



SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE



*Education & Administrative Resources*

# 2017-18 CALENDAR AND 2016-17 ANNUAL REPORT





Cliff Carmody

From the Executive Director

This annual report highlights Southwest West Central Service Cooperative's purpose, accomplishments and commitment to those we serve. I am hopeful you will recognize the critical role our agency plays in supporting and enhancing the work of our members. Now, more than ever, SWWC is a critical link to the success of schools and local government entities in our region.

Our strategic priorities of people, operational excellence, relationships and programs/services are the pillars to achieving our vision of being the premier service agency for our members. Innovation, collaboration and responsiveness are common descriptors of the work you will see outlined here in this annual report. As we plan for the future, this foundation will continue to support the work we do for, and on behalf of, our members.

SWWC is dedicated to providing unparalleled education and administrative services, innovative solutions and uncompromising support to our members and the communities we serve with integrity, respect and responsive action.

Thank you for your support and the role you play in supporting this work. We know collectively we can continue to achieve the results we expect!



Maydra Maas, APRN

From the Board Chair

Living on a busy 300-cow, 1,500-acre dairy farm, I count as my greatest blessings my spouse/best friend, Bruce and our two children, Jared and Jonna. Bruce and I raised our children on this family farm near Walnut Grove. It was a great place to raise our family. It is safe, the Westbrook-Walnut Grove schools are great, neighborhood friends care about each other - it is perfect for this fourth generation "Charger" family.

The SWWC Board of Directors, administrative team and staff focus on providing programs and services that meet the needs of our regional public/parochial schools and city/county/other governmental agencies. We all "own a stake" in our organization that helps achieve the goals essential for its foundation of service, integrity and respect.

Is this enough? Is the future not ours to determine? Are not the actions and decisions that SWWC succinctly take now continuing to influence what happens tomorrow?

I sincerely thank you for your membership, your partnership, your organization on behalf of SWWC. Together, the plans we make and the people and the policies we influence matter because they define our kids' futures - truly the greatest blessings!

BOARD OF DIRECTORS



Maydra Maas, Chair  
Westbrook-Walnut Grove



Kathi Thymian, Vice-Chair  
Ortonville



Kathryn Kelly  
Renville County SWCD



Steve Schnieder  
Worthington



Maggie Kluver  
Montevideo



Jody Bauer  
Tracy Area



Don Brugman  
Windom



Matt Coleman  
Marshall



Mike Zins  
Fulda



Darin Balken  
Prairie Lakes Youth Program



Tom Walsh  
KMS



David Kilpatrick  
New London-Spicer

Members of the SWWC Board of Directors are elected from our membership.

SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE



Education & Administrative Resources

GOVERNANCE

SUPERINTENDENTS' EXECUTIVE COUNCIL

- Chair: Dr. Chad Anderson, Tracy Area  
Vice-Chair: Scott Monson, Marshall  
Past Chair: Chris Sonju, Glencoe-Silver Lake  
Paul Bang, Heron Lake-Okabena  
Dan Deitte, Minneota & Ivanhoe  
John Dotson, BOLD  
Rick Ellingworth, Redwood Area  
Dr. Chris Fenske, Lakeview  
Ray Hassing, Round Lake-Brewster  
Dr. Luther Heller, Montevideo  
Dr. Jeff Holm, Willmar  
Brian Koslofsky, MACCRAY  
John Landgaard, Worthington  
Dennis Laumeyer, Benson  
Michelle Mortensen, Renville County West  
Ryan Nielsen, Canby  
Bruce Olson, Red Rock Central  
Luther Onken, Fulda & Murray County Central  
Shane Tappe, Dawson-Boyd  
Dr. Michael James, Mountain Lake Christian  
Dr. Sharon Kabes, Southwest Minnesota State  
Dr. Terry Gaalswyk, Minnesota West

The Superintendents' Executive Council provides advice and support to SWWC Administration and the Board of Directors.



# SWWC FINANCIAL RESOURCES

Our core values of service, integrity and respect are the foundation for all we do, including our efforts to be great financial stewards of the resources we are given to serve our members.

