



the
Network
Of Michigan Educators

**Fifth Annual Conference and Recognition Banquet
December 7-8, 2006**

***Connections for Action:
The Courage to Teach, The Courage to Lead***

Summary Report and Evaluation

INTRODUCTION

On December 7-8, 2006, 85 Network of Michigan Educators and 13 intern teachers attended the Third Annual Network of Michigan Educators Conference and Recognition Banquet, *Connections for Action: The Courage to Teach, The Courage to Lead*, at the Lansing Radisson Hotel. The purpose of the conference was to:

- Inspire educators to develop and maintain active connections that will influence and improve education in Michigan and in their classrooms;
- Activate educators by involving them in professional leadership and policy
- Celebrate the success of educators by recognizing and rewarding them
- Elevate the teaching profession.

Those in attendance included members of the Network of Michigan Educators, representatives from the Department of Education, and members of the State Board of Education. Teacher interns also took part in the conference and banquet. The Network of Michigan Educators is comprised of 400 educators recognized through the Michigan Teacher of the Year Program, Presidential Award for Excellence in Mathematics and Science Teaching, Milken National Educator Award, National Board Certification, Christa McAuliffe Fellowship Program, Einstein Distinguished Educator Fellowship Program, Disney Teacher Awards, Michigan Elementary-Middle School Principal of the Year, National Distinguished Principal, Michigan Secondary School Principal of the Year, and Michigan Superintendent of the Year. The executive committee of the Network consists of: Dave Borth – Chair, Frank Miracola – Vice Chair, Nancy Flanagan – Secretary, Cindy Hasselbring – Treasurer, and Jean Shane – MDE Liaison.

www.nme-educators.org

**For full conference details, pictures, information about the Network, or to support
Network activity**

CONFERENCE AGENDA

An Investment In Excellence – An Investment In Teaching

Building connections to help you do what you do better!

The Conference Focus was on developing sustainable, quality connections that lead to meaningful action to meet the Network mission.

Thursday

- 9:30-10:00 Registration (open seating in the AM and assigned groups in the PM)
- 10:00-10:10 Welcome: Jean Shane, Dave Borth
- 10:10-11:45 The Courage to Teach, The Courage to Lead - led by Marianne Novak-Houston
- 11:45 – 12:00 Break
- 12:00 – 1:00 Lunch
- 1:00-2:30 The Courage to Teach, The Courage to Lead – Assigned Small Groups
- 2:30 – 3:00 Break – Networking and display visitation
- 3:00-4:30 The Courage to Teach, The Courage to Lead - Assigned Small Groups (continued)
- 4:30 – 6:00 Break – Networking, display visitation, check in, prepare for reception and banquet
- 6:00-9:00 Recognition Reception and Banquet

The recognition banquet celebrated the commitment and excellence of Michigan educators. Numerous awards were presented to dedicated teachers, interns and administrators from around the state. The Network recognized the MEEMIC Insurance Agency, Saturn, the Hawthorn Learning Center, AFT Michigan, and the Michigan Education Association for their financial support of the Network Banquet and Conference. Also joining the recognized educators at the banquet were State Board of Education members Kathleen Straus and Carolyn Curtin; Superintendent of Public Instruction Mike Flanagan; staff from the Michigan Department of Education; and representatives from many state-level education associations.

Recognition Banquet Agenda

- | | |
|--|---|
| Welcome | • Presidential Awards for Excellence in Math and Science Teaching |
| Williamston High School Madrigals - Director John Bragle | • National Board Certification |
| Message from the State Board of Education | • SMARTer Kids Foundation |
| Introductions & Intern Recognition | • Network of Michigan Educators Awards |
| Banquet | Educator Reflections |
| Presentations: | Closing |
| • Milken National Educator Awards | |

9:00 Informal Networking

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it’s the only thing that ever has.”

Margaret Mead

Friday

7:00 – 8:00 Breakfast - Announcements, Opening of NME Annual Meeting

8:00 – 8:50 Keynote - Yvonne Caamal-Canul, Director of the Office of School Improvement (MDE).

- ❑ Developing internal coherence is the hallmark of highly effective schools. When individuals and organizations define their roles, functions, and protocols of practice in synchronized ways, the potential for coherence is significantly increased. This presentation will provide participants with knowledge about the key elements needed for internal coherence, factors that define highly coherent systems, and a focus on what a school's "core technology" should constitute. Using Richard Elmore's work on internal accountability and coherence, this presentation provides a preamble to the School Improvement Framework by "framing the framework."

