

# Unity First

Volume 15 Number 9

Leadership/Education

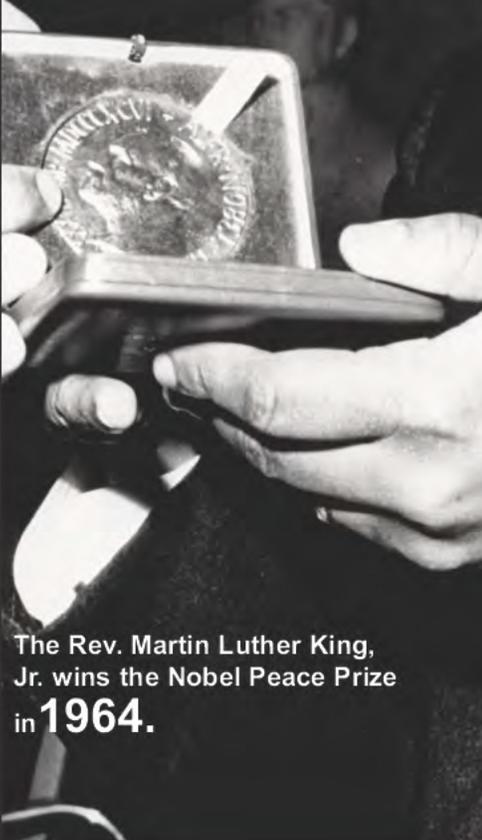


President Barack Obama wins the Nobel Peace Prize in **2009.**

photo by Pete Souza



**Common Ground:**  
The legacy of leadership



The Rev. Martin Luther King, Jr. wins the Nobel Peace Prize in **1964.**

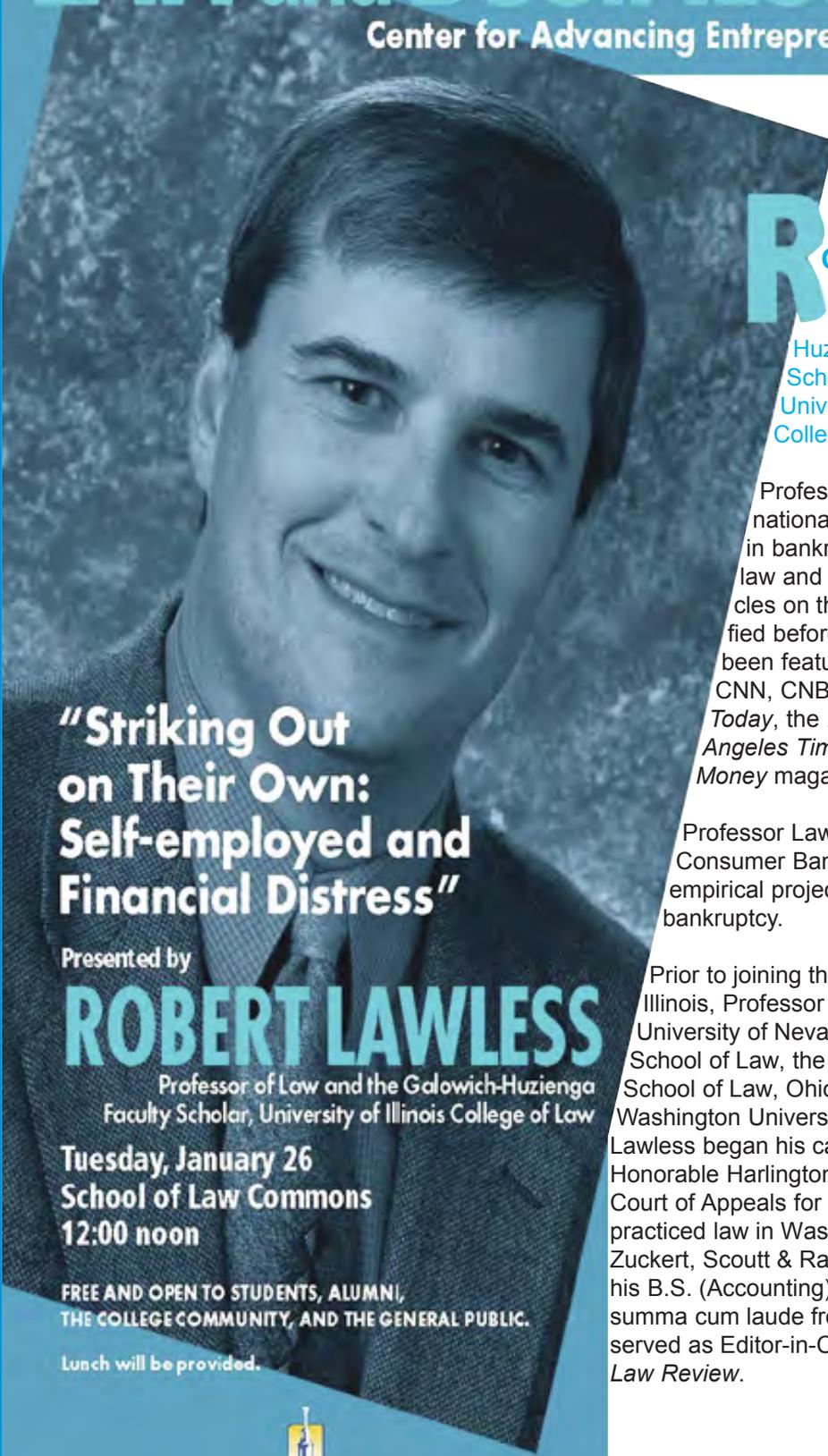


Ralph Bunch wins the Nobel Peace Prize in **1950.**

WESTERN NEW ENGLAND COLLEGE

# LAW and BUSINESS

Center for Advancing Entrepreneurship



## “Striking Out on Their Own: Self-employed and Financial Distress”

Presented by

### ROBERT LAWLESS

Professor of Law and the Galowich-Huzienga Faculty Scholar, University of Illinois College of Law

Tuesday, January 26  
School of Law Commons  
12:00 noon

FREE AND OPEN TO STUDENTS, ALUMNI,  
THE COLLEGE COMMUNITY, AND THE GENERAL PUBLIC.

