



University Park students sing patriotic peace songs including "America the Beautiful" and "We Shall Overcome" during the school's "Heal the World" assembly.

New "Engineering Your Future" Program Aims To Boost Representation of Ethnic Minorities In The Field

Polymer Science. Mathematical Algorithms. Introduction to Engineering. They may sound like college courses but it's middle school students that are diving into these subjects. Thanks to a partnership with IBM and the Colorado School of Mines (CSM), every Tuesday and Thursday, CSM engineering students and an IBM researcher visit a DPS school and introduce hands-on workshops that expose students to science and engineering concepts.

"We are trying to reach students at a critical stage of their educational careers," stated CSM Minority Education Program Director Judi Diaz-Bonacquisti. "If students get excited about engineering now, they may take the necessary classes in high school that will allow them to pursue engineering at the college level."

"Engineering Your Future" is a joint effort of the CSM Minority Engineering Program, Women in Science, Engineering and Mathematics Program, IBM and DPS. The program hopes to encourage girls and ethnic minorities to pursue math, science and engineering and eventually consider one of them as a career.

"In our science and math classes we have fewer girls that are proficient than we do boys," said Tom Bauman, Lake Middle School Principal. "I'm hoping that this program will get them excited and

continued on page 8

what's inside

Gove Student Writings
— page 2

Financial Literacy
— page 6

District Goals: Clip & Save
— page 7



Grove Student Writings Bound For Publication

By Katie Jones, South High School, Public Information Intern

The writings of twelve students from Gove Middle School have been selected to appear in a book entitled "Tears Are Wept, Memories Are Kept." Forty percent of the proceeds from this book will go to the Red Cross to help the families that were affected by the attacks on the United States on September 11th.



Gove Middle School students will have their writings published in a book entitled "Tears Are Wept, Memories are Kept." Part of the proceeds from the book sale will go to the Red Cross.

The students with published works are Cynthia Baquera, Marketta Briscoe, Joshua Halliburton, Kayla Lewis, Kyia Stewart, Ealisha Marshland, Danait Gebrehiwot, Eden Gebrehiwot, Shanelle Elliot, Avanisha Beard, Yolanda Ramirez and Thomas Richardson.

"Having the students' work published is marvelous," said Jessica Donovan Massey, Assistant Principal at Gove. "It illustrates that Gove is brimming over with students who are caring, compassionate, and advanced in many areas. It gives us all a way to demonstrate that our students are advanced despite the CSAP or other assessments."

The book is being published by Mavel Publishing Inc. and will be available in about a month.

Dumb Friends League Helps Teachers "Foster Compassionate Attitudes"

The Dumb Friends League's Humane Education program will be holding free workshops for K-12 teachers this school year. The next workshop, called "Fostering Compassionate Attitudes," is scheduled for Wednesday, January 23, 2002.

"Learning how to foster compassionate attitudes in children is significant in helping them become caring, responsible and respectful citizens," said Claudia Mishell, Humane Education Manager with the Dumb Friends League. "Children that learn to care about animals will be more compassionate toward people as well."

The workshop teaches how lessons on compassion can help students with empathy, self-esteem and respect for all living things. Dumb Friends League representatives will model activities and distribute specially-written K-12 curriculum.

"It's also a well-documented fact that children that abuse animals often times go on to commit violent acts towards people," added Mishell. "Our Humane Education Program teaches these important lessons in schools all over the Metro-area, every day."

For more information, time and location of the workshops please call Claudia Mishell, Humane Education Manager or to RSVP: (303) 696-4941, Ext. 366.

Key Report On Pay For Performance Due December 6

What has been the impact of Pay for Performance after two years in the pilot schools? Do students in pilot schools perform better on assessments? Can a pay incentive be designed that is fair to teachers in both low and high performing schools?

Answers to these and other questions will begin to take shape when the Community Training and Assistance Center (CTAC) presents a thorough analysis as the pilot reaches the half-way mark.