9:00 – 10:15 Interest Session A

- ❑ **Conversation with Members of the State Board: Capitol III** - Moderator: Nancy Flanagan. This will be a structured opportunity to converse with the State Board of Education on current issues facing the Board, implications of the election results, and the process of making policy/recommending laws to the legislature.
- ❑ **Panel Discussion with Legislative Staff: Capitol IV** – Moderators: Dave Borth, Bob Morris - This will be an opportunity to converse with a panel of Legislative staff persons about the process of establishing education law, the role of staff in the process, the implications of the election results, and the current issues facing the legislature.
- ❑ **Developing Good Policy: Michigan III** with David Hollister, former Lansing Mayor and Michigan legislator - Moderators: Sue Gutierrez and Frank Miracola. This session will focus on a set of concepts and strategies for creating a policy framework. Participants will explore both the practical and theoretical aspects of how public policy is developed and implemented. Several policy issues of current concern to Michigan citizens will also be examined.
- ❑ **Building Relationships for Learning: Michigan II** – Moderators: Jerry LeCureux, Julie Helber. This will be an opportunity to learn about improving classroom performance through a Glasser based classroom process.
- ❑ **Professional Friends: Intern and Veteran Teachers (Session A ONLY), Regency I** - Moderator: Cindy Hasselbring and Mike Stinnett. This will be an opportunity for the invited interns to establish supportive professional connections for the future with experienced NME member volunteers.
- ❑ **Teacher Leadership: What is it? Why now? (Session A ONLY), Stateroom I** - Moderator: Lauren Childs. Join Network leaders in an interactive session about the growing call for teacher leadership in our classrooms and school districts. Explore and share insights about what teacher leadership looks and sounds like, how it can be supported, and why it is critical to improving student learning in our schools.

10:15 – 10:30 Networking Break

10:30 – 11:45 Interest Session B – repeat of the first four sessions from A and

- ❑ **Learning to Launch an Action Study Team (Session B ONLY), Stateroom I** – Moderator: Lauren Childs. This session offers an introduction to the Network of Michigan Educators' Action Study Teams. Come listen to an overview of this process and support for network leaders to organize their own leadership projects. Learn about an action/study team that is established and looking for additional participants, another that has led to systemic change in a local district, and still others that are looking to begin new work. The session will include workshop time for participants to network with other leaders about possible projects.

11:45 – 12:00 Break

12:00 – 12:45 Buffet Lunch – please sit with your Thursday CTT/CTL small groups – tables will be marked

12:45 – 1:30 Keynote - Mike Flanagan, Michigan Superintendent of Public Instruction

1:30 – 2:15 Thursday small groups meet to share experiences, debrief keynotes, suggest future network action, and evaluate the conference – we will stay at our lunch tables and pull our chairs in a circle.

2:15- 2:30 Closing, end of NME meeting, and drawing – must be present to win

**Network of Michigan Educators
December 7-8, 2006 Annual Conference
Minutes**

I. Welcome—Jean Shane welcomed the group at 10:10 a.m. on behalf of the Michigan Department of Education. David Borth, NME President, provided an overview of the purposes and activities of the conference, including the need to develop ongoing funding sources for the Network and the annual conference.

II. Courage to Teach—Marianne Novak-Houston. Marianne, NME member and Courage to Teach leader, invited us to make the day’s program a “sacred space”. Courage to Teach facilitators were introduced, as well as the central focus and idea of the program:

In teaching, the question is not what, how or even why we teach—but *who is the teacher?*

We teach who we are. The opening exercise asked us to reflect on someone who was a good friend—someone who helped us find our “teaching heart”.

III. Courage to Teach—small group work. A one-day retreat for NME members to refresh and renew. Afternoon sessions focused on looking at our personal strengths and deeply embedded reasons for wanting to teach and serve.

IV. Evening banquet and recognition program

V. Friday morning, December 8. NME Business meeting opened at 8:00 a.m. Moved (Gutierrez) and seconded (Crittendon) to approve minutes as posted on the NME website. Passed. David Borth presented MDE Office of School Improvement Director Yvonne Caamal-Canul with an award of merit.