Lunch will be provided.

**R**OBERT LAWLESS is a Professor of Law and the Galowich-Huzienga Faculty Scholar at the University of Illinois College of Law.

Professor Lawless is a nationally acclaimed expert in bankruptcy and corporate law and has published numerous articles on those two topics. He has testified before Congress, and his work has been featured in media outlets such as CNN, CNBC, the *New York Times*, *USA Today*, the *National Law Journal*, the *Los Angeles Times*, the *Financial Times*, and *Money* magazine.

Professor Lawless is a member of the Consumer Bankruptcy Project, a long-term empirical project studying persons who file bankruptcy.

Prior to joining the faculty at the University of Illinois, Professor Lawless held positions at the University of Nevada-Las Vegas William S. Boyd School of Law, the University of Missouri Columbia School of Law, Ohio State University, and Washington University in St. Louis. Professor Lawless began his career as a Law Clerk for the Honorable Harlington Wood Jr., of the United States Court of Appeals for the Seventh Circuit and then practiced law in Washington, DC, with the firm of Zuckert, Scouff & Rasenberger. He received both his B.S. (Accounting) with highest honors and J.D. summa cum laude from the University of Illinois, and served as Editor-in-Chief of the *University of Illinois Law Review*.



# content



**PUBLISHERS/FOUNDERS-  
UNITY FIRST NEWS  
JANINE AND TOM FONDON**

### CONTRIBUTORS

Special Section Editor/Another Voice  
Editor - Tammy Sharif  
Mable Lene Sharif, columnist

Special Section Consultant  
Unity First News Boston - Patricia Spence

Photographer: Sherwin Anderson

### Unity First News

Mailing Address:  
P.O. Box 80837 Springfield, MA 01138

Street Address:  
682 Sumner Avenue,  
Springfield, MA 01108

Phone (413) 734-6444  
FAX (413) 737-1458

Email: [editors@unityfirst.com](mailto:editors@unityfirst.com)

*Unity First News is published by UnityFirst Direct, Inc. All Rights Reserved. Reproduction in whole or in part without written consent is prohibited. News or editorial content do not necessarily reflect the views or perspectives of Unity First News, UnityFirst.com, its publishers or advertisers. Letters, articles and comments appearing in the publication reflect the opinions of the contributor and do not constitute an endorsement by Unity First News or staff. Unity First News assumes no responsibility for photos, articles, letters, press release and unsolicited materials. Decision as to the editing and publishing of the materials are based on space availability and at the discretion of the publishers and editors. Advertising is accepted at the discretion of the publisher. Acceptance does not imply endorsement. All information contained herein is believed to be factual. We will not be responsible for any unsolicited materials.*

*Janine & Tom Fondon*



**Students at the Carroll School. See page 11.**

- Page 4**      *Reflections: President Obama on MLK*
- Page 5**      *Women's representation in senior roles*
- Page 7**      *Inspiring Youth*
- Page 9**      *Engaging Youth: STEM careers*
- Page 10**     *Education First*
- Page 11**     *The Carroll School*
- Page 12-13** *2010 - Goals and Trends*
- Page 14-16** *GlobalFEST*
- Page 18**     *First Health*
- Page 19**     *Business*
- Page 20**     *Focus on Mary, Mary*



**MLK p.4**



**Education, p.10**



**Deborah Gregory, p. 14**



**Mary, Mary, p.20**



*Photo by Charles Abel*

**Education First: Shown (left to right) are MacDuffie Head of School Kathryn Gibson, Lt. Governor Tim Murray, Janine and Tom Fondon. See page 9.**



# President Obama on Dr. King's Legacy

President Obama recently spoke about the life of the Rev. Dr. Martin Luther King, Jr. and the importance of persistence in achieving broader goals. Here is an excerpt from his MLK 2010 remarks at the Vermont Avenue Baptist Church in Washington, D.C.

"Like Dr. King said", noted President Obama, "We must accept finite disappointment but never lose infinite hope."

"Let us broaden our coalition, building a confederation not of liberals or conservatives, not of red states or blue states, but of all Americans who are hurting today, and searching for a better tomorrow. The urgency of the hour demands that we make common cause with all of America's workers -- white, black, brown -- all of whom are being hammered by this recession, all of whom are yearning for that spring to come.

"It demands that we reach out to those who've been left out in the cold even when the economy is good, even when we're not in recession -- the youth in the inner cities, the youth here in Washington, D.C., people in rural communities who haven't seen prosperity reach them for a very long time. It demands that we fight discrimination, whatever form it may come. That means we fight discrimination

against gays and lesbians, and we make common cause to reform our immigration system.

"And finally, we have to recognize, as Dr. King did, that progress can't just come from without -- it also has to come from within. And over the past year, for example, we've made meaningful improvements in the field of education."

## Progress

"Progress will only come if we're willing to promote that ethic of hard work, a sense of responsibility, in our own lives. I'm not talking, by the way, just

---

**"Progress will only come if we're willing to promote that ethic of hard work, a sense of responsibility, in our own lives.**

---

to the African American community. Sometimes when I say these things people assume, well, he's just talking to black people about working hard. No, no, no, no. I'm talking to the American community. Because somewhere along the way, we, as a nation, began to

lose touch with some of our core values. You know what I'm talking about.

"We became enraptured with the false prophets who prophesied an easy path to success, paved with credit cards and home equity loans and get-rich-quick schemes, and the most important thing was to be a celebrity; it doesn't matter what you do, as long as you get on TV. That's everybody.

"We forgot what made the bus boycott a success; what made the civil rights movement a success; what made the United States of America a success -- that, in this country,

good father and good mother. Sometimes it's hard to be a good neighbor, or a good citizen, to give up time in service of others, to give something of ourselves to a cause that's greater than ourselves -- as Michelle and I had urged folks to do to honor and celebrate Dr. King.

"But these are sacrifices that we are called to make. These are sacrifices that our faith calls us to make. Our faith in the future. Our faith in America. Our faith in God.

"And on his sermon all those years ago, Dr. King quoted a poet's verse: 'Truth forever on the scaffold...Wrong forever on the throne...And behind the dim unknown stands God within the shadows keeping watch above his own.'