With an agency-wide culture of innovation and entrepreneurship, we have added several new programs and services over the past several years.

In the 2016-17 fiscal year, our budgeted expenditures increased by 9.4% from the previous year, while our budgeted revenues increased 9.4% to \$33.2 million.

In addition, our Insurance Pool budgeted revenues increased 0.12% to \$85.3 million.

By leveraging large programs to pay for small programs, remaining fiscally responsible and nurturing our partnerships, SWWC continues to grow and expand services to meet the needs of our members.

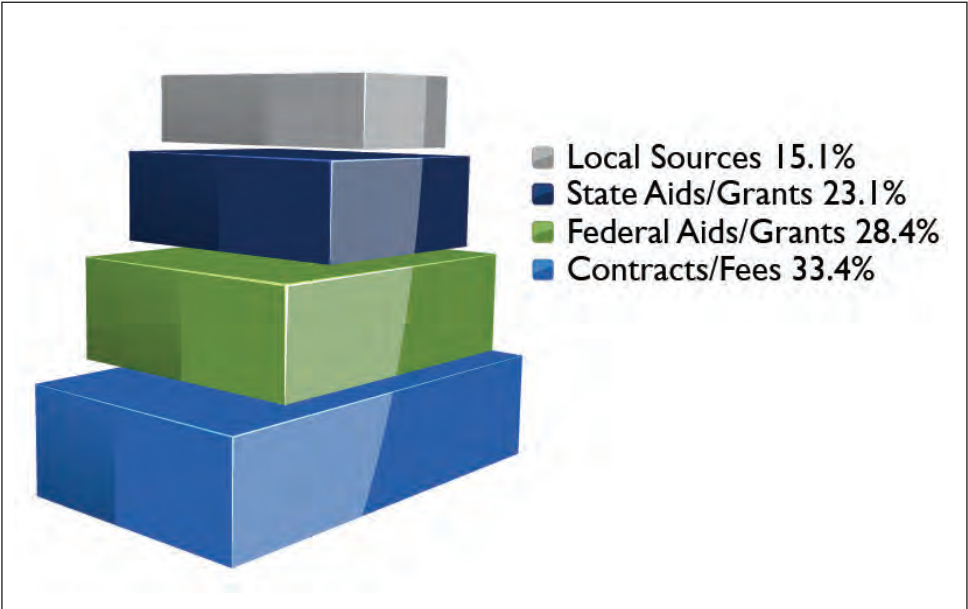
SWWC practices strict accounting principles to ensure the highest level of financial integrity. Comprehensive annual audits and budget oversight by key advisory groups are examples of financial accountability.



### 2016-17 Budgeted Resource Distribution

Local Sources	\$ 5,007,189
State Aids/Grants	\$ 7,642,624
Federal Aids/Grants	\$ 9,421,031
Contracts/Fees for Services	\$11,083,651
<b>TOTAL</b>	<b>\$33,154,495</b>

Insurance Pool	\$85,383,800
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By stretching dollars through economies of scale, we help provide access to programs and services not readily available to our members without our efforts.

This financial information was taken from the 2016-17 SWWC Final Budget approved by the Board of Directors. Complete copies of audited financial statements are available at the SWWC office.



Our shared services model helps school districts, cities, counties and other governmental agencies operate more efficiently and cost effectively.

Working together with our members to bring equal opportunities for students and communities in southwest and west central Minnesota.





# SWWC GREAT people doing GREAT things!

We have a highly skilled and talented group of professionals who embrace our core values in all they do.

Over 320 regular employees work throughout the 18 counties of southwest and west central Minnesota. Staff are located in our office and school locations, as well as right in the school district(s) they serve!

## Employee retention is important to us!

The average length of service for current staff is 6.3 years!

- 21 have worked over 20 years
- 25 have worked 15-19 years
- 25 have worked 10-14 years

## Advanced Education

Six of our staff have a Ph.D. and 106 have a master's degree!