Yvonne Caamal-Canul’s presentation on “Developing Internal Coherence”—an exploration of systems-level alignment of values and practice. The most significant factor on student achievement comes from teachers discussing their collective practice. The challenge: Is your district internally coherent? What would it take for you and your district/building to build an instructional and assessment system that “hangs together” around issues of student achievement? Is your assessment system based on periodic formal external evaluations—or short-term, authentic, formative feedback to enlighten both practice and student learning? Are we talking about this? Three elements of shared accountability: Responsibility, Expectations, Accountability. In order for teaching to become a profession, there must be agreed-upon protocols of practice. The #1 correlate for increase in student achievement is intellectual conversation between staff members. Caamal-Canul’s PowerPoint is available on the MDE and NME websites.

VI. Breakout Sessions I and II

VII. Luncheon Speaker: Mike Flanagan, Superintendent of Education. Remarks about the educational climate in Michigan and our expectations for what students should know and be able to do under the new HS curriculum requirements. Mike also spoke about the new state task force on teacher preparation as part of a statewide systemic plan to leverage student achievement. Mike took questions from the audience, as well: How can the NME help the State Board and Superintendent? What about reorganizing time (as in a trimester model) to meet the new HS requirements—how difficult will it be to move toward competency instead of seat time? Flanagan: We have an opportunity to reinvent time around the new Merit Curriculum. How do we think in new ways about allocation of existing resources? Where does pre-school fit into the new expectations?

VIII. Announcements and a *Courage to Teach* closer: our work is ongoing. A brief opportunity for individual journaling thoughts on how to make the conference more effective, and follow-up table discussions around improving the conference.

IX. Conference adjourned at 2:30 p.m.

Nancy Flanagan, Secretary

CONFERENCE EVALUATION

Following the conference, 42 participants took advantage of the opportunity to complete a Zoomerang survey to evaluate the conference and banquet. Many results are below.

Zoomerang Survey Results

2006 Network Conference Evaluation

1. The overall quality of my experience at the conference was:		
Excellent	21	50%
Good	17	40%
Fair	4	10%
Poor	0	0%
Total	42	100%
2. I believe that the format of the conference was valuable to me as an educator with day one being a retreat for my personal growth and day two focused on leadership sessions and content.		
Strongly Agree	15	36%
Agree	14	33%
Neutral	7	17%
Disagree	6	14%
Strongly Disagree	0	0%
Total	42	100%
3. Comments on the style of the annual conference		
25 Responses		
4. The Thursday Courage to Teach Courage to Lead opening activity focusing on a key person in our life with discussion in triads was an effective, meaningful, and helpful beginning to our retreat day program.		
Strongly agree	12	29%
Agree	17	40%
Neutral	6	14%
Disagree	5	12%
Strongly Disagree	2	5%
Total	42	100%

5. I found the Thursday afternoon Courage To Teach Courage To Lead small group circles helpful and meaningful.

Strongly Agree	2	5%
Agree	14	33%
Neutral	13	31%
Disagree	7	17%
Strongly Disagree	6	14%
Total	42	100%

6. Comments and/or suggestions about Courage To Teach Courage To Lead sessions and/or the CTT/CTL day one emphasis.

17 Responses

7. The assigned small groups were effective in helping me get to know new NME members and feel more connected to other network members

Strongly agree	11	27%
Agree	24	59%
Neutral	5	12%
Disagree	1	2%
Strongly Disagree	0	0%
Total	41	100%

8. The addition of displays by Action Study Teams and conference sponsors was a positive addition to the conference.

Strongly agree	9	21%
Agree	25	60%
Neutral	8	19%
Disagree	0	0%
Strongly disagree	0	0%
Total	42	100%

9. Thursday evening I attended the Reception and Recognition Banquet. My reflections and comments are as follows:

28 Responses

10. On Friday morning, I attended Yvonne Caamal Canul's keynote presentation on coherence and the School Improvement Framework. I found the session to be meaningful and learned from the experience.

Strongly Agree	29	72%
Agree	8	20%
Neutral	3	8%
Disagree	0	0%
Strongly Disagree	0	0%
Total	40	100%

11. Comments and/or reflections about Yvonne Caamal Canul's presentation on coherence.

17 Responses

12. On Friday I attended the Conversation with members of the State Board of Education with Kathleen Straus, Carolyn Curtin, and Nancy Danhof. I found the session to be meaningful and learned from the experience.

Strongly Agree	20	65%
Agree	7	23%
Neutral	3	10%
Disagree	1	3%
Strongly Disagree	0	0%
Total	31	100%

13. On Friday I attended the Policy Discussion with Legislative Staff. I found the session to be meaningful and learned from the experience.