The report and recommendations will be delivered to the Board of Education during the 4 p.m. meeting on Thursday, December 6. The meeting will be carried live on Denver cable Channel 22.

The study will include results from surveys completed by teachers in pilot schools and control schools on their perceptions of how the pilot is affecting their school, their students' achievement, and the way they teach.

The pilot will run through the end of the 2002-2003 school year, with teachers scheduled to vote on a pay for performance system in December, 2003. The Design Team managing the pilot has also unveiled a new web site, found at www.denverpfp.org.

New Faces Join The Board Of Education

On Election Day, November 6, voters decided to put two new faces on the Board of education. Kevin Patterson, District 4 and Michelle Moss, District 2 were sworn in at the November 15th board meeting. Board President Elaine Berman ran unopposed. Board member Les Woodward was re-elected.

Patterson replaced Bennie Milliner for the District 4 seat which drew four competitors. District 4 covers the Northeast area including Montbello.

Moss ran unopposed. "I'm excited about getting started and making a difference for the kids of this district," said Moss. "I'm very concerned about academic achievement and I want to make sure we're doing all that we can to make sure that all kids in Denver Public Schools are successful."

Moss is a graduate of Denver Public Schools. She has a master's degree in Early Childhood Education and taught for ten years in Jefferson County. She's served as PTSA President, Vice President, and CDM member at Sabin Elementary School among other accomplishments.

"My biggest passion right now is involving parents and finding ways to invite parents into the education process so that they can work with the schools to help their kids be successful," added Moss about her concerns for the district.

Her new partner on the board, Kevin Patterson was also in the classroom in Houston, Texas. After moving to Denver, Kevin worked for Governor Roy Romer as a Citizen's Advocate. He has also worked in the Budget and Management Office for the City and County of Denver and is now working as the Administrative Services Director for the Community Planning and Development Agency.

Patterson's focus at Denver Public Schools will be on student achievement, options for parents, growth issues in District 4, teacher recruiting, and a budget "that makes sense."

"I believe all kids must do well on standards-based tests such as CSAP but they also must do much more," said Patterson. "They should reason, analyze and problem-solve. I believe teachers can close much of the learn-

ing gap, if they are given the tools, training, equipment and support. I am committed to excellence, rigor and first-rate opportunity for all students in Denver Public Schools and I support the professional development necessary to achieve that goal."

Prior to the swearing-in, a reception was held for outgoing members Bennie Milliner and Sharon Macdonald. Thanks to Milliner and Macdonald for their years of service to the district!



New Board Members Kevin Patterson (District 4) and Michelle Moss (District 2) celebrate at a reception before being sworn in at last month's board meeting.

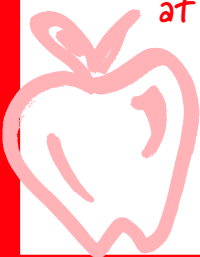
The School Fair Is Coming!

Mark your calendars for Saturday, January 19, 2002 at the Pepsi Center. To showcase your school or program

to thousands of parents, call Margo Branscomb

at 303-770-4717 by December 15.

There is no cost to participate.





