Health/Dental Checks Needed

This is a reminder to ECC families that it is very important the ECC receives a copy of your child's health and dental checks (ex: Well Child Exams). There are a couple ways of doing this:

1. Get a copy before you leave the Dr. and bring to the ECC.
2. Sign a release for the ECC to obtain them.

Having your health and dental checks sent to the ECC is very important. We want to make sure that your little ones are seeing a Dr. regularly and also following through on any recommendations of your physician or dentist. Think of us as a little reminder! Also, if you are having difficulties getting to the Dr. we want to be able to offer assistance. Health is such an important component of education and Head Start acknowledges this by having Health Services. For your information, the ECC Health Services staff includes Sue Haas (Health & Mental Wellness Manager) and Judy Ludwig (Health Assistant). Also working with the health staff is the Family Services Team (Nicole, Auna, Patt & Maureen) and the entire teaching staff. We are all here to help families!! Included in the newsletter are some resources relating to Health Check and Immunization schedules and a medication policy. Please call Sue anytime with any questions at 779-5030 ext 254.

Safe and Healthy Holidays!!

---

ECC Holiday Party

The ECC will host its annual holiday party on Thursday, December 15th at the Red Cliff Youth Center from 10am-12:00 (noon). Join us for visiting, celebrating, gifts, and a special lunch. This is a time of gathering, enjoying good company and celebrating bison (winter). We will also host a food drive raffle. Please bring three non-perishable items to the party for an entry ticket into a raffle drawing (lots of good items). The more items you bring the more chances you get. Any questions about the party or food drive please contact Nicole (ext 253) or Patt (ext 256) at 779-5030.
<table>
<thead>
<tr>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>7 10:45 Puppet Show</td>
<td>8 10:30 Pow Wow</td>
<td></td>
<td>10  Santa &amp; Mrs. Clause at Bayfield Pavilion 11:30am from Ferry</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7 Ojibwe Lang Table 4-6 @ ECC</td>
<td>8 10-12 Breastfeeding Support Group @ Clinic</td>
<td></td>
<td>10  Projected opening at Mt. Ashwabay</td>
</tr>
<tr>
<td>11</td>
<td>12</td>
<td>13</td>
<td>*Policy Council Mtg 12:00</td>
<td>14 10:45 Puppet Show Bay, Knder Concert 2:30pm</td>
<td>15</td>
<td>*ECC Holiday Party 10-12 Youth Center</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>GED Class 2-5</td>
<td>14 Ojibwe Lang Table 4-6 @ ECC</td>
<td>*Education Division Listening Session 4-6pm @ ECC</td>
<td>*Child Abuse &amp; Neglect Training 6-9pm @ Casino</td>
</tr>
<tr>
<td>18</td>
<td>19</td>
<td>20</td>
<td>21 10-12 Breastfeeding Support Group</td>
<td>22 10-12 Breastfeeding Support Group</td>
<td>23</td>
<td>16  Bay, 1-2 grade Winter Concert 2:00 3-4 grade 2:30</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>22</td>
<td></td>
<td>17  Red Cliff Children's X-Mas Giveaway 12-4pm @ Casino</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>23</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>24</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>25</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**ECC Closed for Winter Break**

**January 2012**

- Jan 1: Happy New Year! 2012
- Jan 2: ECC Closed
- Jan 3: Classes Resume
- Jan 4: Ojib Lang Table 4-6 Johnson O'Malley Mtg 4:30
- Jan 5: 10:30 Pow Wow
- Jan 6
- Jan 7
Merry Christmas

Amber  Cindy  Gena

From the Agongos (Chipmunks) Home Base Program

Holiday Break will be December 19th thru January 2nd with school resuming on January 3rd

Happy Birthday
Ayden Wilson  12/26
Michael Kashata  12/17

Home Base Socialization December 15th at 10:00 a.m.
Wow, we can’t believe that it is already December!! Time is flying by! Just a reminder to dress your child appropriately for the weather. It is getting colder out and we will be going outside as much as possible. We will be having our Christmas party on December 15th from 10-12 at the Youth Center. There will not be class that day. Classes will resume on January 3rd.

Reminder:
There will be language class on December 12th from 4-6 p.m. Please remember to bring something to share.

Here is what your child is doing:
Shaun—beginning to crawl
Charlotte—likes to sit with support
Maylean—likes to go down the ramp on her belly
Robert—likes to smile and coo at you
Jose—likes to pull himself up on things
Connor—likes to move backward on his tummy
Zaiden—likes to dance
Oliver—likes to climb up the stairs on the ramp

Parents: Please feel free to come and ask any questions or voice any concerns you may have. You can reach us at 779-5030 ext. 224 or in the classroom.

Thanks Ms. Jamie, Ms. Wendy, and Mr. Fred
Manidoo-giizisoons

Amik Abiwin

What We Did: We have been playing outside and doing well even in the colder weather. We have been talking about freezing over and the snow. We have been sitting for circle time and our daily art time.

What We Are Doing Now: We are getting ready for the holidays. That means lots of fun art projects!

Reminder: PLEASE try to get your child here right away in the mornings as they will miss our art time if they get in too late.

What is Next: We will be learning about the warm clothes we will need in the colder weather. Christmas is just around the corner and our Holiday Party is scheduled for December 15—there will be no school that day as we will be celebrating at the Youth Center. After that we have a two week break until we are back for school.

Please remember to send your child in warm clothes—snow pants included—even if there isn’t snow. We go out everyday and need to be dressed warm.
For the next couple of weeks we will be doing Christmas activities. The children will be cutting, gluing, painting, decorating, etc. The Holiday party is December 15th at 10:00am. Come for the great food, friends and SANTA!

REMINDER: The days are now colder and snow is beginning to fly---PLEASE, PLEASE! have your children dressed for the weather.

ALSO, extra clothes are needed!!!!!!