Strongly Agree	11	55%
Agree	4	20%
Neutral	5	25%
Disagree	0	0%
Strongly Disagree	0	0%
Total	20	100%

14. On Friday I attended Developing Good Policy with David Hollister. I found the session to be meaningful and learned from the experience.

Strongly agree	4	36%
Agree	2	18%
Neutral	5	45%
Disagree	0	0%
Strongly disagree	0	0%
Total	11	100%

15. On Friday I attended "Building Relationships for Learning". I found the session to be meaningful and learned from the experience.

Strongly Agree	5	31%
Agree	6	38%
Neutral	4	25%
Disagree	1	6%
Strongly Disagree	0	0%
Total	16	100%

16. On Friday I attended the Professional Friends mentoring session. I found the session to be meaningful and learned from the experience.

Strongly Agree	7	50%
Agree	3	21%
Neutral	4	29%
Disagree	0	0%
Strongly Disagree	0	0%
Total	14	100%

17. On Friday I attended "Teacher Leadership: What is it? Why now?. I found the session to be meaningful and learned from the experience.

Strongly Agree	4	33%
Agree	6	50%
Neutral	2	17%
Disagree	0	0%
Strongly Disagree	0	0%
Total	12	100%

18. On Friday I attended "Learning to Launch an Action/Study Team. I found the session to be meaningful and learned from the experience.

Strongly Agree	1	10%
Agree	4	40%
Neutral	5	50%
Disagree	0	0%
Strongly Disagree	0	0%
Total	10	100%

19. Reflections and comments on the Friday morning breakout sessions:

14 Responses

20. On Friday I attended the network lunch and the key note and conversation with Superintendent Mike Flanagan. I found the session to be meaningful and learned from the experience.

Strongly Agree	25	71%
Agree	10	29%
Neutral	0	0%
Disagree	0	0%
Strongly Disagree	0	0%
Total	35	100%

21. My reflections and comments on Superintendent Flanagan's presentation:

18 Responses

22. The Friday after lunch session with my small group was a helpful way to debrief the conference experience and provide immediate feedback to the Steering Committee.

Strongly Agree	13	38%
Agree	13	38%
Neutral	6	18%
Disagree	2	6%
Strongly Disagree	0	0%
Total	34	100%

23. I liked the end of conference drawing and think it should be repeated again next year.

Strongly Agree	16	44%
Agree	9	25%
Neutral	9	25%
Disagree	1	3%
Strongly Disagree	1	3%
Total	36	100%

24. How did you register for the conference (check all that apply)

Online with MIEM	29	69%
Fax to MIEM	17	40%
Email to Jean	8	19%

25. Comments on this year's registration process

24 Responses

26. In future years what days of the week would you be willing to attend the conference?

Monday	17	40%
Tuesday	16	38%
Wednesday	14	33%
Thursday	37	88%
Friday	39	93%
Saturday	16	38%
Sunday	4	10%

27. My professional gains from the conference included:

22 Responses

28. Suggestions on ways to improve future conferences.

12 Responses

29. Additional comments:

9 Responses

Comments from the response choices in the above survey

3. Comments on the style of the annual conference	
1	Outstanding experience - best ed conference in my career
2	It was a little too touchy/feely for me.
3	Mary Anne Novak Houston was great! The schedule flowed well from event to event and day to day.
4	The first day seemed to be a bit unorganized.
5	Second day was much more valuable to me than the first.
6	I really disliked the first day, it was not at all what I expected, I would much rather spend more time on educational issues and working with officials to understand the impacts of legislation and making change happen.
7	I would have liked more towards leadership sessions and content and less on personal growth.
8	I liked the second day better than the first.
9	I appreciate time to reflect/recharge, connecting with other committed professionals. I also think it is important to "work" at honing leadership skills.
10	I appreciated that you thought of me and my personal growth and renewal, however I like coming to this conference to network and develop meaningful relationships and plans of action to change and improve what we do and the climate in which we do it. I would love to be able to choose a group ahead of time and do some meaningful work during the conference. We should all be required to join action study teams and do some WORK! :)
11	I like the breakout sessions.
12	I did not like the Courage to Teach part. I don't like that kind of format.
13	personal growth was an area that I was not comfortable with....
14	While I could see the merit of the retreat in its entirety, I don't think a single day was enough to contribute to personal growth. I've enjoyed the previous two years and found them extremely valuable.
15	The personal growth aspect was a bit too touchy/feely for my comfort.
16	The retreat portion for personal growth seemed a bit long.
17	Loved the style. I heard the same from many. The only comment was the topic of the 1st day.
18	I like both types of renewal. they are both important for me.
19	I like the Courage to Teach work, but I think it takes a longer immersion for this work to be effective.
20	I did not enjoy the retreat. I do not feel it benefited me as a teacher.
21	The second day was much better than the first. More substance, less style!
22	I would have liked the days to be switched. Friday was very inspiring and motivating. I would have liked to carry that energy into the sessions on Thursday.
23	Sometimes seemed that the leadership sessions were rushed.
24	More relaxed and enjoyable.
25	I think a half day of retreat day would have been enough
6. Comments/suggestions about Courage To Teach Courage To Lead sessions and/or the CTT/CTL day one emphasis.	
1	Afternoon content was too repetitive
2	did not like it
3	Our small group leader was skillful. A good model for us all.
4	Too much time spent on the Thursday subject matter. It would have been effective with one hour or so of this strategy.
5	If some people find these sessions valuable please offer them, but make the content clear in the brochures.
6	Time to reflect and recharge was valuable to me.
7	See above. I'm not sure that this is what we need. Most of us are in the position we're in because we find ways to do what the Courage program does on an individual basis during our private lives.

