECC) employees must submit mandatory criminal background check information to the Personnel Director with application, and every year thereafter, or following any conviction occurring after commencement of employment.

The Red Cliff Tribe has a Drug-Free Work Place Policy and follows the intent of the Drug-Free Work Place Act. All new employees will be tested prior to starting employment.

45 CFR 1301.31 requires preference be given to qualified current or former parents of Head Start/Early Head Start children as position vacancies occur.

Back To Employment Page
Request for Proposals

The Red Cliff Johnson O'Malley (JOM) Parent Committee is seeking proposals from interested persons to provide the following service(s):

- Cultural role model and mentor
- Cultural activities
- Educational related duties as assigned

This service will be provided mainly at the Red Cliff Youth Center. Age group of participants will be middle—high school grades 6-12. This will be a contractual service not to exceed 12 months. Candidates must be aware and sensitive to Ojibwe culture and philosophy.

For more information or questions please contact Carmen VanderVenter at (715) 779-3700 extension 4245. Please submit all proposals to Carmen VanderVenter, Red Cliff Education Director, at the Tribal Administration building or email to carmen.vanderventer@redcliff-nsn.gov for review by the JOM Parent Committee.

Requests will be accepted until filled.
Title: Controller
Department: Finance Department
Supervisor: General Manager
Wage: Dependent on Qualifications
Shift: Days and as needed
Classification: Compact/Gaming License Required
Position: Full time Exempt
Requirement: 40 hours per week

Job Summary: The Controller is responsible for the planning, directing and controlling of operational activities within the accounting, revenue accounting, cage/vault, purchasing, count team and shipping/receiving departments to ensure efficient control of financial resources and maximization of profit. The Controller will analyze financial information and prepare financial reports to determine and/or maintain records of assets, liabilities, income, profit and loss, tax liability or other financial activities within the organization. The Controller will develop internal controls to safeguard assets and coordinate and direct the financial planning, budgeting, procurement, and investment activities for Legendary Waters Resort and Casino. The incumbent will prepare the financial statements, business activity reports, financial position forecasts, annual budgets, and reports required for financing to the Tribal Council.

Duties and Responsibilities: The Controller shall work under the general supervision of the General Manager to fulfill the following duties and responsibilities in an ethical and forthright manner:

- Coordinates and directs the budgeting, procurement of Legendary Waters Resort and Casino.
- Works in cooperation with the General Manager and revenue department managerial personnel to develop strategies for the maximization of profits and control of expenditures.
- Maintain a documented system of accounting policies and procedures.
- Manage outsourced functions.
- Oversee the operations of the accounting department, including the design of an organizational structure adequate for achieving the department's goals and objectives.
- Ensure that accounts payable are paid in a timely manner.
- Ensure that all reasonable discounts are taken on accounts payable.
- Ensure that accounts receivable are collected promptly.
- Maintain records of all contracts throughout the property.
- Maintain asset management records on all fixed assets.
- Monitor inventories of various departments.
- Ensure payroll is processed in a timely manner.
- Ensure that bank reconciliations are completed on a monthly basis.
- Ensure that required debt payments are made on a timely basis.
- Maintain the chart of accounts.
- Maintain an orderly accounting filing system.
- Maintain a system of controls over accounting transactions.
- Issue timely and complete financial statements.
- Coordinate the preparation of the corporate annual report.
- Measure the performance of company operations to the recommend benchmarks.
- Manage the production of the annual budget and forecasts.
- Calculate variances from the budget and report significant issues to management.
- Provide for a system of management cost reports.
- Provide financial analyses as needed, in particular for capital investments, pricing decisions, and contract negotiations.
- Coordinate the provision of information to external auditors for the annual audit, compliance and state audits.
- Monitor debt levels and compliance with debt covenants.
- Comply with tribal, state, and federal government reporting requirements and tax filings.
- Responsible for ensuring the reconciliation of all receivables i.e. check cashing, credit cards and atm balancing.
- Performs all other duties deemed necessary by the General Manager.

**Required Qualifications:** The controller candidate should have a Bachelor's degree in accounting or business administration, or equivalent business accounting experience and 10+ years of progressively responsible experience for a major company or division of a large corporation. Preference will be given to candidates with the Certified Public Accountant or Certified Management Accountant designations.

**Working Conditions:** Primarily in an office environment. Will be expected to travel as needed to company subsidiaries, as well as to potential acquires to conduct due diligence. Periodic weekend or evening work is expected.

**Supervises:** All accounting staff

**DEADLINE:** Until filled

Legendary Waters Resort & Casino has a drug free workplace policy and adheres to the intent of the drug free workplace act. All new hires are subject to a drug test prior to starting employment.