Sebastian likes to play in the house
Aura likes to look at the lights on the tree
Eric likes the blocks
Victoria likes the doll house
Isaiah likes books
Bella likes playing in the kitchen area
Deacon likes the drum
Stella likes the puzzles
This year seems to be flying right by! We have a fun filled next three weeks ahead of us as we get ready for our holiday break. We will be doing many art projects that include PAINTING! The kids love to paint and even with smocks we find we get paint everywhere! Please make sure that the clothes the kids are coming to school in can get dirty. We would feel real bad if some great outfit was ruined.

We continue to work on self-help skills that include washing our hands, taking off our shoes, finding our things to go outside and putting them back when we come in. Support at home with these skills will help the kids feel comfortable and will catch on to these skills even faster.

Our holiday party will be on Thursday, December 15, 2011 at 10:00 am. We hope you all will be able to make it to this fun event! Our last day of classes will be on Wednesday, December 14, 2011. Classes will resume on Tuesday, January 3, 2012.

Nadine will begin her maternity leave during holiday break and will return at the beginning of April! Sheena and Mike will be her subs during this time.

We wish you all a safe and happy Holiday break!

Ms. Nadine and Ms. Amber

Ojibwe Words
Biboon-Winter
Goon-Snow
Gisinaamagad- It’s cold outside
Boozhoo mashkodebизhiki class Families.

For the month of December we will be talking about our five senses and, of course, Christmas. We will be having a taste party which will include sampling things that are: sweet, salty, bitter and sour. For creative arts we will be making our Christmas ponies and ornaments.

The children in the mashkodebизhiki room are learning so many things. We are taking turns, using our words and sharing. The second step curriculum is really helping the children with their emotions and empathy. We invite parents to come in at any time to read a story or have lunch. Remember, we go outside daily so please dress your child appropriately. The door to your child’s classroom is always open for you to visit. If you ever have any questions please call the center 779-5030 ex: 247

Once again, we want to thank you for sharing your beautiful children with us. They are growing so much in all areas of development.

Happy Holidays!!!

Ms. Virginia, Ms. Jenn and Ms. J
Boozhoo,

Please—daga
Thank You— miigwech
Spoon— emikwaan
Fork— badaka’igan
Knife— mookomaan

The Migizi classroom is working on our manners at the table. The class is working on please, thank you, using our silverware, talking with mouth closed, and no wasting our food, and so on. The class is also working on words in Ojibwe to go with our manners.

The classroom will also be working on where they live. The children will be working on the state of Wisconsin (Wiishkoonsing), and that they live in Red Cliff (Miskwabekong).

We will still be expressing out feelings by playing the feelings bingo, and the feelings memory game.

This time of the year is getting cold. The children will be playing outside if the weather is permitting. Please send the proper attire, snow pants, gloves, mittens and boots. The children will want to be active and we would like them to stay warm.

Just a reminder school will be on break Dec. 14, the Christmas Party is on Dec. 15 at the Youth Center at 10 am. Would like to wish everyone a Merry Christmas and a Happy New Year.

Ms. Diann, Ms. Tracy, and Ms. Patsy
MAINGAN NEWS

This month will be busy for us! We will be working on Christmas gifts and other art projects. We will also focus on self-help skills again this month such as dressing themselves to go outside and brushing their teeth thoroughly. As a group we will focus on sharing, turn taking and expressing emotions.

Remember to dress your child appropriately for the weather. Winter is upon us! Time for snow pants, boots, mittens, hats and warm jackets.

If you have any questions or concerns, please feel free to contact us at: 715-779-5030 ext. 245

Ojibwe Words:
Winter: biboon
Gloves: niisiwe-minjikaawan
Hat: wiiwakwaan
Snow: goon

DECEMBER 2011

DATES TO REMEMBER:

ECC Christmas Party @ Youth Center
Thursday: 12/15/11
10 am – Noon
Santa will be there!!!

ECC will be closed for Christmas break:
12/15/11-1/02/12
Classes will resume:
Tuesday: 1/03/12
Have a very Merry Christmas!!!

Happy Birthday...
Cody – 12/1/11
Panhachapour – 12/07/11
Happy Holidays from The Mikinaak Child Care.

E. C. C. Christmas Party

There will be no school or Child Care December 15th

Thee ECC will be doing their Christmas Party at the Youth center from 10:00 - 12:00 pm

Childrens Christmas Giveaway

Ages: 0-13

Saturday December 17th

12:00-4:00pm

Legendary Waters Conference center

From all of US, to all of YOU

HAPPY HOLIDAYS

The Child Care Staff

KIM  SHENNA, MIKEY, FRED

Winter Fun
Holiday Party

Red Cliff Early Childhood Center

When: Thursday, December 15TH, 2011
Where: red cliff youth center
Time: 10:00AM-12:00PM

Please join us as we celebrate with gifts, lunch, and a special visit from Santa! All ECC families invited to attend (home base and center base).

Please call 779-5030 with any questions.
No ECC classes this day.
Division
Quarterly

Listening Session

December 14, 2011

4:00-6:00 p.m.

Red Cliff Early Childhood Center
Memengwa Building

~Snacks & Refreshments~

Check out the new ECC Website!!! www.redcliffeccc.org
Legendary Waters Resort & Casino

Presents

Holiday Arts, Crafts, Bake & Misc. Sale

Saturday, December 10th, 2011
10:00 a.m. till 4:00 p.m. (Event Center)

Come and enjoy the day with local vendors and do some Christmas Shopping, have lunch at the Wa-kway-ong Restaurant or a bit to eat at the Snack Bar and try your luck in the Casino

If you would like to be a vendor for this Holiday Event. Contact: Jeanne Gordon at 715-913-0011 & leave a message or 715-209-4947 ($5.00 per table)

Parent Policy Council is having a bake sale at this event!!
Children's Christmas Giveaway

Ages: 0 - 13

Saturday December 17th

12:00-4:00 p.m.