"Even as Dr. King stood in this church, a victory in the past and uncertainty in the future, he trusted God. He trusted that God would make a way. A way for prayers to be answered. A way for our union to be perfected. A way for the arc of the moral universe, no matter how long, to slowly bend towards truth and bend towards freedom, to bend towards justice. He had faith that God would make a way out of no way."

## Purpose

"Sometimes it's hard to be a

A newly released report finds that African Americans and Latinos are experiencing the brunt of the economic recession, from joblessness to foreclosures and that targeted economic policies are required to address the racial economic divide in the U.S.

The report, entitled *State of the Dream 2010: Drained – Jobless and Foreclosed in Communities of Color*, is the seventh annual Martin Luther King, Jr. Day report from United for a Fair Economy (UFE).

In December 2009, The Congressional Black Caucus (CBC) boycotted a financial reform vote, demanding that more be done to support Black communities in crisis. The CBC's action was an important step, garnering \$6 billion for targeted investments in the House, but *State of the Dream 2010* suggests that much more needs to be done.

"As recent unemployment



## Economic policies must be targeted to address racial gaps

statistics confirm, the broad-based economic recovery policies are not reaching those who need it most, including people of color," said Brian Miller, Executive Director of UFE and a co-author of the new report.

"Our report contains ample evidence to conclude that without targeted policies, such as those proposed by the CBC, we will never reduce the wide gaps of income and wealth between races."

In December, unemployment for African-Americans and Latinos jumped to levels higher than any annual rate in 27 years.

Ajama Dillahunt, co-author of the report and UFE Board member, explains, "Families survive unemployment better or worse depending on how much of a cushion they have, and African American and Latino families entered the recession with a dangerously low median net worth. In 2007, Blacks had only a dime of assets for every white dollar."

The *State of the Dream 2010* report contains a broad range of accessible data and analysis about the current racial disparities of unemployment, income, poverty, wealth, and foreclosures. It includes

policy suggestions that would target communities most deeply devastated by the current recession.

"A good model is how we prepare for a potential flu epidemic," says Mike Prokosch another co-author and UFE Board member. "We give vaccines to the most vulnerable populations first. Economic policies should follow the same approach."

United for a Fair Economy is a non-partisan organization that helps people of all races, ethnicities and classes work to reduce economic inequality.

## Update: Women's representation in senior leadership roles

A newly released research study measuring employee development and contribution by global talent development firm Novations Group, Inc.

([www.novations.com](http://www.novations.com)) found that women continue to be underrepresented in strategic and leadership roles. The research also shows that women self-rate their contribution slightly lower than men.

The white paper *Close the Gap: Overcoming Gender Differences in the Workplace*, investigates the discrepancies, explores some of the root causes, and recommends competencies women need to develop to overcome the perceived discrepancies.

Novations partnered with several leading organizations to study employee development and contribution.

The research exposed a

higher representation of women in Stage 3 roles, more traditional manager roles, but a lower representation of women in Stage 4 roles, those focused on contributing strategically.

Additionally, the research shows that women self-rate their contribution slightly lower than men.

This means that men more regularly identified their contribution as Stage 3, or more influential and working through others, while women saw their contribution as more Stage 2, or less strategic.

"The underrepresentation of women in senior leadership positions has been well documented, but what was surprising was the discrepancy between the self-ratings of men and women," said Paul Terry, vice president of Global Partnerships for Novations.

"It certainly calls into question that there may be a correlation between this mindset amongst women and perceptions about their contribution from male counterparts."

### **Potential causes and strategies to overcome the discrepancies**

The research findings and thirty years of development work allow us to provide insights into the potential root causes of the ratings discrepancies:

**Socialized modesty:** a plausible explanation is that women have been socialized to be modest about their work, particularly in areas traditionally deemed as "men's work."

**Reluctance to showcase their own skills:** women

who do not self-promote are less likely to have their skills, abilities, and successes accurately assessed because these skills, abilities, and successes may be less visible.

**Different work styles:** We need to consider that women tend to go about their work so differently that the benefits of their unique approaches to work go unmeasured—or unnoticed.

*Close the Gap* outlines strategies women can embrace to achieve parity; from focusing on developing specific leadership competencies, to mastering the art of self-promotion. The complete recommendations and white paper can be accessed online at: <http://www.novations.com>.

**Diversity Staffing Pros, LLC  
presents  
Cornell University ILR  
Diversity Management Program Workshops:  
Boston Series II**



Cornell University

**New Classes!**

Note: Series II classes are being offered a la carte

**Workshop: Generational Diversity REGISTER NOW!**

**When: February 18, 2010**

Fee: \$895.00

Who: Anyone who works in a diverse workplace and needs to improve their understanding of generational differences

**Workshop: Facilitating Diversity Dialogues REGISTER NOW!**

**When: February 19, 2010**

Fee: \$895.00

Who: Managers, diversity councils, diversity facilitators, affinity groups, teachers and educators, diversity professionals

**Workshop: Effective Affinity Groups REGISTER NOW!**

**When: March 25, 2010**

Fee: \$895.00

Who: EEO, AA, diversity and other HR specialists with diversity responsibility; members of diversity councils or affinity groups; diversity consultants; anyone who wants to know how to create affinity groups

**Workshop: Developing & Managing an Effective Supplier Diversity Management Program REGISTER NOW!**

**When: March 26, 2010**

Fee: \$895.00

Who: Purchasing managers, purchasing officials, supplier diversity managers, diversity professionals, and others responsible for supplier diversity and supply chain management

**What: The Essentials of Developing & Delivering Diversity Training REGISTER NOW!**

**When: April 29 - 30, 2010**

Fee: \$1595.00

Who: HR, EEO/AA, diversity managers, consultants, and anyone with responsibility for training

**What: Strategic Diversity Recruiting REGISTER NOW!**

**When: May 27, 2010**

Fee: \$895.00

Who: EEO, AA, diversity, and other HR generalists and specialists who want to learn how to make diversity work for them in the performance of their responsibilities

**What: Strategic Diversity Retention REGISTER NOW!**

**When: May 28, 2010**

Fee: \$895.00

Who: Managers, recruiters, diversity councils, EEO, AA, diversity, and other HR generalists and specialists who want to learn how to make diversity work for them in the performance of their responsibilities