## Executive Leadership Team

Cliff Carmody, Executive Director

Deecy Jesse, Executive Assistant

Doug Deragisch, Senior Director of Risk Management Services

Lisa Gregoire, Senior Director of Teaching and Learning Services

Darin Jensen, Senior Director of Administrative Services

Tish Kalla, Director of Alternative Programs

Shelly Maes, Manager of Member Services

Annette Miller, Director of Finance

Dr. Mary Palmer, Senior Director of Special Education Services

Tammy Stahl, Director of Human Resources



SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE

# SWWC

Education & Administrative Resources

Office Locations: Marshall, Pipestone, Willmar and Windom  
School Locations: Belview, Cosmos, Pipestone, Willmar and Windom

[www.swsc.org](http://www.swsc.org)



Camp Aspire

The goal of Camp Aspire is to help campers gain knowledge and aspire to future and continued growth. Camp Aspire also teaches and supports positive social skills while helping youth create and maintain friendships. Camp Aspire targets 5 core areas: academics, social-emotional development, community, character and values, and exploration.

Campers enjoy activities like technology, music, theater, sports and more. Campers learn in fun, hands-on ways about all kinds of topics including science, reading, spelling, math, social studies and more - all while making friends and exploring the community! Camp Aspire is run by licensed educators who are passionate and experienced in working with youth to provide meaningful learning opportunities!



Mental Health Consultant Services

The staggering statistic shown here leaves many adults feeling ill-equipped to handle mental health challenges with youth.

The 2016-17 school year was the first year of a new training and consultation service aimed at empowering and preparing adults to understand and respond to youth mental health issues.

Paige Thompson, Mental Health Consultant, traveled to many schools, offered support to staff and students, and provided hands-on training to help produce positive results in challenging situations.

For more information on how this service could benefit your school or organization, please visit [www.swsc.org/MentalHealth](http://www.swsc.org/MentalHealth).



JUNE						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JULY 2017

AUGUST						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
2	3	SWWC Closed Independence Day	4	5	6	7
9	Camp Aspire July 10-14 for K-2	11	12	13	14	15
16	Camp Aspire July 17-21 for Grades 3-6	18	19	20	21	22
23	24	25	26	27	28	29
30	31					





### Technology Integration

Many member school districts have taken part in our Technology Integration Services in one form or another since its creation nearly a decade ago. In that time, one thing has become clearly evident: the need for continuous professional development for staff and access to highly-qualified and industry certified leaders in the field of Education Technology. This is a necessity for schools of every size and educators at every grade level!

### SWWC's Technology Integration Specialist

**Kara Damm**

Bachelor's Degree in Computer Science, K-12

Master's Degree in Educational Technology

SMART Board Certified Trainer AND Google for Education Certified Trainer

Kara's devotion to Education Technology and passion to continually research and advance in her field makes SWWC's offerings some of the most leading edge and valuable in the multi-state region. Kara's job is to bring this devotion and passion to our members - to help schools advance the use of technology to enhance curriculum in classrooms across our region! Contact Kara for more information: [kara.damm@swsc.org](mailto:kara.damm@swsc.org).



JULY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

# AUGUST 2017

SEPTEMBER						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Children's Vision and Learning Month		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	SWWC Staff Fall In-Service, Marshall	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		





Spelling Bee  
Winning Word:  
NOSTRIL

Knowledge Bowl  
Q: What South  
American river flows  
past Montevideo,  
Uruguay?  
A: Rio de La Plata

### Student Enrichment - Helping Students Find Their Passion in Life

Each year SWWC coordinates many different conferences and competitions for students ... and 2016-17 proved to be another busy year!

Conference for  
Young Artists: 1,027

Conference for  
Young Writers: 723

Science & Nature  
Conference: 1,484

Regional Spelling Bee  
Grades 5-8  
Student Participation  
Regional Bee: 32  
Local Bees: 4,593

JH Knowledge Bowl  
34 schools  
96 teams - 429 students  
  
SH Knowledge Bowl  
37 schools  
109 teams - 468 students

Children's Author &  
Illustrator Program  
Grades K-6  
13 schools  
3,291 students

Creative Writing  
Contest  
Grades 3-12  
16 schools  
194 students  
284 entries

More details about all of our student enrichment programs can be found at [www.swsc.org/studentactivities](http://www.swsc.org/studentactivities).