Legendary Water Conference Center
Santa and Mrs. Claus arrive on the Ferry

Santa and Mrs. Claus will catch a ride to Bayfield on the Madeline Island Ferry, at 11:30am on Saturday, December 10th. Upon their arrival at the Bayfield Pavilion, kids will get an opportunity to meet Santa, share their wish lists and receive a "goody bag" from Mrs. Clause. Please remember to bring your own camera for this photo opportunity! Snacks will be provided compliments of the Bayfield Chamber and Visitor Bureau
TIPS TO KEEP KIDS SAFE: TOY BUYING TIPS

Avoid Common Hazards:

1. Choking

Choking is the most common cause of toy-related deaths. According to the Consumer Product Safety Commission (CPSC), at least 41 children aspirated or choked to death from 2005-09 on balloons, toys, or toy parts.

**Bigger is better:** Do not buy small toys or toys with small parts for children under age 3. If a toy or part of a toy can pass through a toilet paper tube, don’t buy it for a child under age 3, or any child who still puts things in his/her mouth.

**Read and heed warning labels:** Toys with small parts intended for children between ages 3 and 6 are required by law to include an explicit choking hazard warning.

**Never give young children small balls or balloons:** Small balls, balloons and pieces of broken balloons are particularly dangerous, as they can completely block a child’s airway. Balls for children under 6 years old must be more than 1.75 inches in diameter. Never give latex balls to children younger than 8 years old.

2. Magnetic Toys With Powerful Magnets

New, powerful small magnets used in most magnetic building toys, toy darts, magnetic jewelry, and other toys can fall out of small toys and look like shiny candy. If a child swallows more than one magnet, the magnets can attract each other in the body (in the stomach and intestines) and cause life-threatening complications. If a child swallows even one magnet, seek immediate medical attention.

3. Watch or "Button" Batteries

Keep watch or "button" batteries away from children. If swallowed, the battery acid can cause fatal internal injuries.

4. Noise

Children’s ears are sensitive. If a toy seems too loud for your ears, it is probably too loud for a child. Take the batteries out of loud toys or cover the speakers with tape.

5. Strangulation Hazards

**Mobiles:** Keep mobiles out of the reach of children in cribs and remove them before the baby is five months old or can push him/herself up.

**Cords:** Remove knobs and beads from cords longer than one foot to prevent the cords from tangling into a dangerous loop.
**Drawstrings:** Clothing with drawstrings on the hood can get caught on fixed objects like playground equipment and pose a strangulation hazard.

---

**6. Lead and Other Toxic Chemicals**

Some children's toys and cosmetics may contain lead or other toxic chemicals, including phthalates. While most lead and phthalates are being phased out of toys beginning in 2009, older toys may still contain them.

**Toys with PVC Plastic:** Avoid toys made of PVC plastic which could contain toxic phthalates posing developmental hazards; choose unpainted wooden or cloth toys instead.

**Lead:** The Consumer Product Safety Commission (CPSC), PIRG and children's health groups have found high levels of lead paint on toys, as well as high levels of lead in vinyl lunchboxes and bibs, and in children's costume jewelry. All lead should be removed from a child's environment, especially lead jewelry and other toys that can be swallowed. To test jewelry for lead, use a home lead tester available at the hardware store, or simply throw costume jewelry made with such heavy metals away.

**Other chemicals:** Read the labels of play cosmetics and avoid products with xylene, toluene, or dibutyl phthalate.

**Additional Tips:**

**Accessorize your kids for safety.** Toys such as bicycles, scooters, skateboards and inline skates are safer when children wear protective gear. If you plan to give any of these toys as gifts, make them safer by also giving a helmet, knee pads, elbow pads and wrist guards.

**Stay informed of recalls.** The CPSC recalls numerous toys and children's products each year. Check [www.recall.gov](http://www.recall.gov) for an archive of old recalls and to sign up to receive email alerts of new recalls.

**Report A Dangerous Toy:**

The Consumer Product Safety Commission (CPSC) has the authority to recall dangerous toys and products from the market. If you think a toy or product is hazardous, contact the CPSC and submit a report by:

Phone: 1-800-638-2772 1-800-638-2772

Email: **Send a message to the CPSC**

Website: **Report a dangerous toy at www.saferproducts.gov**
Aunt Jane's Holiday Sale

Children's clothes, many sizes ranging from Newborn to teen.
Some items NEW or like new.
Warm winter clothes: hats, gloves, snow pants, jackets, coats, Snowsuits
Dresses for the Holidays
Also clothing for everyday, pants, skirts and tops for girls, shirts for boys, pants
Sweatshirts, Sweaters,

Location: 88905 Merchant Road
          Off Bishop Lane in Red Cliff

Contact person: Call Sue ahead of time so she can prepare for your visit.

715-779-9771
FREE HEALTH SCREENINGS!

Blood Pressure
Blood Sugar
Cholesterol
BMI

Wednesday, December 21, 2011
9:00am to 11:00am

Tribal Administration Bldg.
Lower Level

For more information contact Janet Hillert or Carolyn Maunu at 715-779-3707

Sponsored by the Red Cliff Community Health Center
Please be aware that the Red Cliff Early Childhood Center has a medication policy as follows:

**MEDICATION POLICY**

Prescribed and over-the-counter medication may be dispensed after being reviewed by the *Center Administrator* or *Health Manager*, using the following guidelines:

1. A written, signed, and dated authorization from the parents to dispense medications must be in the child's file.

2. Prescription medication must be in the original container, dated, labeled with the child's name, name of the drug, dosage, physician's name, and administration instructions.

3. A written report will be placed in the child's file, which includes the type of medicine given, dosage, time, date, any side effects, and the name of the person administering the medication. This information will also be placed in the medical log.

4. Sunscreen application at the Early Childhood Center also requires an authorization from the parent/guardian. The sunscreen brand and strength will be specified on the form.
Parents

Throughout the year we will need you to bring us the following health check and immunization paperwork for your child:

**Age of child for health checks (Well Child Exams)**
1 month
2 months
4 months
6 months
8-9 months
12 months
15 months
18 months

2 years
2 ½ years
3 years
4 years
5 years

ALL HEALTH CHECKS AND IMMUNIZATIONS ARE REQUIRED BY FEDERAL AND STATE LAWS AND REGULATIONS.

**Age of child for immunizations**
2 months
4 months
6 months
12 months
15-18 months
2 years (Yay! No more shots ‘til age 4!!!)