Appointments

Patsy Ceja: Secretary I, Abraham Lincoln
William H. Dodge: Office Support III, Education
Hipolita Gomez: Secretary I, Barnum
Cynthia L. Reinhardt: Secretary II, Operations
Jean L. Scott: Office Support III, Lake
Lori R. Swingle: Secretary I, Bromwell
Katherine L. Uhlar: Secretary I, McMeen
Fran Vera: Secretary I, Gilpin
Loyce A. Wong: Secretary I, Stedman
Ann E. Klein: Vision Screening Tech, Education
Angelica R. Parsons: Vision Screening Tech, Education
Lafayette Rockette: Facility Manager IV, East
Juana Cenicerros: Manager Food Service II, Ashley
Dolores Martinez: Manager Food Service II, Fairview
Diana L. Chaffin: Fire Alarm Technician, Operations
Edward P. Clemente: Shipping & Receiving Clerk, Operations
Frankie Morales: Pump/Air Compression Tech, Operations
Douglas D. Williams: Painter, Service Building
Anthony Aragon: Custodial Helper, Service Building
Derome Armstrong: Custodial Helper, George Washington
Moses Diggins: Custodial Helper, George Washington
Lorenza Dorado: Custodial Helper, Emily Griffith Opportunity School
Gladys I. Gonzales: Custodial Helper, Fairmont
George R. Goodwin: Custodian Assistant IV, Montbello
Eugenio Herrera: Custodial Helper, George Washington
Attullah Imani: Custodial Helper, Thomas Jefferson
Nicole R. Lascalicia: Custodial Helper, East
Randy L. Lopez: Custodial Helper, Rishel
Grant Lutz: Custodian Assistant II, Operations
Jason E. Martinez: Custodial Helper, John F. Kennedy
Gregory Ortega: Custodial Helper, South
Anthony Rodriguez: Custodial Helper, Emily Griffith Opportunity School
John Stitak: Custodial Helper, George Washington

Rodney R. Tamura: Custodian Assistant II, Operations
Sandra Torres: Custodian Assistant II, Operations
Paul E. Young: Custodial Helper, George Washington
Lisa Bollman: Assistant Director Child Care II, Fred N. Thomas Career Ed Center
Sandra J. Patton: LAS Tester, Tutoring
Dale L. Frizell: Vehicle Maintenance Tech, Operations
Mavis Cain: Psychologist, Education
Cecilia Adrianzen: Teacher, Gilpin
Luz Arenas: Teacher, Abraham Lincoln
Melissa A. Armendariz: Teacher, Education
Suellen Baffrey-Peterson: Teacher, Kunsmiller
Tammy Baxter-Benjamin: Teacher, Baker
Cynthia Bellows: Teacher, Remington
Heather Brooks: Teacher, Denver School Of The Arts
Elliot Campbell: Teacher, Kepner
Emily J. Cromwell: Teacher, Ashley
Elaine Dickinson: Teacher, Grant
Charlie Estanga: Teacher, Barnum
Denise Fawcett: Teacher, Harrington
Sharon Gold: Teacher, Wyman
Kari Green: Teacher, Amesse
Sarah Howard: Teacher, Harrington
Esmeralda A. Jenet: Teacher, Colfax
Melisa Kobar: Teacher, Brown
Jason Krause: Teacher, Columbine
Jeff Leone: Teacher, West
Lisa L. Maes-Cruz: Teacher, Columbian
Michael Massey: Teacher, West
Jenny T Matthews: Teacher, Castro
Mendy Mills: Teacher, Steck
Alanna Morse: Teacher, Columbine
Linda K. Morton: Teacher, Hallett
Cesar R. Pena: Military Instruction, Abraham Lincoln
Jennifer Purcell: Teacher, Remington
Stephanie Rubin: Teacher, Columbine
Christina Spare: Teacher, Columbine
Nena Steger: Teacher, Grant Ranch
Pauline Sweeney: Teacher, Munroe
Robert K. Throop: Teacher, Montclair
Belinda M. Watkins: Teacher, Ford
Eva Wisniewski: Teacher, McMeen
Scott Woodie: Teacher, Newlon

Change in Assignment

Elizabeth A. Bible: Secretary II, Education
Laurie Lopez: Secretary II, Administration