Class Location: **Liberty Mutual Group, 175 Berkeley Street,  
Boston, MA** Register online at [www.diversitystaffingpros.com](http://www.diversitystaffingpros.com) Questions?  
Call Diversity Staffing Pros @ 617-267-0047 TODAY  
**Enrollment is limited.**





The President honored 100 winners of the Presidential Early Career Award for Scientists and Engineers (PECASE), the highest award bestowed by the U.S. Government upon scientists and engineers in the early stages of their independent research careers. The President's meeting with the PECASE winners showcased this Administration's recognition that America's global leadership in science and technology is not automatic, but depends on constantly cultivating new generations of ambitious and dedicated explorers in the sciences and engineering. And of course that national nourishing of curiosity starts even earlier than that, in the way we teach children about science, technology, engineering and mathematics. That's why this event resonates strongly with those of last week, when the President announced an expansion of the "Educate to Innovate" campaign to encourage and inspire young students to pursue studies in science, technology, engineering and math (STEM). (Photo by Lawrence Jackson).

As communities and families pledge to keep the dream of the Reverend Martin Luther King, Jr. alive, there must be a commitment to inspire youth to focus on math and science. More importantly, more African American and Latino students must be encouraged to excel in those disciplines as well as explore engineering and technology careers.

Tapping diverse students will be key to building a more competitive workforce here in the U.S.

### Brain Drain

The Chronicle of Higher Education recently referenced the 'brain drain' now experienced in the U.S. In fact, a professor of mathematical biology at Arizona State University Carlos Castillo-Chavez said, "For the first time in history, we are experiencing the brain drain that other countries have experienced. Reverse immigration of Chinese and Indian scientists and mathematicians who stud-

## Best Practice

### Inspiring youth to focus on math and science

ied and worked in the United States but are now returning to their home countries will heighten the need for developing talent among U.S. citizens."

#### Talent needs

Castillo-Chavez also noted that, "...institutions like Harvard University and the Massachusetts Institute of Technology cannot produce enough math and science graduates to meet the country's needs...so as he says, "it will fall to institutions with more modest resources to close the gaps."

Above all, he notes that "We have to produce large numbers of extremely well-qualified scientists and mathematicians."

Edward Gordon, author of "Winning the Global Talent

Showdown" and "The 2010 Meltdown: Solving the Impending Job Crisis," also notes that "In an era of unemployment heading toward 10 percent, the U.S. has one million to three million vacant jobs, with 75% of those jobs technology-based. We don't have a labor shortage in this country. We have a talent shortage."

Gordon notes that "While 123 million high-skill workers are needed for those high-paying jobs, only 50 million Americans are technologically skilled enough for those jobs."

In agreement with Castillo-Chavez, Gordon similarly notes that, "While the U.S. has been able to import enough workers of high educational achievement, to cover lower U.S. birth

rates and education achievement, those workers are now returning to their home countries."

The next question is, "Where are the teachers?" to prepare U.S. students for the future opportunities

#### Lack of teachers

According to many reports, the U.S. now has a shortage of teachers in science and math and the number of African American and Latinos students are underrepresented at every level from elementary to graduate school.

Given the world's focus on technology, science, engineering and math, skills are critical to the success and survival.

#### Today's imperative

Today's imperative is to encourage our youth to focus on math, science and engineering as means to support our cities, towns and country.

## Inspiring teachers

As part of his “Educate to Innovate” campaign to lift American students to the top of the pack in science and math achievement over the next decade, President Obama announced several new and innovative partnerships involving major companies, universities, foundations, non-profit organizations and government agencies designed to attract, develop, reward and retain outstanding educators in science, technology, engineering, and mathematics (STEM).

Also recently, the President honored more than 100 outstanding math and science educators—the latest winners of Presidential awards for excellence in STEM teaching and mentoring.

“The quality of math and science teachers is the most important single factor influencing whether students will succeed or fail in science, technology, engineering and math,” President Obama said.

“Passionate educators with issue expertise can make all the difference, enabling hands-on learning that truly engages students—including girls and underrepresented minorities—and preparing them to tackle the grand challenges of the 21st century such as increasing energy independence, improving people’s health, protecting the environment, and strengthening national security.”

The individuals who received the Presidential Award for Excellence in Mathematics and Science Teaching from Massachusetts are: Erin Flynn, Roslindale, MA and Deborah Seaver, Milford, MA.

See their stories on this page.

**Erin Flynn - Reflections****Boston Public Schools**

The Presidential Award is a celebration of the art and science of teaching. The talented and passionate teachers that I had from kindergarten through college inspired me to go into this field.

The support of caring and thoughtful colleagues helped me stay committed to this career path. The wonder and excitement of my students makes me excited to go to work each day. I am so grateful to these teachers, my students, their families, and my own family--I share this great honor with all of them.

**About Erin Flynn**

Erin Flynn has been teaching for eight years in urban public schools. She is currently a science specialist for kindergarten through fifth grade at John D. Philbrick Elementary School, which is part of Boston Public Schools. She also serves as a teacher leader within the district.

An elementary school science specialist, Mrs. Flynn engages kindergarten through fifth grade students in inquiry-based instruction that incorporates science curriculum standards as well as mathematics and literacy objectives. She also co-instructed a graduate-level physics course at the University of Massachusetts Boston.



Erin Flynn



Deborah Seaver

**Deborah Seaver -Reflections  
Milford, MA - Mathematics**

“I am proud to be a recipient of the 2008 Presidential Award. At a very young age, I began to dream of becoming an elementary school teacher. With the support and encouragement of my family, I was able to fulfill my childhood dream. I am proud to be a teacher, and I love working with my children each day and watching them grow. Being nominated by Principal Kathy Kay and Assistant Principal Terrie Sharp was truly an honor. I am humbled by this award and would like to dedicate it to my Nana Maffia.”