If you have questions, call Sue Haas at 779-5030 x254
Learn the Facts

Obesity by the numbers

Childhood obesity in America is a national health crisis. Over the past three decades, rates of childhood obesity in this country have tripled, and today nearly one in three children is overweight or obese. An equal proportion—one in three—of all children born after 2000 will suffer from diabetes at some point in their lives, and this is at an all-time high. If we don't solve this problem, one third of all children born in 2000 or later will suffer from diabetes at some point in their lives. Many others will face chronic obesity-related health problems like heart disease, high blood pressure, cancer, and asthma.

Obesity in Indian Country

- A study of four year-olds found that obesity is more than two times more common among Native American/Alaskan Native children (31%) than among white (16%) or Asian (13%) children. This rate is higher than any other racial or ethnic group studied.
- In 2002, more than 100,000 Native American and Alaskan Native adults, or nearly 15 percent of those receiving care from the Indian Health Service (IHS) were estimated to have diabetes.
- Another study of children 2-4 years old shows that Native American/Alaskan Native children are the only demographic that have seen a continuing increase in obesity levels since 2003.

The threat to Indian Country is not just to health, however. Childhood obesity weakens the fabric of Indian communities, putting the next generation at increased health risk and threatening tribal ways of life. Overweight children are overwhelmingly more likely to be obese as adults, and obesity in adulthood robs the community of active community elders. On average, obese adults live shorter lives and are less able to contribute to leadership roles in their communities. Native communities depend on their younger generations to uphold tribal traditions and culture and to pass their heritage on to the next generation. However, today's native youth may not grow to be as old or as active as their elders.

Maintaining lasting and vibrant communities in Indian Country starts with childhood health. Healthy children are better able to support their communities and to carry on their proud tribal traditions. Having fit, energetic, and vibrant communities is the Indian Country way, and by acting now, we can ensure that that tradition continues for generations to come.
Breastfeeding and Drug Use
http://www.lli.org

Although significant amounts of these drugs transfer into human milk and they are contraindicated during breastfeeding, they have a half-life of about eight hours (Hale, p. 52). A mother who takes one of these substances should interrupt breastfeeding for at least 24 to 48 hours, depending upon the dose.

Marijuana
The active ingredient in marijuana, THC, is concentrated in human milk. After a breastfeeding mother uses marijuana, THC is evident in her baby’s urine and stools (Perez-Reyes and Wall 1982). Urine screens on the baby will test positive for up to two to three weeks after a breastfeeding mother smokes marijuana (Hale, p. 105). Any second-hand smoke the baby would be exposed to increases the amount of the drug he receives. Because “street drugs” are rarely pure, marijuana may be laced with other drugs or substances that also may be harmful to the breastfeeding baby. One study found that during a baby’s first month of life marijuana exposure through mother’s milk was associated with decreased motor development at age one year (Astley and Little 1990). Another concern, unrelated to how the baby is fed, is the probability that marijuana intoxication will impair a mother’s ability to care for her baby. Marijuana is on the American Academy of Pediatrics Committee on Drugs (2001) list of “Drugs of Abuse Contraindicated during Breastfeeding.”

Cocaine
Cocaine passes into the mother’s milk in significant amounts and can cause cocaine intoxication in her breastfeeding baby (AAP Committee on Drugs 2001). Reported symptoms in the baby include: irritability, vomiting, dilated pupils, tremors, and increased heart and respiratory rates. After exposure, cocaine has been found in mother’s milk for as long as 36 hours and in the baby’s urine for as long as 60 hours (Chasnoff 1987). It is recommended that a mother who has been exposed to cocaine interrupt breastfeeding for 24 hours (Hale, p. 179). Because “street drugs” are rarely pure, cocaine may be laced with other drugs or substances that also may be harmful to the breastfeeding baby. In one reported case, a mother applied cocaine to her nipples to help relieve soreness. Three hours after the baby nursed through a nipple shield, the baby had convulsions and developed breathing problems (Chaney 1988). Another concern, unrelated to how the baby is fed, is the probability that cocaine intoxication will impair a mother’s ability to care for her baby. Cocaine is on the American Academy of Pediatrics Committee on Drugs (2001) list of “Drugs of Abuse Contraindicated during Breastfeeding.”

Heroin
When a mother abuses heroin, the amount of the drug that passes into her milk is significant and can cause heroin addiction in her breastfeeding baby. Possible symptoms in the baby include tremors, restlessness, vomiting, and poor feeding (AAP Committee on Drugs 2001).
How Children Can Cope with Emotions: Tips for Parents

Young children often experience many strong emotions as they learn to handle disappointment and manage conflict with their peers. As young children gain an understanding of emotion, they become better able to manage and appropriately express their feelings and behaviors. Controlling anger and impulses is possibly the most challenging emotional task for young children. Children who learn to cope with their emotions constructively have an easier time relating to adults and other children (National Research Council & Institutes of Medicine, 2000). Children who aren’t able to manage their own feelings have more conflict, less problem solving skills and don’t do as well in school. It is important to teach young children about their emotions and how to manage them in the same way we teach literacy and other academics. Additionally, emotional regulation is fostered not only by learning the skills, but also by the confidence and security that a warm, responsive relationship with a caregiver provides young children. Below are some strategies that provide children support and encouragement they need to be successful in managing the difficult feelings that occur so frequently in young children.

What Things Can We Do to Help Our Children Behave Well?

1. Give clear directions:
   - Tell your child exactly what you want them to do.

2. Give your child lots of “good stuff” when they behave well:
   - Give praise, hugs, and spend special time together.

3. Catch them being good:
   - Recognize when they are being good and praise them (e.g. “I am glad you came in for dinner without having to be reminded.” or “I appreciate your hanging up your clothes even though you were in a hurry to go and play.” or “You were really patient while I was on the phone.”).

4. Be consistent:
   - Always do what you say you will and act the same way in each situation.

5. Warn children about transitions:
   - Tell your child several minutes before it is time to come in to dinner, time to go to bed, time to stop playing, time to turn off the TV, or time to clean up their toys.