8	I do not take the time to reflect on being a teacher. This workshop allowed me that time and strengthened my passion for teaching. I know it may not have been for others, but it forced me to focus on what is important in my life - WITHOUT A CRISIS!
9	As said earlier, I'm just not comfortable with that kind of interaction with people I don't know and who don't know me.
10	See above.
11	The afternoon sessions were too long, it was hard to stay focused.
12	Since many attendees had been teaching multiple years, they had been able to learn from several people along the way. Focusing on just one may not have been the only way to proceed as two or three people "along their career" had helped mold their thinking.
13	It is not for everyone but I liked it.
14	I didn't find the PM activities are meaningful as I had hoped. It was interesting but not super.
15	Again, needs longer time period to really be effective.
16	This is an uncomfortable experience for those who do not like to "share." The poetry put me over the edge.
17	This did not connect with me.
9. Thursday evening I attended the Reception and Recognition Banquet. My reflections and comments are as follows:	
1	Fantastic as always
2	Very delightful
3	A good tribute to current and past honorees.
4	It was a nice conference. I enjoyed hearing the teachers' speak.
5	Excellent program/valuable to me.
6	The banquet was quite nice.
7	I was so very proud of fellow teachers. It is so rare to acknowledge all of the great things teachers do.
8	The reception was great. The chicken was raw.
9	The food was not very appetizing.
10	Could we take the extra two minutes so that all awardees could come to the front for a handshake with Board of Ed or some other 'official'? Principal of the Year and others made a long trip just to stand for brief applause.
11	It was lovely and an important part of the conference. Teachers receiving rewards should receive that extra recognition from their peers.
12	I always enjoy this evening.
13	It was very uplifting to see those receiving awards for teaching.
14	It was very nice!
15	nice job....recognition so important
16	As always, its a joy to see that many educators gathered that are excited and interested in improving the profession.
17	A great way to relax, enjoy fellow teachers' company and recognize some of the outstanding teachers who won awards. There are many other awards out there that NME doesn't recognize, some are excellent programs, any reason these teachers couldn't become part of the network?
18	Such a delightful person to be our emcee. Good to hear from some of our new awardees.
19	It was wonderful. Having Mike Flanagan there was special. Especially since it was his anniversary and he still came.
20	I especially liked seeing the newbies get the focus.
21	It was very nice. The speeches from teachers were so inspiring. I think that comments from the principal of the year would be a good addition.
22	The banquet was excellent. It was not too long, but it was nice to see those who were being honored.