**About Deborah Seaver**

Deborah Seaver is a first grade mathematics teacher in the Milford Public Schools, a position in which she has excelled since 1986. She began her teaching career two years earlier as a kindergarten teacher at Milford Catholic Elementary School. In addition to teaching at Brookside Elementary School, Mrs. Seaver is a member of the Pre-K-4 Milford Public Schools Mathematics Curriculum Team. During her 18-year tenure in this role, she has been instrumental in organizing and developing a strong mathematics program for pre-kindergarten through fourth grade students.

Mrs. Seaver challenges her students to use mathematics strategies to become inquisitive learners and better problem-solvers. Urging her students to live up to their potential, she fosters each child's self-esteem and develops strong bonds with their families.

## Engaging our youth via STEM (Science, Technology Engineering and Math)



Shown (L to R) are Janine Fondon CEO, UnityFirst.com, Lt. Governor Tim Murray, and Kathryn Gibson, Head of The MacDuffie School.

As more and more communities face the need for top talent and growing numbers of companies seek graduates with science, engineering and math degrees, it will be in every family's best interest to educate young people to be STEM-savvy.

This does not mean knowing how to effectively work a cell phone or texting their friends in record time. STEM-savvy means being able to comprehend complex scientific and mathematical concepts -- with the goal of driving the innovative technology and engineering progress needed today and tomorrow.

Also, entrepreneurs will need to use STEM skills to fuel ideas and innovation in the workplace and marketplace.

### Demanding STEM education

To get the needed STEM education, Harvard's Rosabeth Moss Kanter recently blogged that, "If we cannot learn a little more of the latest science ourselves, we can demand this from our children's schools. We can establish supplementary schools, like the Saturday math

school in a Boston suburb founded by Russian immigrants. We can also support community science and math contests..."

Recently, Unity First had the opportunity to interview Massachusetts Lieutenant Governor and decided, in the interest of STEM awareness, that the interview would be presented at Springfield's MacDuffie School.

Given the opportunity to encourage and inspire students of all backgrounds and levels, the session shared more detail about the Massachusetts efforts regarding STEM.

The Lieutenant Governor Murray, who shared the stage with Unity First's Janine Fondon and MacDuffie Head of School Kathryn Gibson, talked about the formation of the Governor's Science, Technology, Engineering, and Math (STEM) Advisory Council.

### About the council

As shared by the Governor's office, the new council serves as a central advisory body, bringing together public and private

sector stakeholders involved with STEM planning and programming, with the goal of increasing student interest in, and preparation for, careers in STEM.

The STEM Advisory Council will take a multi-faceted approach in its first year, assessing how best to increase the number of STEM programs in schools in Massachusetts, advising on the creation and dissemination of a statewide STEM Plan with clearly defined goals and objectives for the next five years, and providing recommendations on a campaign to build public support across the Commonwealth for the STEM disciplines.

Through working with families, educators, and community leaders, the STEM Advisory Council seeks to achieve a greater understanding about the importance of these essential disciplines to a student's individual success. The Council builds upon the existing infrastructure and work already established by the Patrick-Murray Administration, including the IT Collaborative, the Readiness Project, the Goddard Council, and the 21st

Century Skills Task Force, as well as work being done in the private sector across the Commonwealth.

"It is imperative for the Commonwealth to promote STEM careers and courses of study for our young people," said Lieutenant Governor Murray, who chairs the STEM Advisory Council.

"Reports indicate that Massachusetts students actually outpace most of the nation in math and science, yet our students' interests in STEM fields remain low. Improving the level of coordination in the state will lead to increased opportunities for students of all ages and help us also retain and attract businesses that need a highly skilled workforce."

Data from the College Board for the 2008 SAT exam indicates that only 22.5% of all students taking the SAT test in Massachusetts expressed interest in pursuing a college major in science, technology, engineering, and mathematics. However, data from the 2008 ACT exam indicates 65% of all ACT test takers in Massachusetts were considered "college ready" in math.

# Education first

10

## World Affairs Council opens competition to public, private schools

The World Affairs Council of Western Massachusetts will present its fifth annual Academic WorldQuest competition on Saturday, January 23, 2010 at 2 p.m. at Western New England College in Springfield. Attendance is free and open to the public although qualification and registration in advance is required to participate in the competition.

The competition is a quiz format in which four-student teams are challenged with ten rounds of ten multiple questions on various aspects of current events and international affairs. This year's categories include Pandemics, Food Production and Consumption, International Migration Trends, the World Cup, Genocide, and The Sultanate of Oman.

The winning team goes on to Washington, DC to represent the Council and the region at a national competition hosted by the World Affairs Councils of America at the National Press Club in April. Registration is NOT yet closed and teachers, administrators or parents interested in getting their school involved are encouraged to contact the World Affairs Council at 413-733-0110.

*Students from the Springfield High School of Science & Technology consider a question during Academic WorldQuest*



## Learn more about The Carroll School

Carroll has introduced a cognitive development program into our curriculum. The program incorporates specific interventions or therapy-based interventions based on the development principles of Dr. Jean Piaget. Dr. Piaget's work provided the foundation for the advancement of specific activities for cognitive development intervention.

What is cognitive development? It is a process of developing intelligent thinking and increasingly advanced thoughts and problem-solving ability from infancy to adulthood. Three of the twelve cognitive domains, Logical Reasoning, Visual-Spatial Thinking, and Sensorimotor Development, are incorporated into programs at Carroll.

## The Carroll School introduces a cognitive development program

Every student will receive work in logical thinking in math class, and a small group of students, who are part of a pilot program, receive lessons incorporating visual-spatial and sensorimotor development.

**Logical Reasoning:** Carroll's math program emphasizes developing our students' cognitive skills with lessons that develop logical and strategic thinking in problem solving, discovery of solutions, and fluency of math facts. One example of a lesson developing logical reasoning is "What's My Rule?", a game where children use the attributes of color, shape, size, and thickness of manipulatives to group, sort, and recognize patterns. One other way to develop and measure logical reasoning is to assess a student's understanding of the concept of conservation of

quantities. For example, a teacher can have two equal balls of clay, and then roll one ball into a tube-like shape. The student who does not have an understanding of the concept of the conservation of mass, will say that one shape of clay now weighs more than the other.