Mercedes L. Montoya: Office Support II, Emily Griffith Opportunity School
Petra G. Botello: Facility Manager I, Smith
Shantell M. Greer: Facility Manager I, Maxwell
Ramona M. Ortega: Facility Manager I, Sandoval
Paul R. Romero: Facility Manager II, Goldrick
Bernard L. Allen, Custodian Assistant II, Thomas Jefferson
Ben Billings: Custodian Assistant I, Southmoor
Richard Dela Cruz: Custodian Assistant III, Rishel
Victor D. Evans: Custodian Assistant IV, Thomas Jefferson
Diana Guerrero: Custodian Assistant II, Operations
Mykale W. Lofton: Custodian Assistant I, Maxwell
Rose M. Muhammad: Custodian Assistant II, Operations
Gloria Rodriguez: Custodian Assistant II, Operations
Carlos P. Valdiviezo: Custodian Assistant II, Operations
Monica A. Taylor: Library Tech I, Stedman
Stephen E. Bussey: Systems Administrator II, Administration
Jeremy M. Mozes: Systems Administrator II, Administration

Reappointments

Darryl Jefferson: Office Support I, Kunsmiller
Treiva Johnson: Secretary I, East
Beverly J. Stevenson: Secretary II, Fred N. Thomas Career Ed Center
Nancy S. Firm: Tutor Interpreter, East
Daniel O. Ortega: Custodian Assistant II, Operations
Pamela S. Woods: Accountant, Education
Sally Cameron: Teacher, East
Ingrid Levandowski: Teacher, Swansea
Catherine Villegas: Teacher, Rishel
Deanna Woollen: Teacher, Montbello

Retirements

Linda A. Freeman: Computer Operator, Administration
Eldon D. Schmitt: Cable & Wireless Broadband, Administration
Loris A. Hooks: Teacher, East
Cynthia Radford: Teacher, Barnum

Three Schools Explore Science Through High-Tech Tool That Fits In The Palm Of Your Hand

By Katie Jones, South High School, Public Information Intern

Imagine how exciting learning would be with a gadget that contains a wealth of information, web access and the capability to talk to others working on the same project.

What if all of this fit in the palm of your hand?

This high-tech prospect is now a reality for seven Denver area classrooms that have the chance to use Palm Pilot technology to conduct research projects.

Students in select classrooms from Hill Middle School, Skinner Middle School and the Millennium Quest High School at the Manual Education Complex now have the opportunity to use Palm Pilot technology in their science classrooms. This special technology is available through a research grant from the Palm Education Program (PEP) at The University of California at Berkeley Graduate School of Education.

Denver Public Schools is one of two national research hubs for the grant. The teachers chosen to bring this technology into their classrooms were picked for the program because of their interest in leading students through a long-term research project.

Students in the PEP have received their own Palm Pilots to investigate topics such as the spread and transmission of malaria and the water quality of creeks. Using this new technology, students are able to share work and research by "beaming" the information to another classmate or teacher who has a Palm Pilot. So far, the technology only allows students in the same class to share information, but in the future it may be possible to share information with students in other states or even other countries.

"I am really excited about using the Palm Pilots in my class because the technology is really hands-on and it is a great new way to learn science," said Cheryl Kirksey, seventh grade science teacher at Skinner. "The kids will be anxious to learn about this new tool as well as the new subjects they will be studying."

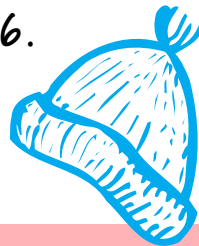
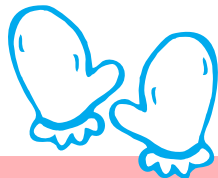
The research that students do with the Palm Pilots implements DPS Science Standard #1: "Students understand the process of scientific investigation and design, conduct, communicate about, and evaluate such investigations." It is also possible that in the future, data analysis and math will be combined in the program.

Students in the program use the Web-based Integrated Science Environment (WISE) program to aid in their research. The WISE program is a curriculum developed by Berkeley to help students use the Internet more effectively for research and resources. When students send in data that they have gathered, the WISE unit combines it with the research of hundreds of other students and sends it back to their Palm Pilot. By using this program, students are able to research and find results more effectively than they could with the Internet alone.

The DPS program received 235 Palm Pilots valued at about \$300 each. Once the program is finished at the end of this school year, the teachers will have the option to continue the program with future classes. If any of the teachers do not wish to continue with the program, the "palms" may be given to another DPS classroom to try out.