For further information contact:

**LW HUMAN RESOURCES Department: 37600 Onigaming Drive, Red Cliff Wi. 54814**

**smorris@legendarywaters.com (715)779-9401**
JOB DESCRIPTION

TITLE: Information Technology Specialist
DEPARTMENT: IT
SUPERVISOR: Information Technology Director
WAGE: Dependent on Qualifications
SHIFT: Days/Nights/Weekends or as needed
POSITION: Part-time 20-24 hours
CLASSIFICATION: Gaming License Required (non-exempt)

JOB SUMMARY: Under the direction of the Information Technology Director, the IT specialist will assist the IT director in meeting the organization’s IT needs. A majority of this person’s time will be spent responding to requests submitted via emails, phone calls, and in-person visits. Any time left over will be spent working on projects to help grow the organization’s technology infrastructure.

Applicants should be advised that the Tribe reserves the right to disqualify applicants whose prior activities pose a threat to the public interest. Friendly, professional attitude required at all times. Must be willing to work nights, weekends, and holidays. Neat clean appearance is a must. Red Cliff Tribal member preferred but all qualified applicants will be considered.

JOB QUALIFICATIONS:

- Bachelor’s degree and 3 to 5 years related experience or equivalent combination.
- Professional certifications as appropriate.
- Knowledge of current trends in the specific field.
- Demonstrated experience with standard software applications, including MS Office, Windows. May require database management skills with ability to produce reports. Ability to use advanced computer functions including navigating the Internet. Ability to manipulate, analyze and interpret data.
- Familiarity with support and troubleshooting of personal computers.
- Analyze situations, evaluate alternatives, and implement solutions within standards (where applicable).
- Interpret guidelines and analyze factual information to adapt or modify processes in response to changing circumstances.
- Duties may require non-routine analysis, research and follow-through.
- May act as a resource to others to solve problems.
• Must have a strong dedication to customer service.
• Training ability/experience a plus.
• Excellent customer service skills.
• Must have excellent verbal and written communication skills.
• Ability to multi task.
• Maintain a high level of confidentiality.

DUTIES AND RESPONSIBILITIES:
• Must adhere to Legendary Waters Resort & Casino’s policies and procedures.
• Must adhere to all appearance and uniform standards.
• Support end-users with IT-related problems in a responsive and service oriented manner.
• Setup, management, and maintenance of IT-related equipment.
• Monitor backup jobs and ensure high level of completion success rate.
• Manage time and projects effectively.
• Help put processes in place to maintain a stable network environment.
• Assist the IT director with project work to grow the technology infrastructure of the organization.
• Assist with the troubleshooting, installation, and implementation of systems.
• Ensure data integrity with regard to our fixed asset inventories.
• Provide input and recommendations to the organization surrounding hardware and software technologies and how these technologies can assist the business being especially proactive with new technologies.
• Develop and monitor performance levels of software and hardware and evaluate, recommend, and propose alternative methods of information processing.
• Develop and maintain information architectures (data, application, network) ensuring the system is on-line daily.
• Maintain hardware and software maintenance agreements to ensure integrity of operations processes.
• Maintain, document, and inventory all software.
• Complies system/network gaming standards.
• Perform a weekly full tape backup.
• Must be able to lift up to 40 lbs.
• Must be able to sit, stand, and/or walk for long periods of time.
• Perform other duties as assigned.

Not a smoke free environment.

The Red Cliff Tribal Council has a drug free workplace policy and adheres to the intent of the drug free workplace act. All new hires are subject to a drug test prior to starting.

Applications are available at the Cashier’s window, the Personnel office of the casino, and on the website www.legendarywaters.com

Deadline: 11/18/14

For further information contact:
LW Human Resources Department: 37500 Onigaming Drive, Red Cliff WI
smorris@legendarywaters.com (715) 779-9401
JOB DESCRIPTION

TITLE: Marketing Associate
DEPARTMENT: Marketing
SUPERVISOR: Marketing Director
WAGE: Dependent on Qualifications
SHIFT: Days/Nights/Weekends/Holidays or as needed
CLASSIFICATION: Gaming License Required
POSITION: Non-exempt

JOB SUMMARY: Under the direction of the marketing Director, the Marketing Associate assist in all aspects of Marketing Department operations, including support, development, and distribution of marketing materials. Applicants should be advised that the Tribe reserves the right to disqualify applicants whose prior activities pose a threat to the public interest. Friendly, professional, attitude required at all times. Must be willing to work weekends, nights, and holidays. Neat clean appearance is a must. Red Cliff Tribal member preferred but all qualified applicants will be considered.