**Visual-Spatial Thinking:** Carroll is developing a pilot program, by conducting assessments of a group of students in the Lower School, to determine their levels of understanding of visual-spatial thinking. One way to assess visual thinking is by exploring patterns, shapes, and symbols and seeing if a student can "match from memory" and replicate the placement of certain shapes and/ or the placement of manipulatives in a particular pattern. The earlier stages of visual thinking help children with symbol recognition in both language and math, as well as handwriting and drawing. Later stages of complex thinking prepare the

## The Carroll School

student for higher levels of comprehension, organization, graphical representations and understanding complex subject material like composition writing and science where one must mentally visualize the material.

**Sensorimotor Development,** the most fundamental of the cognitive domains, is based on how a child explores his/ her environment through the adaptation of motor skills. One example of an activity designed to assess sensorimotor development is called "starfish". A teacher will ask a child to put his/her right arm over his body, and then right leg over the other leg. A child needs to coordinate his knowledge with how to move his body according to the request. The requests increase to higher levels of coordinated

activities.

A child needs to have an adequate mental map of his body to understand how he spatially interacts with the world, and coordinate body axes for more complex movement activities such as jumping rope or riding a bicycle.

The goal of the cognitive development program is to "fill in" underlying cognitive deficits, bring forward higher levels of thinking through different activities and lessons, to affect change in students' brains, and advance higher levels of understanding and ability in each of these three domains.

Ultimately, students who raise their levels of cognitive thinking will approach their curriculum more successfully.

When her dyslexic son Tyler was 7,  
Sasha went to our Open House.

*Both of their lives changed that day.*

❖ THE CARROLL SCHOOL OPEN HOUSE ❖  
SUNDAY, NOVEMBER 8 AND SUNDAY, JANUARY 31



*For 40 years, The Carroll School has helped children with language-based learning difficulties like dyslexia become proficient readers and confident, lifelong learners. The educational experience kids have here transforms their lives – not to mention their parents' lives. Visit an Open House to discover more about a Carroll education.*



THE CARROLL SCHOOL

Lincoln, Massachusetts  
781-259-8342 | [www.carrollschool.org](http://www.carrollschool.org)

## Set goals - the best New Year's Resolution

Resolutions will be the talk of New Year's parties across the country later this month, and for many people a resolution will provide positive direction for 2010.

For children, however, psychologists at Cincinnati Children's Hospital Medical Center recommend this annual practice be approached carefully.

Because children often mimic their parents, the cycle of resolutions -- make one, stick to it for a few weeks, then forget it -- doesn't always set a healthy example. But Robert Ammerman, Ph.D., and Wendi Lopez, PsyD, agree that structured goal setting can be beneficial to the whole family.

Goal setting can be an annual family activity. This process teaches children about planning ahead and making commitments.

"Children should make New Year's goals that are reasonable, measurable and concrete," explains Dr. Lopez. "I will go a week at school without any infractions' or 'I will be on the honor roll this upcoming semester.' Resolutions that are overly ambitious and can't realistically be achieved should be avoided. Keep them simple, achievable, and positive," says Dr. Lopez. "Parents should never encourage a goal if it is unhealthy or unattainable," she says.

Dr. Lopez also recommends parents have similar goals to their child. If a child wants to become healthier, for example, parents should encourage healthy behavior and lead by example, such as buying less junk food. A concrete goal could be playing the Wii Fit three times a week together. This will not only help the child from struggling alone, but will also demonstrate the importance of teamwork and support, she says.

Because children like to see results, Dr. Lopez suggests a sticker chart for young children who can measure their goals on a daily or weekly basis. For older children, weekly rewards may help keep motivation up.

"Making New Year's resolutions is not essential for children, and there are many other ways for families to bond," says Dr. Ammerman. "However, the value of goal setting is that we own it and are self-motivated to achieve the goals. When children fulfill a goal or resolution, they feel satisfaction because they have set a goal and met it."

*President Barack Obama in June 2009 cited Cincinnati Children's as an island of excellence in health care. For its achievements in transforming health care, Cincinnati Children's is one of six U.S. hospitals since 2002 to be awarded the American Hospital Association-McKesson Quest for Quality Prize for leadership and innovation in quality, safety and commitment to patient care.*



Dr. Esther Pearson, newlyweds Tiffini and Michael Callion, and Rev Dr. Neal Pearson, Pastor St. John's Baptist Church -Woburn, MA.

### Parenting tips for the New Year

"Resolution day" (Jan. 1) is almost here. Are you ready? Have you decided on your resolutions? For parents, every year offers new joys and challenges. Here are a few ideas for increasing the joy -- and preparing for the challenges -- of parenting in 2010 from ParentingCounts.org.

**Love your child for who they are:** Every child is unique with different temperaments and different interests. Every day they are learning and growing - and the new year is a perfect time to take a new look at what makes your child special. You can support them as they struggle to master more difficult skills and celebrate their unique successes with them.

**Talk about feelings:** Understanding and managing feelings is one of the hardest skills children under five have to tackle. So respect what they are feeling by recognizing their emotions, listening to their thoughts and helping them to work through their emotions.

**Be an example:** Though your voice, your expressions, your gestures and your actions, your child learns from you how to interact with other people and with the world. You are in a wonderful position to set a positive example for everything from solving problems to showing compassion to buckling seatbelts.

**Create routines and stick to them:** Children respond to the expected.

**Make mealtime special:** Whenever possible, make mealtime a time to be together and enjoy a healthy meal. This not only develops a good pattern for eating, but it creates an opportunity to connect as a family.

**Make books a part of your child's life:** Make reading fun.

## Trends to consider for the new year

How r u? The way we communicate is rapidly evolving, as evidenced by the fact that the number of text messages sent on cell phones has more than doubled from 48 billion in December 2007 to 110 billion in December 2008, according to the U.S. Census Bureau's Statistical Abstract of the United States: 2010.

Contained in the 129th edition of the Census Bureau's Statistical Abstract are more than 1,400 tables of social, political and economic facts which collectively describe the state of our nation and the world. The data are generally for the most recent year or period available by summer 2009. Most of the data are national-level, but some tables present state- and even city- and metropolitan-level data as well.

Highlights include:

### Don't read all about it ...

- The number of daily newspapers declined from 1,480 in 2000 to 1,408 in 2008. Likewise, the average number of daily newspapers sold dropped from 55.8 million copies in 2000 to 48.6 million in 2008.