### AUGUST

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### OCTOBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

# SEPTEMBER 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
	National Payroll Specialist and Bookkeeper Appreciation Week					
3	SWWC Closed Labor Day	4	5	6	7	8
10	11	12	SWWC Fall Health Conference, Redwood Falls 13	14	15	16
17	18	National IT Professionals Day 19	20	21	22	23
	National Deaf Awareness Week					
24	Fall Knowledge Bowl Coaches Meeting, Marshall 25	26	Conference for Young Artists Early Registration Deadline 27	28	29	30





The **Cooperative Purchasing Connection** at SWWC helps fulfill our members’ purchasing needs while making the buying process more efficient. A wide variety of products are available with our program, including technology, facilities and grounds, office and classroom supplies, furniture, athletics, copiers, food and kitchen supplies, instructional resources, professional services, security, software and vehicles.

Vendor contracts are established through a formal bid process conducted by the Minnesota Service Cooperatives (MSC) or negotiated contracts. By partnering with reputable vendors and combining the purchasing power of service cooperative members across the state, we are able to offer a wide variety of high quality products and services with excellent volume discounts.

In addition to the excellent pricing, purchasing from our partnered vendors satisfies Minnesota competitive bidding requirements, saving you time, money and resources.

Visit [www.cpcexpress.org](http://www.cpcexpress.org)  
to start shopping and saving!



SEPTEMBER						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

# OCTOBER 2017

NOVEMBER						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3 Marshall Southwest Minnesota Career Expo Worthington	4 Conf for Young Artists Final Registration Deadline	5	6	7
8	9 Columbus Day	10	11 Administrative Professionals Workshop, Marshall	12	13	14
15	16 National Boss's Day	17	18	19 MEA	20 MEA	21
22	23	24	25	26 24th Annual For Young Artists Conference	27	28
29	30	31 Halloween Spelling Bee Early Registration Deadline	National Principals Month	National Physical Therapy Month	National Audiology Awareness Month	National Bullying Prevention Month



Project-Based Small Businesses at SWWC Learning Centers

Students at the Belview Learning Center started a heat press business in 2014 as an opportunity to practice leadership skills in a real-world setting. Bel-Youth Press students create t-shirts, mugs, bags and other items for purchase.

In the fall of 2015, high school students at the Red Rock Ridge Learning Center started a business called Glassy Treasures. Students design and create exquisite bottles and glassware for purchase.

The students are very proud of the businesses and work hard to satisfy each customer!

Bel-Youth Press: 507-938-4111

Glassy Treasures: 507-831-6935



OCTOBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2017

DECEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
National Entrepreneurship Month				1 Early Registration Deadline Children's Author & Illustrator Program	2 3	4
		Spelling Bee Final Registration Deadline Annual Carl Perkins Business Teacher Meeting	Annual Carl Perkins FACS Teacher Meeting	2 Final Registration Deadline		
Daylight Savings Ends 5	6	7	8	9	10	Veteran's Day 11
	American Education Week and School Psychology Week					
12	13	14 Conference for Young Writers Early Registration Deadline	15	16	17	18
19	20	21 Conference for Young Writers Final Registration Deadline	22	SWWC Closed Thanksgiving 23	SWWC Closed 24	25
26	27	28	29	30	Order from Glassy Treasures and Bel-Youth Press by November 30 to ensure delivery for the holidays!	



Regional HR Support

Regional HR Support is a joint effort between RMIC/ESV Regions I, II, III, IV and V. Regional HR Support services include triannual newsletters and group webinars, in-person training sessions, a best practices/Q&A discussion board and a support email where HR-related questions can be asked. Any member school district of these RMIC/ESV regions can access these services, as well as a website with the newsletter archive, webinar recordings and training handouts.