6. Listen actively:
   - Stop what you are doing, make eye contact with your child and pay attention to what they are saying.

7. Teach your child to express themselves verbally and recognize their feelings:
   - Label your child’s feelings and talk about them using a question (e.g. Are you angry? or Are you scared?).
   - Help your child talk about what is going on.

8. Express an interest in your child’s activities:
   - Ask your child about what they are doing.
   - Join them while they are playing.

What Can We Do to Encourage Our Children?

1. Avoid discouraging your child by:
   - Expressing negative expectations (e.g. “No you can’t use that; you’ll break it.”).
   - Focusing on mistakes (e.g. “This doesn’t look good where you colored outside the lines, does it?”).
   - Perfectionism; expecting too much (e.g. “This isn’t a bad report card, but with your potential you could have done better.”).
   - Overprotection; expecting too little.

2. Take care not to undermine your encouraging words (e.g. “You worked hard on that; I wish you always would.” or “You can do it ... if you quit whining and get busy.”).

3. Catch them being good as often as possible.

4. Show confidence in them by:
   - Giving them some reasonable responsibilities.
   - Asking their advice or opinions about things they know (e.g. play).
   - Avoid the temptation to take over even if they are expressing frustration (e.g. “Keep trying, you can do it!”).

5. Build on your child’s strengths:
   - Acknowledge what they do well.
   - Encourage them to take the next step.
   - Concentrate on improvement, not perfection.

6. Let your child know that you value them:
   - Separate worth from accomplishments (e.g. “Playing your hardest is more important than winning.”).
   - Separate worth from misbehavior (e.g. “No, you’re not bad, but it is bad to put crayons on the wall.”).
   - Appreciate your child’s uniqueness and let them know.
How Do You Respond to Your Angry Child?

1. Minimize the need to say “NO” to your child:
   - Move tempting things out of the way and; store items in a safe place.

2. Use distractions:
   - Redirecting their attention toward less frustrating or more acceptable activities.

3. Give your child choices within the limit of what is acceptable.

4. If your child has a tantrum, stay within his or her sight and carry on your normal activities without talking to him or her:
   5. Be aware of your feeling and try to stay calm:
      - If a child is hurting himself or others, he may need to be moved to a safer place.
   6. Use closeness or touching:
      - Move closer to your child to lessen his impulses. Some children are calmed by a nearby adult.

7. Be ready to show affection:
   - Sometimes a sudden hug or other sudden affection can help a child regain control. Some children need to be held.

8. Say “NO:”
   - Limits should be clearly explained and enforced.
   - Also tell children what they should be doing instead.

9. Provide physical outlets:
   - It is important for children to have physical exercise and movement.

10. Accept your child's angry feelings:
    - Offer them suggestions for showing their anger in “safe” ways.
    - Use words like “out of control” rather than “bad child.”
    - Let them know it is okay to be angry, but not to hurt people/things.

What Are Safe Ways of Being Angry and Calming Down?

1. Count to ten.

2. Do the lemon squeeze:
   - This technique involves squeezing a pretend lemon in each hand; making large puddles of lemon juice, and then dropping the lemons in the juice to make them splash.

3. Blow out birthday candles with deep breaths:
   - Have them hold up four or five fingers according to their age and blow each finger down.

4. Blow imaginary bubbles until they pop.

5. Fill their belly up like a balloon, let the air out, and blow the teacher over.

6. Use their words and say “I feel angry when you do ...”

7. Walk away from the situation and go to a calming “get it together” space.

8. Do thumb squeezes:
   - Hold up your thumbs and have them squeeze your thumbs.


10. Tell yourself “stop,” hide your turtle shell (e.g. have child curl up small), take a breath, count to three, and tell yourself “I am going to try again.”

11. Shut your eyes, picture your safe place, and tell yourself “I am okay.”

For more information, visit the Center on the Social and Emotional Foundations for Early Learning at http://csefel.vanderbilt.edu.

Wisconsin Alliance for Infant Mental Health
Family meals are important. You create close bonds and lifelong memories around the family table.

Family meals can teach your child about healthful eating. You just need to be a good role model.

When you try new foods your child may be more adventurous with food, too.

---

THREE QUICK-TO-FIX FAMILY FOODS

- **Hearty soup**: Add canned or frozen vegetables to tomato or chicken soup.

- **Pasta dish**: Mix chopped lean ham or deli meat, and cooked vegetables into macaroni & cheese.

- **Hearty stuffed potato**: Serve homemade or canned chili over baked potato or rice.
Try these easy ways to make meals a pleasant part of your family routine.

 conseils

 Set a regular family mealtime. Regular mealtimes give your child a better chance to eat a variety of foods to get the right amount to grow, stay fit, and keep a healthy weight.

 conseils

 Eat around a table. It’s easier to talk and listen to your family when you face each other. Eating side-by-side at the kitchen counter or in the living room takes away eye contact.

 conseils

 Make it simple, make it quick! Spend less time in the kitchen and more time at the family table. Simple meals, even cold sandwiches, taste as good as meals that take more work. You can make any meal special if you all feel relaxed and if mealtime is filled with caring and laughter. Simplify—to take care of you, too!

 conseils

 Show that family meals are important. During mealtime, turn off the TV. Find another way to see favorite shows. Let the answering machine take your phone calls, too. Have your family make calls before or after the meal hour. Show that same respect for other families when you make phone calls.

 conseils

 Enjoy meal talk. Make easy, positive conversations. Talk so everyone can be a “star” at mealtime. Don’t take over. Your child will listen and learn by feeling included.

 conseils

 Be realistic about mealtime. Try to sit down together. Keep meals from lasting too long. If kids get fussy, your family meal won’t be fun. Wait until everyone is done to be excused.
Tubing at Mt. Ashwabay

Take your family or group on a winter fun snow tubing adventure. You and your family can ride up behind our 1969 Tucker Sno-Cat and slide down your own lane. Great for all ages.

Rates:
$10/person per day

Tubing Season Pass: $170/family, or $70/individual. You may also add tubing to your existing Alpine or XC season pass.

Group discounts are available.

