

EDUCATION

QUEST COLUMN

Act first and evaluate later

This second article addressing generational differences will spend a good deal of time referencing the two most recent time periods.

The Gen X and Y groups are demonstrating that the old style top down organization is no longer. The top down style that grew from a military model is not effective in today's world of rapid change. Today's young people act first and evaluate later, because they feel they cannot afford to carefully evaluate first in the high speed environment of today.

These rapid response reactions are a characteristic of today's young people. They have been taught to act fast. Think of the video games young people have grown up with. They have played with simulations since they were very small and have learned to act fast, watch what happens and adapt.

This shift in behavioral style started with the Gen X



Nurdy
NELSON
ISD 361 SUPERINTENDENT

group and has continued to become more pronounced in the Gen Y group.

It is sometimes hard for those of us in an older generation to accept the quick style we see in young people. We, in the older groups, tend to question how much they really know and also question their abilities since they grew up in time periods that didn't seem to offer the experiences of the older generations. But, the studies show that young people today know more than we (the Boomers or older) knew at their age. The World Wide Web and

instantaneous access to news and information has made knowledge much more available at an earlier age.

Young people today talk more about jobs and skills than they do about career paths. They don't see the need or the benefit of picking a single career. Many of them talk about parallel careers with some saying eight-nine job careers will make up their work scenarios.

Life for the Gen X and Y groups is all about speed. Young people not only live with speed and chaos, they thrive in it. In a climate of rapid change, the young generations know you have to act fast to win or stay in the game.

Loyalty is looked at differently among the younger generations. Their loyalty is to members of their age group and family. Corporate loyalty isn't as it is with the older groups.

Balance is important to the younger generations. They don't see the need to work late or work on

weekends. They see time with family and friends and other social events as important as time with work.

Members of the Gen X and Y groups struggle to name a public hero. They often say they do not have public heroes. More admiration is given to parents, friends and co-workers.

The two youngest generations do not view age, seniority and rank as measures of accomplishment or expertise. Unlike an earlier time when people admired their elders and followed them, these generations do not see age as a dominant characteristic.

As we have mentioned in a previous article, we are products of the time period we came from. As we also mentioned previously, good relationships between all ages can happen if we remember each has their skills and expertise to offer.

Source: Merrill Associates: Five Generational Differences

Indus School ProStart students travel to Hibbing

INDUS SCHOOL REPORT

Four students who are enrolled in the Indus School ProStart restaurant management and culinary arts program traveled to Hibbing Technical and Community College Nov. 19 to cook with students in the culinary program there under the direction of chefs Dan Lidholm and Victor Bagan.

While there, students had the opportunity to assist with making ravioli, breading and cooking onion rings, carving a turkey, and creating a cornucopia out of bread dough. The food was prepared for the college cafeteria lunchtime meal and for a Thanksgiving buffet taking place later in the week at the college.

"What I liked about going to Hibbing was being able to cook in a real, fast-paced kitchen ... the ravioli was the most entertaining," noted Emily Kriske.

She and two other first-year ProStart students, Dhelyla Carlson and Tylor Hanson and second year student Nathan Lewis made the trip to learn more about cooking skills and to experience operations in a larger commercial kitchen. They also received a tour of the college and learned about the programs offered at Hibbing.

Carlson, on her first visit to the Hibbing college, liked seeing the career options that are available there.



Emily Kriske handles ravioli dough in the kitchen at Hibbing Community and Technical College.



Tylor Hanson, Emily Kriske and Dhelyla Carlson learn to carve a turkey "just in time for Thanksgiving," as Hanson commented.



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Independent School District #361

Koochiching CountyInternational Falls, MN

Mission Statement: To prepare all learners for a changing world by developing their potential within a climate of mutual respect and trust.

AGENDA

REGULAR MEETING OF THE BOARD OF EDUCATION

Monday, December 16, 2013

Falls High School Cafeteria

6:00 p.m.