Coats & Gloves Wanted Here

If you have any coats, hats, gloves or warm clothes that you would like to donate to the Samaritan House Shelter, please contact Ethan Hemming at 303-764-3633 or Louise Perez at 303-405-6646.



What's New In Human Resources

All employment verifications are now being handled by the Payroll Department at 303-764-3450.

Financial Literacy Behind Teacher Training Program

Paying taxes. Using a credit card. Saving for retirement. These are just a few of the topics under the broad heading of “financial literacy” and at least one national study shows that today’s high school students need some help. A University of Buffalo School of Management study found students only able to cash in correctly on about half of questions asked. By any calculator, 50 percent wrong means only 50 percent of the answers were right.

And that’s where INVESCO is stepping in, with a recent training session for 40 teachers from different departments (mathematics, business, consumer and family studies and ROTC) to “inspire and empower” teachers to help provide high school students with basic financial knowledge. Teachers from East, George Washington, John F. Kennedy, Lincoln, Manual, Montbello and North high schools all attended.

The early November training session at INVESCO Funds Group headquarters offered high school teachers a chance to boost their own self-confidence with personal finance issues and information about how to improve financial education in the classroom.

INVESCO’s “Knowledge is the Edge” community program includes a collaborative effort with the National Endowment for Financial Education (NEFE) to provide teachers with quality financial planning curriculum. Additionally, INVESCO employees will serve as classroom coaches to all participating DPS teachers.

“The curriculum is solid, fits with district content standards, and provides something tangible and useful for students today,” said Rosanne Fulton, Executive Director of Curriculum. “We know that students can improve their reading and writing competencies when we provide them with materials such as these. We appreciate the support of INVESCO in providing the teacher training to integrate this topic more into our high school classrooms.”



The Denver Citywide Marching Band, which features students from 11 high schools in the district, performed several spirited numbers that provided an uplifting break during the Board of Education meeting November 15. The band also performed in a Thanksgiving Day parade in Chicago. The band is directed by Dave Hammond (Denver School of the Arts), assisted by Jodi Knapp (West High School) and Rudy Royston (Smith Elementary School).

Force Elementary School Psychologist Awarded Grant For “It’s A Small World” Project

Paula Acker, the school psychologist at Force Elementary School, was awarded a Public Education and Business Coalition Colorado Rockies Literacy Venture Grant of \$950 to create a unique World Community project called “It’s a Small World”.

“It’s a Small World” aims to enhance literacy and geography skills of fifth-grade students while increasing their knowledge of children around the world. 15 selected fifth-grade students will author and publish a book about American children’s lives. The book will include an introduction describing the students and their project, as well as chapters on the family, school, holidays, “favorites,” and “Why I Love America.”

The students will next identify teachers in ten countries with whom to share their book and solicit at least five books

from these teachers about the lives of children in their respective countries.

“The grant was written with the goal of improving literacy and geography skills but it sends an even more powerful message of world peace to students,” said Acker. “When children learn and exchange thoughts with children of other countries, it makes them more understanding, less angry and upset over conflict in the world.”

Also, the book will be presented to and shared with parents and the entire school community during a Literacy Night program. Force students plan to create a visual/musical/dramatic presentation of the materials submitted by other countries.

Students at Force hope to create lasting relationships with the children they meet through this project. They plan to have on-going communication via e-mail and snail mail.



District Goals 2001-2002

OUR MISSION

**The Mission of the Denver Public Schools is to Provide All Students
The Opportunity To Achieve The Knowledge And Skills Necessary
To Become Contributing Citizens In Our Diverse Society**

OVERALL DISTRICT GOAL:

All DPS students meet or surpass district standards.