Hours:
Open Saturdays and Sundays from Noon to 4.
Private parties and group rates available by request.

Call Mt. Ashwabay at 715-779-3227.

Bayfield Library Hours
715-779-3953

Mon 11:00-7:00
Tues 11:00-7:00
Wed 9:30-5:00
Thurs 11:00-7:00
Fri 9:30-5:00
Sat 9:30-3:00
Sun Closed

Bayfield Rec Hours
715-779-5408

Fitness Room/Racquetball Court—October Hours
Monday, Wednesday 5am-8pm
Tuesday, Thursday, Friday 6:00am-8:00pm
Saturday 7:00am-5:00pm
Sunday 11:00am-5:00pm

Pool—Lap Swim
Monday-Friday 6:00am-9:00am
Monday, Wednesday Noon-1pm
Saturday 7:00am-9:00am
A lap lane is available during open swim as well.

Pool—Open/Recreation Swim
Monday-Friday 4:00pm-8:00pm
Saturday 9:00am-5:00pm
Sunday 11:00am-5:00pm
SAFE WINTER DRIVING

Winter driving can be hazardous and scary, especially in northern regions that get a lot of snow and ice. Additional preparations can help make a trip safer, or help motorists deal with an emergency. This sheet provides safety tips for your residents to help prevent motor vehicle injuries due to winter storms.

The Three P's of Safe Winter Driving:

* PREPARE for the trip;  
* PROTECT yourself; and  
* PREVENT crashes on the road.

* PREPARE

Maintain Your Car: Check battery, tire tread, and windshield wipers, keep your windows clear, put no-freeze fluid in the washer reservoir, and check your antifreeze.

Have On Hand: flashlight, jumper cables, abrasive material (sand, kitty litter, even floor mats), shovel, snow brush and ice scraper, warning devices (like flares) and blankets. For long trips, add food and water, medication and cell phone.

Stopped or Stalled? Stay with your car, don't over exert, put bright markers on antenna or windows and shine dome light, and, if you run your car, clear exhaust pipe and run it just enough to stay warm.

Plan Your Route: Allow plenty of time (check the weather and leave early if necessary), be familiar with the maps/directions, and let others know your route and arrival time.

Practice Cold Weather Driving:
* During daylight, rehearse maneuvers slowly on the ice or snow in an empty lot
* Steer into a skid
* Know what your brakes will do: stomp on antilock brakes, pump non-antilock brakes
* Stopping distances are longer on water-covered ice and ice
* Don't idle for a long time with the windows up or in an enclosed space

* PROTECT YOURSELF

* Buckle up and use child safety seats properly
* Never place a rear-facing infant seat in front of an air bag
* Children 12 and under are much safer in the back seat

* PREVENT CRASHES

* Drugs and alcohol never mix with driving
* Slow down and increase distances between cars
* Keep your eyes open for pedestrians walking in the road
* Avoid fatigue – Get plenty of rest before the trip, stop at least every three hours, and rotate drivers if possible
* If you are planning to drink, designate a sober driver

OSHA
Occupational Safety and Health Administration
U.S. Department of Labor
www.osha.gov

nhtsa
people saving people

www.nhtsa.dot.gov
Topic: Suspected Child Abuse and Neglect Mandated Training Program (3 Hours)

SCAN-MRT is a program designed to teach mandated reporters how to recognize and respond to child maltreatment. SCAN-MRT is the only mandated reporter training in the state approved by the Wisconsin Department of Children and Families.

Quality Area: Health and Wellness & Family Childcare Business Practices

Learning Objectives: Upon conclusion of the training, participants will be able to:
- Provide examples of child maltreatment including neglect, physical and sexual abuse, and emotional damage and describe risk factors for child maltreatment and prevention strategies
- Have increased confidence about reacting appropriately to disclosures of abuse and neglect
- Identify what happens when a report is made.

Training Location: Legendary Waters Resort and Casino

Date and Time: Thursday December 15 6:00 to 9:00 pm Dinner included.

Fee: FREE

Registry certificate - 3 hours continuing education.

For Registration: Call NCFR at (715) 634-2299 or (800) 733-KIDS

Northwest Connection Family Resources
16076 W Hwy 63, Hayward WI 54843
(715)634.2299 (800) 733.KIDS Fax (715) 634.8743
Rhinelander Office: (715) 369.9255
Email: nwchild@cheqnet.net Website: www.wisconsinchild.org

Administered by The YoungStar Consortium—a partnership of the Celebrate Children Foundation, Supporting Families Together Association and Wisconsin Early Childhood Association. To get started or to learn more go to http://dcf.wisconsin.gov/youngstar

The Supporting Families Together Association's mission is to build systems and support quality care, resources and education to enrich the lives of children.
JOB DESCRIPTION

POSITION: File Clerk, LTE

LOCATION: Education Department

SALARY: $9.00 per hour / 20 hours per week

THIS IS A PART-TIME NON-EXEPMT LIMITED TERM POSITION FOR APPROXIMATELY 3 MONTHS DEPENDING UPON FUNDING. THERE WILL BE NO INTERVIEWS FOR THIS POSITION. SELECTION WILL BE MADE FROM INFORMATION PROVIDED ON BOTH THE TRIBAL & CONSORTIUM APPLICATIONS.

SUPERVISOR(S): Education Specialist

JOB SUMMARY: The job will consist of labeling, merging and re-filing the files alphabetically.

DUTIES AND RESPONSIBILITIES:
- Organizing the multiple files
- Merging multiple files into one file
- Re-labeling the files
- Re-file the files alphabetically
- Under overall supervision of the Red Cliff Education Specialist.

SUPERVISORY AUTHORITY: None

HOURS AND DAYS: The file clerk will work five (5) days a week for four (4) hours per day; for a total of 20 hours per week; however some flexibility will be allowed.

KNOWLEDGE:
1. A minimum of a High School Diploma, HSED or GED.
2. Must be able to demonstrate confidentiality as files have privacy information.

QUALIFICATIONS:
- A minimum of a High School Diploma, HSED or GED is preferred.
- Knowledge of basic filing or clerical skills is preferred.
- Must be able to work independently.
- Must be able to be Wisconsin Indian Consortium certified.
- Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.
- Must be Native American, Alaska or Hawaiian Native and provide proof.