PRELIMINARIES:

1.0 CALL TO ORDER: 6:00 p.m.

2.0 ROLL CALL

Gordon Dault _____ Darrell Wagner _____ Michelle Hebner _____

Dena Wenberg _____ Michael Holden _____ Nurdy Nelson _____

Willi Kostiuk _____ Cory Netland _____

3.0 PLEDGE OF ALLEGIANCE

4.0 PREVIEW & APPROVAL OF AGENDA: Moved ____ Second ____ carried/failed

5.0 OPEN FORUM

5.1 November Student of the Month: Levi Skogstad

5.2 December Students of the Month:

5.3 Recognition of David Skwarok

5.4 Engineering Class report

5.5 Public Open Forum

6.0 Approve the minutes from the regular meeting of November 18, 2013 and the Board work session of December 3, 2013

Moved _____ Second _____ carried/failed

7.0 Approve the bills due and payable amounting to \$293,197.56.

Moved _____ Second _____ carried/failed

CHAIRMAN WILL RECESS MEETING TO CONDUCT THE PAYABLE 2014 PUBLIC TAX HEARING

CHAIRMAN WILL RESUME MEETING

OLD BUSINESS:

8.0 Discuss the proposed changes to the prom policy.

9.0 Discuss the request for entering a cooperative agreement with ISD 2142 for a wrestling program.

10.0 Discuss proposal from Big River Group, LLC. for consulting services on district goals in the amount of \$12,025 and superintendent search services in the amount of \$24,500.

11.0 Approve the revised FES/WEE Student Handbook.

Moved _____ Second _____ carried/failed

12.0 Approve the Trap Shoot League Activity Handbook as presented.

Moved _____ Second _____ carried/failed

13.0 Adopt a resolution for expulsion of Student "A".

Moved _____ Second _____ Roll call vote: _____ carried/failed

14.0 Schedule a Finance Committee meeting to work with Superintendent on cost saving initiatives through employee early retirement incentive packages. Date: _____

NEW BUSINESS:

15.0 Program Consent: Moved _____ Second _____ carried/failed

15.1 Accept donations in the amount of \$3667.34

11/12/13 Haunted House Fundraiser; FHS Band \$935.00

11/21/13 Falls Rec Commission/Boise Grant; Football Helmets \$1619.84

12/9/13 Hall Of Fame; Susan & Stuart Nordquist \$500.00

12/9/13 Purple Pride T-Shirts; Falls Educ Foundation

(Purple Pride) \$612.50

TOTAL \$3667.34

16.0 Personnel Consent: Moved _____ Second _____ carried/failed

16.1 Approve the hire of Alex Ringhofer as a .63 FTE secondary math teacher for the remainder of the 2013-14 school year and in accord with the Master Agreement between ISD 361 and Local 331.

16.2 Approve the hire of Carol Jaksa as the National Honor Society Advisor for the 2013-14 school year and in accord with Schedule "D" of the Master Agreement between ISD 361 and Local 331.

16.3 Accept the resignation of Heather Nevalainen as a paraprofessional with last day of employment December 20, 2013.

16.4 Accept the resignation of Dianne Krenik as a regular route non-union school bus driver effective January 8, 2014.

16.5 Approve the hire of Tom Vollom as a regular route non-union school bus driver effective January 8, 2014.

16.6 Approve a request from Rhonda Johnson, Paraprofessional for eight hours unpaid Child Activity Leave on February 7, 2014.

Moved _____ Second _____ carried/failed

16.7 Recognize Brock Morrison as a recreation van driver.

17.0 Policy:

17.1 Receive revised Policy 406 Public and Private Personnel Data for adoption in January.

17.2 Receive revised Policy 410 Family and Medical Leave Act for adoption in January.

17.3 Receive Policy 613.5 Weighted Grades for adoption in January.

REPORTS AND INFORMATION:

18.0 Administrative Reports:

18.1 Melissa Tate, FES/WEE Principal

18.2 Tim Everson, FHS Principal

18.3 Nurdy Nelson, Superintendent

18.3.1 On-line payment

18.3.2 MSHSL grant in the amount of \$1160 for activity fee scholarships for low-income youth

18.3.3 Facility Committee; set a meeting date

18.3.4 Local 331 negotiations; meeting

December 19 at 3:30 p.m.

19.0 Committee Reports:

CLOSE THE MEETING:

20.0 Close the meeting at ____ p.m. to discuss negotiations strategy for negotiations with Local 331. Moved _____ Second _____ carried/failed

REOPEN MEETING AND SUBSEQUENT ADJOURNMENT: Reopen and adjourn the meeting at ____ p.m. Moved _____ Second _____ carried/failed



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