2001-2002 GOALS:

1. SET HIGH EXPECTATIONS –

For Students, Parents, Teachers, Principals, and all other Staff of DPS and the Community it serves

2. IMPROVE THE PERFORMANCE OF ALL STUDENTS

3. CLOSE THE GAP BETWEEN BETTER AND POORER PERFORMING STUDENTS

2001-2002 STRATEGIES AND PRIORITIES FOR SUPPORTING THE MISSION AND ATTAINING THE GOALS:

**The district will attain its goals by focusing resources on improving instruction
at each school and through the implementation of the following strategies:**

- Foster an environment in which all students are encouraged and challenged to develop to their full potential
- Implement value added measurement systems that can be used to monitor and report on student progress on an ongoing basis
- Monitor implementation of the board adopted grade specific curriculum that is aligned with district and state content standards
- Standardize learning materials within schools and improve consistency and articulation of programs among schools within "Feeder Patterns"
- Develop and implement a plan for providing instructional leaders or coaches in school buildings
- Recruit, select, assign and retain high quality teachers and principals
- Engage parents, business and community leaders, and organizations in a collaborative effort to improve student performance
- Focus professional development activities on identifying and implementing "Best Practices" for improving performance
- Align budget with district goals to ensure that resources are directed to educational priorities
- Align and integrate district Pay For Performance programs with state and district assessments
- Develop systems to ensure full compliance with U.S. District Court order for English Language Acquisition
- Collaborate with the Denver Classroom Teachers Association to attain district goals
- Provide efficient and effective district support service systems that focus on improving student performance
- Create a culture in which DPS is recognized as an innovative, responsive, and user friendly organization

Andrea Cuthbertson Dillard

**Primary Lead Teacher,
Remington Elementary School**

Years with DPS: 7

Latest Accomplishment: I recently returned from Japan after receiving a Fullbright Fund Award for study in that country. For three weeks, teachers from across the country visited Japanese schools to study the similarities and differences between American schools and Japanese schools. Since the country is looking at nationwide school reform, Japanese officials were very inquisitive about our school system and interested in our approach to raising independent thinkers. It made me more reflective and thoughtful about what we do as teachers and why we do it.



The Most Challenging Part About My Job: Keeping track of paperwork.

The Most Rewarding Part About My Job: Working with students and teachers in all primary grade levels.

I've also worked as: a swim instructor.

When I'm not working I am usually: playing with my dog or working in my garden.

Hometown: Dillon, Colorado

Favorite movie: Medicine Man

Favorite restaurant: Saucy Noodle

Favorite book: The Giving Tree

Family: I got married in June and my husband and I enjoy our dog, Hunter.

Philosophy for life: Try everything-at least once!

The most useless thing I ever bought: 25 pairs of chopsticks

"Engineering Your Future"...

continued from page 1

that they will see that science is for everybody."

Workshops are held at Lake, Martin Luther King, Smiley and Horace Mann middle schools. Each school will receive 14 visits by the end of the year. Class topics covered include: Introduction to Engineering, Kitchen Chemistry, Polymer Science, Sound and Light, Mathematical Algorithms, and Environmental Science.

These workshops are "hands-on." Students will make an acid base indicator from red cabbage, dissect a diaper to learn about the concepts of engineering and prepare a cross linked polymer, better known to students as "gluep" or "gak," to take home.

"It's been very exciting to see the changes that have occurred over the few months that I've been working with these students," said Dr. Laura Kosbar, IBM researcher. "Each time we meet with students, the level of interest increases, and they seem to be enjoying learning science in this way."

Kosbar believes in making science tangible for students. "For example, we have them physically interact with each other to form a human polymer chain," adds Kosbar. "This helps them develop mental models for understanding their experiments at the molecular level."

The "Engineering Your Future" program hopes to track students that participate in the first year to see whether student's attitudes about science and engineering changed based on the elective math and science courses they choose in the future. IBM, CSM, & DPS hope the program will result in more women and ethnic minorities becoming scientists and engineers.

insideDPS is a newsletter for and about Denver Public Schools employees. It is published monthly during the school year.
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