PERSONAL CONTACTS: Education Specialist and other Tribal staff.

PHYSICAL REQUIREMENTS: None; however there will be standing and bending involved.

WORK ENVIRONMENT: Education Department office, lower level of the Tribal Administration Building. All tribal offices are smoke free.

TRAVEL REQUIREMENTS: None

POSTING: December 5, 2011
DEADLINE: December 20, 2011 at 4:00 p.m.
START DATE: Approximately January 3, 2012


12/5/2011
JOB DESCRIPTION

POSITION: Residential Treatment Assistant – Day

LOCATION: Red Cliff AODA-Mishomis House / Red Cliff Health Department

SALARY: $8.50 per hour, 29 hours per week (increase to $9.00 per hour after successful completion of probationary period)

THIS IS A REGULAR PART-TIME NON-EXEMPT POSITION

SUPERVISOR(S): AODA Treatment Director/Coordinator

JOB SUMMARY: This position will ensure that the CBRF is brought to code in compliance with State rules, and maintained and kept in compliance. All function of program will be scheduled, and kept going. Clients will be kept safe, prepared for emergency situations. Person will transport residents to all assigned meetings, recreational and cultural activities.

DUTIES AND RESPONSIBILITIES:
1. Direct, coordinate, and oversee the day-to-day operation of the residential facility, the activity of residents, and the duties of support staff.
2. Participate in the selection, admission, and orientation of residents.
3. Arrange and schedule resident activities in accord with program protocols and group and individual treatment plans.
4. Assist residents to insure their compliance with individual treatment plans.
5. Participate in resident treatment experiences as warranted and in accord with facility policy.
6. Develop and implement cultural programming that supports AODA treatment strategies and respects individual preferences and differences.
7. Oversee the activities of relief managers and other staff assigned to the Residential Program.
8. Assist program administration in the preparation maintenance of manuals, records, documents, financial reports, and other materials required by the AODA Program Director/Coordinator, the Administrator of the Health Center, the Health Board, the Tribal Council, funding sources, and certification bodies. Maintain proper and adequate documentation for all program expenditures.
9. Complete monthly, quarterly, and annual reports as required by Health Center Administration, the Health Board, Tribal Council, regulatory bodies, and/or third party payors. Maintain a record of all reports and supporting documentation as required.
10. Meal planning under the general direction of dietary consultants and program administration. Will provide noon meal for residents.
11. The purchase or other procurement of groceries, foodstuffs, and supplies.
12. Maintain adequate stores of foodstuffs and supplies for use by the residential treatment program. Purchase replacement items according to health Department Policy to insure accurate inventory control and proper fiscal accounting. Oversee the proper storage of such items.
13. Maintain the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
14. Transport residents in accord with facility policy and as directed by administration and in collaboration with treatment staff.
15. Utilize the resources, materials, office supplies, equipment and physical plant purchased on behalf of or allocated for use by the Red Cliff AODA Treatment Program in accord with professional practice norms and Tribal Policy.
16. Participate in quality assurance measures conducted with the AODA Treatment Program.
17. Adhere to a professional code of conduct and applicable federal and state laws and regulations in

the discharge of these assigned duties.

18. Present a professional, caring image for the Health Center and its programs.
   a. Maintain a cooperative relationship with other Health Center staff and co-
      workers.
   b. Demonstrate tact, courtesy, and respect in communication and interaction with
      Health Center patients, visitors, and staff and with outside agencies and programs.
   c. Promote a working environment noted for effective cooperation and
      collaboration between programs, services, and co-workers.

19. Attend staff and other meetings, in-services, and other events as specified by the
    immediate supervisor or Tribal administration.

20. Participate in the implementation of grants, contracts, and projects being carried out
    under the auspices of the AODA Treatment Program and at the direction of the
    Director/Coordinator. These activities are to comply with the directives of the Tribal Council and
    Health Center Administration and to fulfill the conditions of the individual grants, contract, or
    project. The specific duties will reflect the individual program initiative and the concurrent needs
    and resources of the AODA Treatment Program. These assignments will vary from time to time
    due to the cyclical nature of these program efforts.

21. Perform other job-related duties as directed by the immediate supervisor or Tribal
    Administration.

22. Maintain a clean and safe working environment.

SUPERVISORY AUTHORITY: This position will assist in the supervision of night coordinator, 3
weekend relief coordinator.

KNOWLEDGE:

1. Personal commitment to a drug and alcohol-free lifestyle consistent with the accept
   norms for abstinence and sobriety. If there is a personal history of alcohol and/or
   chemical dependency, a minimum of two years of absolute sobriety is required.

2. Sound judgment and the capacity to respond to unusual circumstances and emergencies.

3. Ability to deal constructively with emergencies and conflicts.

4. Possession of a valid drivers license and regular access to a motor vehicle with
   appropriate insurance coverage.

5. Able to travel throughout the community, make home visits, attend meetings, and participate in
   community educational programs.

6. Available for out of town and overnight travel.

QUALIFICATIONS: High school Diploma, GED or HSED. Credentials: CBRF training required.
Good interpersonal skills and the ability to get along with diverse populations (clients, co-workers,
professional staff, administration and the public). Good communication skills, written and oral.
Knowledge of and sensitivity for Ojibwa culture and traditions. Work experience or volunteer activities
in the field of substance abuse treatment preferred. Must have valid drivers license to drive Tribal
vehicle. Must have at least liability insurance if you use your own vehicle and collect mileage. If no
liability insurance must get within 3 weeks of employment. Native American preference will be applied
in the event of equally qualified applicants.

PERSONAL CONTACTS: Dr. Lewis, Jake Geisler, Red Cliff Health Clinic, Maintenance Crew,
Department of Corrections, Native Spiritual people to set up Sweat Lodges, etc.

PHYSICAL REQUIREMENTS: The duties assigned to this position involve bending, stooping,
lifting and carrying. Items may be placed on overhead shelving.