JOB QUALIFICATIONS:

- Gaming experience preferred. Strong organizational skills, accurate and detail oriented.
- Excellent customer service skills.
- Customer service, interpersonal and teamwork skills necessary to maintain quality service delivery.
- Proficient in the use of computer applications, Microsoft office, Word, Excel.
- Ability to work as part of a team and to promote cooperative approach between departments.
- Ability to maintain strict confidentiality and maintain a professional demeanor at all time.
DUTIES AND RESPONSIBILITIES:

- Must adhere to Legendary Waters Resort & Casino’s policies and procedures.
- Must adhere to all appearance and uniform standards.
- Helps organize and execute events and promotions.
- Assist guests at casino promotions and events as necessary and as requested.
- Prepares and maintains all files necessary for the smooth operation of the department.
- Organizes casino marketing materials in an efficient, cognizant manner paying particular attention to detail.
- Performs all related duties as assigned by the Marketing Director and Marketing Coordinator.
- Organize and file documents, binders, bulletin boards, etc..
- Review Marketing literature, ensuring valid, current, and accurate content.
- Works in coordination with the Events and Promotions, Entertainment, and Player Development on marketing events.
- Assist in establishing strategic marketing plans to meet casino objectives.
- Assist the Marketing staff with the execution of all other marketing programs.
- Must be able to lift up to 40 lbs.
- Must be able to stand for long periods of time.
- Perform other duties as required.

Not a smoke free work environment.

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Applications are available at the Cashier’s window, the Personnel office of the casino, and on the website www.legendarywaters.com

Deadline: Until Filled
For further information contact:
LW Human Resources Department: 37600 Onigamiing Drive, Red Cliff WI
smorris@legendarywaters.com (715)779-9401
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<tbody>
<tr>
<td>5B FR Toast Stix, cc. Blueberries</td>
<td>6B Cornflakes, Apples Yogurt, Toast</td>
<td>7B Rice Chex, Muffin, Peaches, cc</td>
<td>8B Kix, Berries, Ygt, Toast, Jelly</td>
<td>Menu Subject To Change</td>
</tr>
<tr>
<td>L CR potato soup, br stix, peas, trop fr.</td>
<td>L Pizza Berg, Fry, Veg/dip, Mango, Salad</td>
<td>L Orange Chix, Rice, m oranges, peas</td>
<td>L Pizza, Corn, Fruit cocktail</td>
<td></td>
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<tr>
<td>S Cheese/Cracker</td>
<td>S Yogurt/Berries</td>
<td>S Wreath u can eat/milk</td>
<td>S Goldfish/Juice</td>
<td></td>
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<tr>
<td>12B Oatmeal, Berries, toast, cc</td>
<td>13B HB Oats, Apples, Ygt, Bagel, Jelly</td>
<td>14B Rice Crispies, Fr cocktail, cc, eng. Muf</td>
<td>15B Corn Chex, Banana, Toast, pb&amp;j</td>
<td>Milk served With All Meals</td>
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<tr>
<td>Ltacos, rice, gr beans, pears, ygt</td>
<td>L Chicken Soup, Pea Cheez Band, Trop fr.</td>
<td>L Keilbasa, Pea, Potato, Sauerkraut, Mang</td>
<td>L Ham, Bun, Mango, cc, fry, salad</td>
<td></td>
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<tr>
<td>S CC/Fruit Cup</td>
<td>S Tostada/Juice</td>
<td>S PB Roll Up/Milk</td>
<td>S Cheese/Apples</td>
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<tr>
<td>19 Martin Luther King Jr</td>
<td>20B Pancakes, Blueberries, Ygt, L beef stew, biscuit, peaches, cc, salad</td>
<td>21B Cheerios, Banana, Ygt, Toast</td>
<td>22B Rice Chex, Frt cocktail, cc, bagel</td>
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<tr>
<td>Eee closed</td>
<td>S Nutra Bar/Milk</td>
<td>L Chicken HD, Broccoli, Trp fr., cc</td>
<td>L Pork Chop, Carrots, Bun, Applesauce, Salad</td>
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<tr>
<td>26B Malto meal, toast, peaches, cc</td>
<td>27B Corn Chex, Muffin, Apples, Ygtr</td>
<td>28B Rice Crispies, Oranges, Toast</td>
<td>29B Kix, Banana, Ygt, Eng Muffin</td>
<td></td>
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<tr>
<td>L Chop Suey, Rice, Peas, Veggies</td>
<td>L Ham, Corn, Pineapple, cc, potato, bun</td>
<td>L Burrito, Rice, Salad, Peaches, Corn</td>
<td>L Tom Soup, Gr Cheez, Pineapple, Salad</td>
<td></td>
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<tr>
<td>S Rice Cakes/Milk</td>
<td>S Cracker/Cheeeee</td>
<td>S Fruit Pizza</td>
<td>S Gr Cracker/PB</td>
<td></td>
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</tbody>
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