Some of the hot topics on the discussion board this year related to:

- Military Leave and Veteran's Preference
- Family and Medical Leave Act (FMLA)
- Fair Labor Standards Act (FLSA)
- Online Applicant and Employee Tracking Systems
- Job Descriptions and ADA
- Background Checks
- 1095 Questions
- Cell Phone Benefits
- New Hire Paperwork and Onboarding
- Comparison of Employee Manuals and Benefits




For more information about Regional HR Support, contact **RegionalHRSupport@swsc.org**.



NOVEMBER						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2017

JANUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	 7	8	9
10	11	12	13	14	15	16
17	JHKB Region 6 Sub-Regional  18	JHKB Region 8 Sub-Regional  19	20	21	22	23
24	SWWC Closed					
New Year's Eve 31	Christmas 25	26	27	28	29	30





Senior High Knowledge Bowl - GSL State Champs!



Conference for Young Artists



SWWC Educational Learning Centers

### Online Type III Driver Training

Did you know SWWC offers an affordable, easy to use, online Type III Driver training program? All school districts around the state provide transportation to students. Many schools utilize Type III vehicles (such as minivans or SUVs) for transporting ten or fewer students for sports and events such as Knowledge Bowl and student conferences and competitions. When utilizing these types of vehicles, there are regulations that schools must follow to be in compliance and ensure student safety. Among the regulations is a requirement for an annual training for drivers.

SWWC has provided an Online Type III training program for seven years. So far, an average of over 500 staff from 25 school districts across the state have taken this training each year and participation is still growing! Training is online and offers staff flexibility to complete the training at their convenience. The training consists of a video, a test for understanding, personal feedback, and a certificate upon completion. The entire process is done 100% electronically! If your district hasn't tried it yet, give us a call or visit [www.swsc.org/Typelll](http://www.swsc.org/Typelll).



Junior High Knowledge Bowl



Senior High Knowledge Bowl

### DECEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

### FEBRUARY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

# JANUARY 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	SWWC Closed  New Year's Day		26th Annual CONFERENCE FOR YOUNG WRITERS	IHKB Super Regional		
7	8	9	10	11	12	13
					CREATIVE WRITING CONTEST Submission Deadline	
14	Martin Luther King, Jr. Day	16	17	18	19	20
21	22	23	24	25	26	27
						Paraprofessional Recognition Week - watch MDE's website for dates!
28	29	30	31			



February is Career and Technical Education Month!  
(And SWWC has a whole lot of CTE going on!)



The **Culinary Skills Challenge**, sponsored by Schwan's, features high school students showcasing their culinary skills through hands-on competitions and seminars.

The **Digital Photography Competition** provides an opportunity for students to share their work and learn from industry professionals.

The **Southwest Minnesota Career Expo** is an interactive career exploration event featuring hundreds of area employers. Expos are held in Marshall and Worthington. The Expos are sponsored by the Southwest Minnesota Workforce Council.

An **Introduction to Medical and Health Careers** course began in January 2017. Students from five high schools (Lakeview, MACCRAY, Montevideo, RCW and YME) formed a class that met several times a week. They engaged in lab experiences, went on field trips, had guest speakers, and participated in community-based job shadowing experiences.



JANUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2018

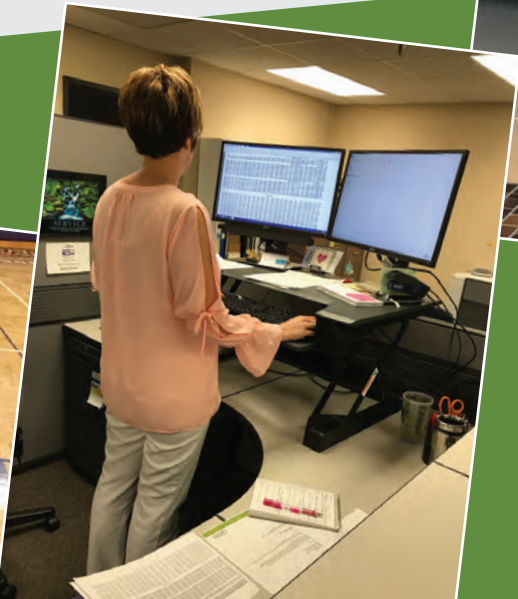
MARCH						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Career and Tech Ed Month				1	2	3
	School Counseling Week					
4	5 Redwood Falls SPELLING BEE	6	7 SWWC Annual School Law Seminar, Marshall	8	9	10
11	12	13	Valentine's Day 14	15	16	17
18	President's Day 19	20	21	22	SHKB Region 6 Sub-Regional	24
25	26	27	28			