WORK ENVIRONMENT: Mishomis House – Red Cliff AODA Office.

TRAVEL REQUIREMENTS: This position requires at least 44 hours of CBRF Training. Many of these training are out of town at various locations.

POSTING: November 28, 2011
DEADLINE: December 12, 2011 at 4:00 pm

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Personnel Office
88385 Pike Road
Hwy 13
Bayfield, WI 54814

rwgonik@redcliff-nsn.gov
susie.gurnoe@redcliff-nsn.gov

(715) 779-3706 ext. 267 or 268

The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.

ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUEING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.

Back To Employment Page

Red Cliff Early Childhood Center

Regular Policy Council Meeting
MINUTES
Tuesday, October 25th, 2011
12:00 (noon) @ Memengwaa Trailer

Policy Council Members Present: Ed Berg, Johanna Wilson, Clarissa Bressette, Jeanne Balber, Karalee Derschan, Nora Cadotte, Marvin Defoe-Tribal Council Liaison

Others Present: Nicole Boyd, Family Services Manager; Auna Bresette, FRC; LaVonne Goslin, EHS Director; Suzie Bear-Gurnoe, Tribal Human Resources; Rick Wygonik, Tribal Human Resources

Introductions & Sign In

Confidentiality Training- Rick & Suzie (Tribal HR)
Training complete with Rick and Suzie. Background check applications were completed and Rick took them. Rick also filled the PC in on the current CDL requirements that will be affecting the HS. The tribe will be worrying about the dot for CDL drivers we won’t have to worry about it all drivers are able to be back on the road until further notice.

Update on Tribal Hiring Process
Rick updated PC that the Tribe is looking at changing the hiring process and the first draft will be out to directors and council toward the end of November.

Introduction to Program Governance (Binder Distribution)
Binders were distributed and explained as organization and guidance tools. Note: please bring binder with you to all meetings. 😊

Elect Chairperson, Vice Chairperson, Secretary/Treasurer
Chairperson: Karalee nominated Jeanne, she accepted, Johanna seconded, all in favor, motion carried.
Vice chairperson: Clarissa nominated Johanna, she accepted, Karalee seconded, all in favor, Nora abstained, motion carried.
Secretary/Treasurer: Nora nominated Karalee, she accepted, Ed seconded, all in favor, motion carried.

Minutes: July 18, 2011
Question about Tribal College sites in RC. Marvin updated that there is a working committee and discussions are still in process regarding LCO, FDL and Northland. Johanna motioned to approve the minutes, Karalee seconded, all in favor, motion carried.

Program Design & Management Plan
LaVonne shared the changes that Dee made to the plan, such as some terminology changes. She also shared what the plan does and how it guides program efforts. PC needs more time to review the plan. Nora motioned to table the plan, Johanna seconded, all in favor, motion carried.
Family & Community Partnerships Plan
Nicole presented plan to PC. Johanna motioned to approve, Clarissa seconded, all in favor, motion carried.

Tribal Ethics Policy Feedback Request
PC was presented a memo from Tribal Admin with the draft policy. PC presented feedback to Marvin to represent at the public hearing at 3pm.

Ratify Poll Vote: Picture Day Request
Discussion was held as to parent and staff feedback. Karalee motioned to ratify the poll vote, Ed seconded, all in favor, motion carried.

Ratify Poll Vote: Pumpkin Request
Nora motioned to ratify the poll vote, Ed seconded, all in favor, motion carried.

Other:
Nicole presented PC with a copy of the quarterly reports. Nicole presented PC with a copy of the September financial reports with and noted that there will be more training on how to read them at the November meeting.

Set Meeting Dates for Year:

PC decided that the second Tuesday of the month at noon works best for them. Next meeting November 8th at noon. Meeting dates for the year include: December 13th, January 10th, February 14th, March 13th, April 17th (request due to Spring Break), May 8th, June 12th, July 10th, No August meeting, September 18th (request due to Service Plans that will be due). Miigwetch!!!

Adjourn

Clarissa motioned to adjourn at 1:20pm, Ed seconded, all in favor, meeting adjourned.
<table>
<thead>
<tr>
<th>MON</th>
<th>TUE</th>
<th>WED</th>
<th>Thu</th>
<th>Fri</th>
</tr>
</thead>
<tbody>
<tr>
<td>5B OATMEAL, PEACHES, TOAST</td>
<td>6B HB OATS, MANGO, CC L HAMB GRAVY, POTATO, BUN, CORN, TROP FRUIT SALAD S RICECRISP CUPCAKE/ MILK</td>
<td>7B RICE CHEX, PEARS, MUFFIN TUNA HD, VEG/DIP, MANGOS, CC STORTILLA/CHZ DIP</td>
<td>8B KIX, BAGEL, PBJ, BANANA L VEGGIE BEEF SOUP, CHEEZ SAND, APPLES SALAD RSBEAR SHAKE/CRCKS</td>
<td>15 HOLIDAY DINNER ECC X-MAS PARTY 10AM @ YOUTH CENTER</td>
</tr>
<tr>
<td>L HAM, MAC/CHEEZ, PINEAPPLE, PEA/ CARROT</td>
<td>SMINIPIZZA BAGEL/MILK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12B BKF COMBO, ORANGES, YOGURT L PIZZA, SALAD, PEAS, APPLESAUCE SCHRZ&amp;HAM CUBE/JUICE</td>
<td>13B CORNFLAKES, PEACHES, CC, TOAST L CHILI MAC HD, CARROT, HONEYDEW SMINI CORNDOGS/JUICE</td>
<td>14B RICE CRISPIES, BANANA, MUFFIN L ORANGE CHIX, RICE, STIR FRY, M ORANGES S PBJ/MILK</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>20</td>
<td>21</td>
<td>22</td>
<td>Closed</td>
</tr>
<tr>
<td>Closed</td>
<td>Closed</td>
<td>Closed</td>
<td>Closed</td>
<td>Closed</td>
</tr>
<tr>
<td>26</td>
<td>27</td>
<td>28</td>
<td>29</td>
<td>Closed</td>
</tr>
</tbody>
</table>