23	Very well done!
24	I would love to hear from the MTOY also. It would also be nice to have a network dance with DJ also after the banquet.
25	It made for a long day. The speakers were wonderful.
11. Comments and/or reflections about Yvonne Caamal Canul's presentation on coherence.	
1	Learned much - she is an excellent presenter - have her back
2	great
3	Excellent presentation and valuable information.
4	Great session.
5	I am confused because her comments didn't seem to be consistent with her Michigan Model Schools address. I am concerned about how much depth our students are getting now that the breadth of what we are teaching has increased.
6	Dr. Canul is such an engaging speaker, I always come away from her sessions with a lot of food for thought.
7	Yvonne is a fabulous speaker - I look forward to hearing from her each year (I hope she's an annual feature!!) I sense her commitment, and I am heartened to know someone of her caliber is on staff w/MDE.
8	I love Yvonne! I want to be her and could she come to my school and teach my principal a thing or two?
9	This was further from my "every day workings" at school. Informative, but hard to "connect" with my life.
10	She's terrific!!
11	She did an incredible job. She needs to either be given more time for her material, or have her present less material.
12	Yvonne always has the "latest info" to share, and gets to the point. She is appreciated!
13	Bring her back next year.
14	As in the past, listening to presentations by people in touch with the state dept. lets me get to know more about and understand how education works beyond my classroom and district. A valuable insight.
15	Very applicable to our work as teachers.
16	She's wonderful. Love her!!!
17	Excellent!
19. Reflections and comments on the Friday morning breakout sessions:	
1	good
2	The legislative policy and school board panel sessions were very valuable. Thanks to the panelists for giving their time.
3	Excellent program on Friday.
4	I wish we would have had more time with the State Board and legislators.
5	Relished the chance to connect with board members - felt our discussion was productive (they didn't realize the growing "trimester" debate among districts, for example)
6	Again, excellent.
7	Fine
8	It would be nice to have more time to network with all those incredible people that are there. There isn't enough time to talk, share and gain insight from others, let alone catch up with old friends.
9	All that I attended were valuable.
10	The woman who was moderating the State Board discussion did not allow very many of us to ask our questions. Instead, she had her own list. Also, I was there last year and I am well informed about our State Board. I did not need to hear, again, about how they came to be members. This took almost the entire time.
11	This would have been a good survey to give after the conference. I don't remember what I attended.

12	Great variety offered.
13	More presentations by NME members would be great. There is a wealth of knowledge among the group and it should be shared. Perhaps an application to present would be an appropriate first step. The steering committee could evaluate the applications and choose, "Best Practice" to present at the workshop. Why not celebrate the expertise within the group and share?
14	Wish we had Legislators present and not just their staff. They (Staff) only say what boss wants them too. Time with a few legislators would be more meaningful and we could address our issues and concerns. I would not attend this session again w/ only staff, nor would others who attended w/ me.
21. My reflections and comments on Superintendent Flanagan's presentation:	
1	Mike is an awesome leader
2	Awesome
3	A good leader who will do well for teachers in Michigan.
4	Again, hearing from the Superintendent in person was very enriching. I feel more confident coming back to my district with MDE messages when I've had access to these individuals.
5	I have found that it is very useful to know what is coming ... prior to others. It helps me get ready for "change"
6	It is always a highlight to hear from the Superintendent.
7	He seems to be a down to earth kind of educator!
8	My group had to leave just prior to lunch because my daughter-in-law went into labor with my second granddaughter. I had to get home to care for the three year old. But I've since spoken to a few of those that were in attendance and they found his presentation very good.
9	It was nice to see him there. He looked like he truly wanted to be there and cared about the thoughts of those there, it wasn't just some politically correct thing to be there.
10	Taking the time to speak with us and share what is happening is very appreciated!
11	Always makes teachers feel valued and gives us his insight into what is going on at the state level.
12	I enjoyed hearing from the superintendent. It is good to hear what is going on at the state level and what the future challenges will be.
13	Again - very well done. It was great to hear from him.
14	It is so great that he gives his time to the NME!
15	Wonderful!!!!
16	More time for questions needed
17	Mr. Flanagan seems to be in touch w/ our concerns and what needs there truly are in education.
18	Q/A was a nice opportunity to have our voices heard.
25. Comments on this year's Registration process	
1	MEIM site is confusing to non techie new registrants and opening pages are a bit circular in understanding - too much text
2	fine
3	A bit bumpy with the MIEM online process.
4	I had no problems with the registration process.
5	No problems
6	The registration process went very smoothly.
7	Online did not work.
8	It went smoothly
9	easy....
10	It took almost an act of God to get registered through MIEM, three or four e-mail correspondences, three chickens sacrificed...
11	Easy to do!
12	Fix it.