# Creating a Culture of Health



# Promoting Healthy Lifestyle Activities



## Health and Wellness

SWWC's health insurance pools are member-owned and locally managed by its members. SWWC has been managing pooled insurance programs since 1983. The pools provide low costs to all pool members by aggregating purchasing (which reduces cost and creates real purchasing clout with BCBS and its participating medical providers). The pools provide the low administrative cost savings of a self-insured plan while providing the protection of a fully insured program.

At SWWC, we know that employees spend a majority of their time at work. That's why we strive to help members of our Insurance Pools lay the groundwork in creating a culture of health in the workplace that supports overall well-being. We want to make the healthy choice the easy choice. Our initiatives are designed with both the employer and employee in mind, which is why we offer support for programmatic activities, incentive campaigns, on-site biometric screenings and built-environment sustainability.

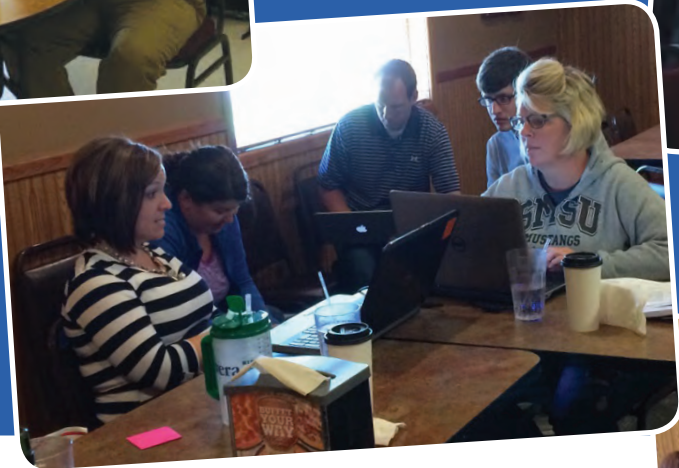
FEBRUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

# MARCH 2018

APRIL						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Brain Injury Awareness Month				1	 SHKB Region 8 Sub-Regional 2	3
	School Social Worker Week					
4	 SHKB Region 8 Sub-Regional 5	 SHKB Region 6 Sub-Regional 6	7	 SHKB Region 8 Regional 8	9	10
Pre-Conference Redwood Falls  Conference Redwood Falls Daylight Savings Begins	12	13	14	15	 SHKB Region 6 Regional 16	17
	Children's Author and Illustrator Program					
18	19	Science & Nature Conference Early Registration Deadline 20	21	22	23	24
25	26	Science & Nature Conference Final Registration Deadline 27	28	29	SWWC Closed 30	31





## A New Teaching & Learning Collaborative

A new SWWC teaching and learning collaborative began in 2016-17 with eight participating school districts: Comfrey, Heron Lake-Okabena, Hills-Beaver Creek, Edgerton, Ellsworth, Murray County Central, Red Rock Central and Westbrook-Walnut Grove. The administrators for the school districts worked together to shape the direction of the collaborative through regular meetings.

During the 2016-17 school year, math and English Language Arts teachers for grades 3-8 met quarterly to collaborate with each other around best teaching practices, to review relevant data and to focus on state standards.

For the 2017-2018 school year, the collaborative will continue to have teachers meet in grades 3-8, focusing on English Language Arts and math. Additionally, the collaborative will have science teachers and career and technical education teachers start to meet. The south collaborative will also have a joint in-service in the 2017-2018 school year, bringing teachers together for motivation and continued sharing of best practices.

For more information on SWWC's teaching and learning collaboratives, visit [www.swsc.org/teachingandlearning](http://www.swsc.org/teachingandlearning).