### Can you hear me now?

- In 2007, the average consumer spent \$1,110 on telephone services. Residential telephone and pay phone services made up 43 percent of total expenditures, with cell phone service comprising 55 percent and phone cards and pager services making up the remaining 2 percent.

- In 2008, there were more than 270 million cell phone subscribers; they paid an average monthly bill of \$50 with the average call lasting 2 minutes, 16 seconds.

### Going away to college

- In 2006, Rhode Island (25.8 percent), Vermont (28.0 percent), New Hampshire (37.6 percent), Delaware (37.7 percent) and Massachusetts (49.9 percent) had the lowest percentages of college freshmen enrolled in-state.

Utah (89.9 percent), Louisiana (89.4 percent), North Carolina (87.8 percent), West Virginia (87.6 percent), and Indiana and Oklahoma (both with 86.9 percent) had the highest percentages.



### Despite the economic downturn, gambling and eating out are up ...

- Lottery sales increased from \$52.4 billion in 2007 to \$53.4 billion in 2008, with \$30.4 billion in sales for instant scratch-off tickets.

- Revenues from food and drinking places rose from \$438 billion in 2007 to \$453 billion in 2008.

### Flextime

- In 2008, 37 percent of employers allowed all or most employees to periodically change starting and quitting times. Eight percent of employees were permitted to compress the workweek by working longer hours on fewer days, 8 percent to share jobs, 57

percent to return to work gradually after childbirth or adoption and 47 percent to take an extended career break for caregiving and other personal or other family reasons.

### The most (and least) expensive places to live

- Harare, Zimbabwe, has the highest cost of living for private U.S. employees living abroad of any city in the world: 143 percent higher than in Washington, D.C. Geneva, Switzerland, is a close second, with living costs 135 percent higher than in the nation's capital. On the other end of the spectrum, La Paz, Bolivia, and Tegucigalpa, Honduras, have some of the lowest living costs (16 percent less than D.C.).

# GlobalFest 2009

UnityFirst recently held its first Annual GlobalFEST to highlight world-class success and inspire people of all ages. The event, held at The MacDuffie School in Springfield, showcased local talent and saluted the heart and soul of Springfield and beyond.

“We want to learn about and salute people who truly make a difference in and around our communities,” says Janine Fondon President and CEO, UnityFirst.com. “Let us know what you are doing and let’s keep the positive energy flowing in our communities. The event highlighted the positive impact made by the honored organizations.

“Through this informal learning, affirmation and community engagement, our community wins, our businesses get a boost and youth and adults are inspired to do more, be better and survive the turbulent times.”

The special guest speaker was Deborah Gregory, author of the Cheetah Girls series, who recently published her new series Catwalk. She talked about her life experiences from her time in foster care to the exciting days of writing the Cheetah girls series.



Deborah Gregory, author of CATWALK and Cheetah Girls series



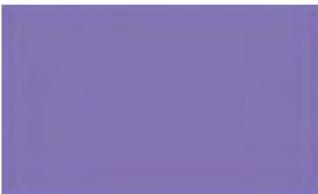
A special thanks to The MacDuffie School's Linda Keating, Director of Admissions who invited students and families to visit the school during Open House events. Give her a call at (413) 734-4971.



D.R.E.A.M. Studios' Cheetah Girls wowed the audience.



Center Stage dancers took center stage with a performance that tapped our hearts.



# Inspiring a world of Success

During GlobalFEST, we saluted some of the resources in and around our community. "As we embark on this new year, we thank everyone across our communities for helping others and inspiring our, your and families," says Tom Fondon, UnityFirst COO. "Thank you both for all that you do. We look forward to recognizing people in the new year so be in touch with us."

Dr. Bobbi Rennix, the current Ms. Senior Massachusetts and a long-time educator in the Springfield area, inspired us with brief highlight of her life journey from a small southern town to inspiring youth across Springfield as an educator an now, in her role as Ms. Senior Massachusetts.



*Congratulations to Stajez Dance in Boston for their leadership and inspiration. Dancers..you are great!!*



*The cast of Harlem Renaissance Revisited received recognition for their excellence in making new history.*



*Center Stage, Step Forward Program, Dream Studios and Connecticut's Summer Martin won kudos for keeping youth engaged.*



*Amy Hughes, and Janine Fondon joined Bill Person to read poems from his upcoming book.*



*Dr. Bobbie Rennix*



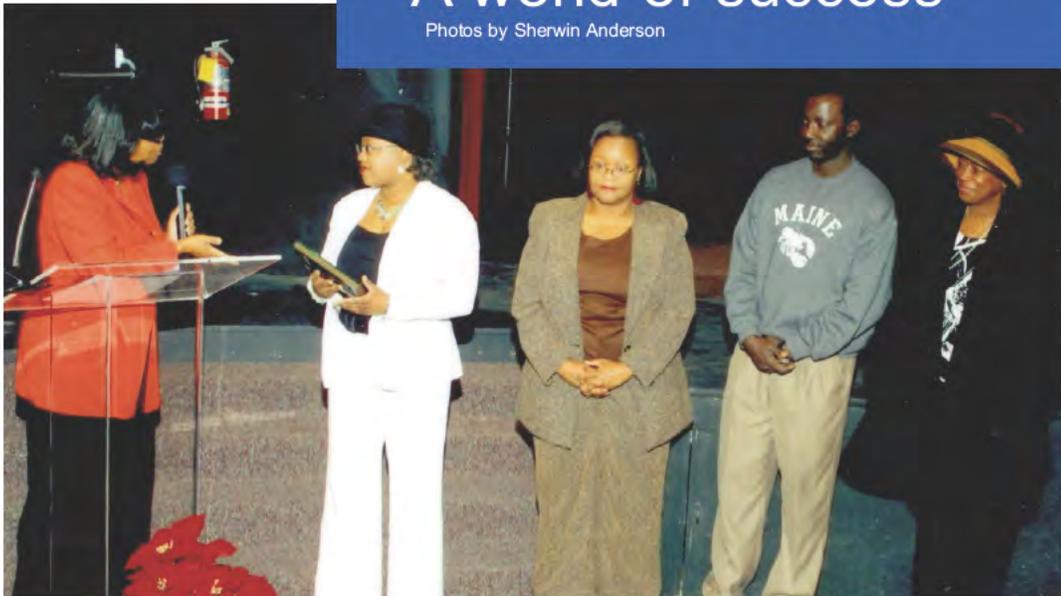
Author Stacia Martin, a MacDuffie graduate, sold and signed copies of her new book. Congrats Stacia....keep up the great work!!