13	Couldn't get the online process to work
14	worked fine for me
15	It worked well for me.
16	Somewhat cumbersome...
17	Weak
18	Needs improvement
19	Tried to register online and it didn't work, so I sent my info to Jean.
20	MIEM was too complicated and confusing
21	Did not go very well.
22	It didn't work very well.
23	It was a confusing process.
24	I had trouble on line so I mailed my registration in. I had to fill in 24 to submit this even though I did not use any of the 3 methods.
27. My professional gains from the conference included:	
1	networking, learning what was going on at the state level
2	Legislative process and school board insights. Deepened my understanding and application of Parker Palmer ideas.
3	I appreciated the discussion about legislative bills. I enjoyed all of the discussions and grew from the experience.
4	A professional friend, a new network of teachers, excellent learning opportunities, opportunities to see old friends.
5	I actually felt like there were ways that I could make a difference. It was uplifting and motivating.
6	Recharge Reconnect Regroup
7	I am always very inspired to be in a room and share with such outstanding professionals.
8	Professional reflection, professional validity, personal validity, personal growth.
9	networking, ideas to take back to my school, encouragement, new insights
10	Knowledge of education at state level Conversation with peers
11	I had a slightly better understanding of the new mandatory high school curriculum.
12	Meeting with old friends, networking with all that talent, and having a time to raise the profession to a high level.
13	Renewed energy for the profession.
14	networking with other educators and personal and professional introspection.
15	stronger connections to other teacher leaders
16	Energy to continue and ideas to contribute to the overall welfare.
17	Networking with other teachers. Feeling inspired to continue to do my best, and to grow professionally.
18	Meeting exceptional educators
19	networking with people I don't see on a regular basis
20	Time to reflect on my profession.
21	Networking, problem solving, experience sharing
22	time to reflect is so important and we rarely get it, Interacting w/ other educators and also being able to talk directly to school board members and time with Mr. Flanagan. I always find something to take back to my classroom that helps make me a better teacher.
28. Suggestions on ways to improve future conferences.	
1	More focus on teacher leadership - facilitate small groups with members - more time for connection building
2	have both days be like Friday
3	I think that administration should not give themselves accolades in a conference of this sort.

4	More of the Friday agenda would enhance the program.
5	One or two raffle prizes if any at all - - I don't really need another book-bag :0)
6	Offer more sessions ... content connected. In other words, have high school math meet ... we may be able to share more.
7	More interaction by "grade" level. I would like to be involved with early childhood educators.
8	Content, teaching strategies, access to Lansing decision makers.
9	I like the location of the conference in Lansing. I think speakers that inspire us to go out and inspire others are very worthwhile because then we can pass it along to colleagues.
10	Forget the retreat format. The motivational speaker from the year before was MUCH better!!!
11	Get those who won like awards together for an exchange of ideas and goal setting.
12	more work/leadership sessions. more sessions on improving our classroom atmosphere/etc. Less "mind-building" "emotional" sessions
29. Additional comments:	
1	Thanks to the steering committee and to MDE for all its work to pull off such a great conference.
2	Change the month of conference to spring!
3	Great Experience
4	Thanks for doing this! I am thrilled to be part of the network.
5	Not everyone knows someone well enough to utilize the time to connect after the banquet. It was discussed on Fri with my table mates that most of us just went back up to our rooms but would have re-convened (maybe at bistro downstairs) if this had been arranged/suggested by the program planners or some creative outgoing type. FYI
6	You guys do an excellent job! Thanks for all your hard work!
7	I would like to have groups that I can join to work on early childhood issues. I would like to have had this survey taken much sooner after the conference. It's been almost two months since the conference.
8	At the end of meals put a dish of candy on the tables as the ending to the meal. Dessert is too expensive by all means but a little treat at the end of the meal would be a nice ending.
9	Thanks, so very much for all the hard work. If you just have one or two prizes for the raffle, you won't have to spend time asking businesses for donations

Conference Participants

NME Members:

Kathleen Ader, Rosemary Amene, Roland Anderson, G. Asenath Andrews, Michelle Ballard, Diane Baumstark, Mary Belknap, Ann Marie Borders, Dave Borth, Cathleen Brackett, Jeff Bradley, Andrea Burke, Victoria Catalina, Lauren Childs, Stephanie Coates, Randy Cook, Conni Crittendon, Judith DePew, Mary Edmunds, Stephanie Elder, Delores Flagg, Nancy Flanagan, Constance Flynn, Timothy Fulcher, Kathie Grzesiak, Susan Gutierrez, Char Hanchak, Tina Harma, Cindy Hasselbring, Nina Hawkins, Julie Helber, Catherine Hernandez, Margaret Holtschlag, Kyle Hughes, David Kapolka, Mary Kovari, Kimberly Kyff, Jean LaPointe, Douglas Law, Jennifer Lawson, Gerald LeCureux, Jane Levy, Jim Linsell, Katherine Lisk, Ben Lorson (2005 Intern cohort), Matt Ludwig, Beverly, Matulis, Linda McConville, Melissa McDermid, Genevieve Minor, Frank Miracola, Barabara Pickens Misuraca, Tom Neuenfeldt, Marianne Novak Houston, Patricia O'Connor, Pamela Ogle, Bob Pennock, Dale Rosene, Marsha Sakwa, Alfonso Salais, Dan Schab, Maggie Scheffer, Catherine Schrock, Dwight Sieggreen, Wendy Smith, Diane Spence, Carol Steele, Robert Stephenson, Mike Stinnett, June Teisan, Mary Tomaszewski, David Truog, Karrie Tufts, Gretchen Vermiglio, Vikki Wandmacher, Michael Weiskopf, Cheryl Wells, Sarah White, Rebecca Young (Jean Shane from MDE and Dan Pappas from MIEM)