### MARCH

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

# APRIL 2018

### MAY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Easter 1	SWWC Closed 2	3	4	 5	6	7
8	SWWC Behavior Conference, Marshall 9	SWWC Behavior Conference, Brookings 10	SWWC School Business Conference, Marshall 11	SHKB State Competition  12	SHKB State Competition 13	14
15	16	17	18	19	20	21
 Awards Ceremony 22	23	24	Administrative Professionals Day 25	26	27	28
29	30		Autism Awareness Month	Occupational Therapy Month	Mathematics Awareness Month	School Library Month





Recruiting, Recruiting, Recruiting!

Recruiting has been a focus area this past year at SWWC! Abby Polzine, Recruitment Specialist, has been working on multiple projects to ensure successful recruiting efforts.

Social Media Presence

Where are 90% of candidates applying for jobs? Where does an individual typically stumble across a new career opportunity? On the internet. Why wouldn't any employer use social recruiting as its main tool to attract future employees? It offers the largest audience in the fastest amount of time, regardless of which platform used. SWWC has integrated social media into our job posting process. We also used social media as a means of employee recognition by posting award winners, new employee introductions and recognizing SWWC staff for their GREAT work!



Career Placement Website

We created a site where a candidate's next career finds them! Developed for both passive and active job seekers, this free service gives users easy access to career openings that are tailored to meet their needs. New users simply have to create an account entering in their information and credentials; a process that takes no more than 5 minutes. Once complete, they are notified via email of any new job posting that matches their credentials and they are qualified for! Users can log in at any time to view current job postings. When interested in a job, the user merely clicks on the link provided and will be brought to that organization or school district's application site!

Discipline-specific Recruitment Videos

Check out our School Psychologist recruitment video, posted on the School Psychology section of our website. We showcased this at recruiting events, sent it to School Psychology university programs and presented it to all potential candidates to encourage them to join our team of GREAT people doing GREAT things!



Find more information at [www.swsc.org/careers](http://www.swsc.org/careers).



APRIL						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY 2018

JUNE						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Better Hearing and Speech Month	Global Employee Health and Fitness Month					
		1	2	3	4	5
	Teacher Appreciation Week and Children's Mental Health Awareness Week					
6	7	National Teacher Appreciation Day	Science & Nature Conference 24th Annual Ntl School Nurse Day	10	11	12
Mother's Day 13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	SWWC Closed					
	Memorial Day 28	29	30	31		



SERVICE TO OUR MEMBERS

Full membership is open to all public school districts, cities, counties and other governmental agencies within our 18 county region.

Associate membership is open to a) non-public schools and other partnership agencies and organizations within our region and b) public and non-public schools, cities, counties, partnership agencies, non-profit organizations and other governmental agencies outside our region.

PUBLIC, PRIVATE & CHARTER SCHOOL MEMBERS

Adrian  
ACGC  
BBE  
Benson  
BOLD  
Buffalo Lake-Hector-Stewart  
Canby  
Cedar Mountain  
Central MN Christian  
Clarkfield Area Charter  
Comfrey  
Dawson-Boyd  
E.C.H.O. Charter  
Eden Valley-Watkins  
Edgerton  
Ellsworth  
Fulda  
Gibbon-Fairfax-Winthrop  
Glencoe-Silver Lake  
Hendricks  
Heron Lake-Okabena  
Hills-Beaver Creek

Holy Redeemer, Marshall  
Hutchinson  
Ivanhoe  
Jackson County Central  
KMS  
Lac qui Parle Valley  
Lake Benton  
Lakeview  
Lester Prairie  
Litchfield  
Luverne  
Lynd  
MACCRAY  
Marshall  
Milroy  
Milroy Area Charter  
Minneota  
Montevideo  
Mountain Lake  
Mountain Lake Christian  
Murray County Central  
New London-Spicer

Ortonville  
Pipestone Area  
Red Rock Central  
Redwood Area  
Renville County West  
Round Lake-Brewster  
RTR  
St. Edward, Minneota  
St. Mary's, Bird Island  
St. James  
Samuel Lutheran, Marshall  
Sleepy Eye  
Southwest Christian, Edgerton  
Springfield  
Tracy Area  
True Light Christian, Marshall  
Wabasso  
Westbrook-Walnut Grove  
Willmar  
Windom  
Worthington  
Yellow Medicine East



HEALTH INSURANCE SUBSCRIBERS

As of July 1, 2017, over 120 schools, cities, counties and other governmental agencies subscribe to health insurance services for their employees through a self-funded member-owned insurance pool.

SOUTH DAKOTA COOPERATIVE PURCHASING MEMBERS

Over 70 schools and agencies located in South Dakota are members of our Cooperative Purchasing Program, taking advantage of the best pricing available from our vendors.

MAY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE 2018

JULY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
Father's Day 17	18	19	20	21	22	23
24	25	26	27	28	29	30



SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE



*Education & Administrative Resources*

SWWC is dedicated to providing unparalleled education and administrative services, innovative solutions and uncompromising support to our members and the communities we serve with integrity, respect and responsive action.

## MISSION

We support and enhance the work of our members by providing programs and services that meet their needs.

## VALUES

Service Integrity Respect

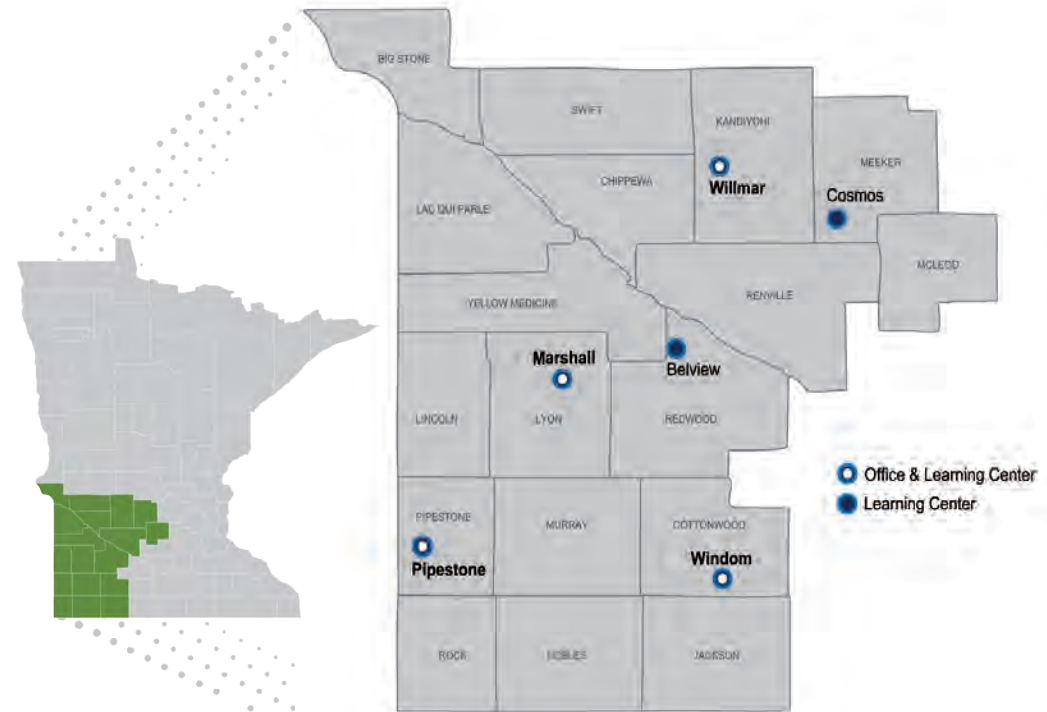
**WWW.SWSC.ORG**

**1420 East College Drive  
Marshall, MN 56258  
507-537-2240**



SWWC is a member of The Minnesota Service Cooperatives, an association of nine educational service agencies in Minnesota.

## SERVICE AREA



Our geographic boundaries cover the 18 counties of southwest and west central Minnesota, but our programs and services span beyond those boundaries. Our main office is located in Marshall, with other office locations and educational learning center locations throughout the region.