Districts Represented:

Ann Arbor, Bay City, Berkley, Carman-Ainsworth, Chippewa Valley, Clarkston, Dearborn, Detroit, Dexter, Farmington, Flint, Forest Hills, Grand Ledge, Grand Rapids, Harper Woods, Hartland, Haslett, Hazel Park, Howell, Ithaca, Jackson, Kalamazoo, Lansing, Macomb ISD, Marquette, Marshall, Midland, Milan, Niles, Northville, Novi, Oakland Schools, Okemos, Plymouth-Canton, Royal Oak, South Lyon, Southfield, Southgate, St. Joseph, Traverse City, Tri County, Van Buren, Walled Lake, Waverly, West Iron, Williamston. Nonpublic school represented: St. Peter's Lutheran/Big Rapids.

Courage to Teach Facilitators:

Bev Coleman, Caren Dybek, Corrine Fisher, Nancy Husk, Carla Crow Kelly, Marianne Novak Houston, Cheryl Poole, Deanna Ray


Honored student teacher interns !!

MSU	SVSU	Spring Arbor	EMU	WMU
Rachel Danko	Kelly J. Mielens	Jamie Farner	Michelle Conrad	Alan Bobalik
Allison Longton	Carmen L. Sochacki	Erik Jacobson	Stephanie Huehl	Parween Noori
Katie McKinley	Jason Wakefield		Patricia White	

THANK YOU!

To the following Sponsors and Contributors to our event

Saturn



Like always.
Like never before.[™]

Chuck Thomson


MEEMIC Insurance Company



Michigan Education Association



www.mea.org



Milken Family Foundation

Michigan Public Radio



91.7 ANN ARBOR/DETROIT
104.1 WEST MICHIGAN
91.1 FLINT

Mark Bashore



MICHIGAN
Department of
Education

SmarterKids Foundation



AFT-Michigan



A Union of Professionals
AFT Michigan
AFL-CIO

Williamston High School Madrigals



Director: John Bragle



Hawthorn
Learning Center

Dave Borth

Special Thanks to NME member Mike Stinnett And the Royal Oak High School Graphic Communications & Visual Imaging Technology class for printing our banquet program, table tents, and easel signs.

State Board of Education



Sponsors for the End of Conference Drawing

Business

Capitol City Grille
Mr. Kenric Hall, General Mgr.
Lansing Radisson

Mr. Toad's Paper Company
Mr. Terry Stubblefield (mgr.)
Lansing, MI 48933

Kositckek's (men's' wear)
Lansing, MI 48933

Beaner's on Ottawa
120 W. Ottawa
Lansing, MI 48933

The Mole Hole
Mr. Ronn Blodgett, Mgr.
Lansing, MI 48933

Texas Instruments

Borders Books and Music
34300 Woodward Ave.
Birmingham, MI

Barb's Hallmark Shop
Barb Turner DeRose, Owner
Lansing, MI 48933

Office Max
Donated by Kim Kyff

Shiga Prefectural Government
Shiga, Japan

The Teachers Center
Char Gleesings
6505 Constitution Blvd.
Portage, MI 49024
www.teacherscenter.com

Gift

Dinner for Two (up to \$50)

4 ceramic votive candle holders
shaped like pumpkins (\$10 each)

Kositckek's men's spray cologne

Two insulated coffee mugs with lids
(mugs have a price tag of \$11.99)
7 cards for a free beverage

The Smell of Christmas potpourri

calculator

\$10.00 Gift Certificate

Two boxes of thank you notes and
a "To teach is to touch a life forever"
Hallmark bookmark

Gift card

Handmade cloth business card holder

\$25.00 gift certificate
(may order online)