## A world of success

Photos by Sherwin Anderson

WTCC Radio received an award in honor of its 40th anniversary. Shown are WTCC host Denise Stewart, STCC's Setta McCabe and Arlene Rodriguez and WtCC host Andrew Cade.



### Local resources, our valued treasures

One GlobalFEST attendee said, "I didn't come to cry, but this is so beautiful, to acknowledge these great people, and see the best of our youth." Others traveled from Rhode Island, Boston, Worcester and Connecticut, just to connect with the inspiration in the room.

Those honored at the event included Sirdeaner Walker, who now lobbies to address bullying in the schools, Kimberly Williams of Baystate Health who leads one of the most inspiring women's conferences, WTCC for its diverse radio programming and 40th anniversary of being the 'Community's Choice,' Art for the Soul's Rosemary Woods for her longtime contribution to arts in the community and The Coly's Thousand Cranes Studio for making art a priority for youth.

A special thanks to all and what great gifts you are to this community and world.



Thousand Cranes' art studio with Stan Coly and Sheila Coly (not shown) shared artistic talents with students. Thousand Cranes reaches hundreds of students in this region.

# Congrats



Springfield's D.R.E.A.M. Studios recently welcomed the return of Sade Murray after a multi-year run in the traveling cast of Broadway's *Lion King*. Congrats to Sade for a job well done. Also, another student from D.R.E.A.M. Studios has been cast to travel with the *Lion King* to continue the legacy of Sade Murray -- who broke new ground for Springfield's arts community.

UNCF  
An **EVENING**  
of **STARS**

PRESENTED BY 

UNCF  
A mind is a terrible  
thing to waste



## Save the Date

NATIONAL BROADCAST  
Saturday, Jan. 23, 2010, 11 p.m.



Sunday, Jan. 24, 2010, 10 p.m.



TRIBUTE TO  
*Lionel Richie*



# FirstHealth

## Dr. Tashanna K.N. Myers specializes in Gynecologic Oncology

Dr. Tashanna K.N. Myers, specializing in gynecologic oncology, has joined the Baystate Regional Cancer Program's Gynecologic Oncology Division at Baystate Medical Center.

Dr. Myers completed her fellowship in gynecologic oncology at the University of Oklahoma. She completed her doctor of medicine in obstetrics and her residency at Temple University School of Medicine in Philadelphia, PA. She also



holds a bachelor's degree in English from Yale University.

To schedule an appointment with Dr. Myers, call 413-794-9338.

## Dr. Keisha A. Jones, specializes in urogynecology and pelvic floor disorders



Dr. Keisha A. Jones, specializing in urogynecology and pelvic floor disorders, has joined

Baystate Urogynecology where she will assist Dr. Oz Harmanli, chief of the Urogynecology and Pelvic Reconstructive Surgery Division at Baystate Medical Center.

Dr. Jones completed a fellowship in female pelvic medicine and reconstructive surgery at Magee-Women's Hospital in Pittsburgh, PA. She earned her medical degree from Virginia Commonwealth University, completed her internship and residency at Yale New Haven Hospital in Connecticut, and earned a masters of science in clinical research from the University of Pittsburgh.



## Do something about diabetic eye disease.

Diabetic eye disease has no warning signs and can lead to blindness. If you have diabetes, get a dilated eye exam at least once a year.



[www.nei.nih.gov/diabetes](http://www.nei.nih.gov/diabetes)  
1-877-569-8474

# 2010

## Small Business: Tips for Practical Planning and Budgeting

Small business owners and managers face many uncertainties about the future. However, the future of a business is not entirely a matter of chance. Proper planning and budgeting can dramatically increase the likelihood a business will attain its goals.

The Small Business Financial and Regulatory Affairs Committee of the Institute of Management Accountants (IMA) offers the following planning and budgeting tips for small-business success.

### Recognize what a budget is for

A budget is not simply an arbitrary limit on spending - it should reflect both income and expense targets. It should also reinforce the adverse financial consequences of failing to achieve either of those targets. Be sure all budget figures are supported by realistic assumptions.

### Understand Cash Flow

A regularly updated schedule of anticipated cash receipts and disbursements will indicate - in advance - whether there will be enough cash to pay employees, vendors, creditors, and owners. The schedule will also indicate if additional cash will be needed, how much, and when, which establishes a much stronger bargaining position when dealing with lenders and pursuing other sources of capital.

### Improve Cash Flow

Look for opportunities to collect more cash and to collect it sooner, as well as opportunities to spend less cash and to part with it later. Identifying and taking advantage of those opportunities will maximize the value of the business.

### Plan for Contingencies

Plan for any event that has a significant possibility of occurring and that would impose financial hardship if it took place. At a minimum, plan for the impact of a natural disaster on the company's operations. It's also good to plan for "upside" contingencies, such as receiving an unusually large order or a competitor's abrupt exit from the market.

### Regularly Compare Actual Results to the Budget

Don't wait until the end of the year to compare actual results to the budget - do it at least once a month. Look for trends and reasons to amend the budget in light of new information.

Ultimately, following these tips will help you avoid unexpected surprises and be better prepared for future challenges and opportunities.

IMA is the association for accountants and financial professionals working in business. For more information about IMA, visit [www.imanet.org](http://www.imanet.org).

**EARL'S AFFORDABLE  
AIRPORT CAR SERVICE**



413.739.7293      800.739.7293  
[www.earlslimo.com](http://www.earlslimo.com)

## The Brim & Crown Shop

Men's and Ladies Hats & Other Fine Accessories

New Fall colors have arrived! If you're looking for something special, stop in and see us, or visit us at our new Web site:  
[www.brimandcrown.com](http://www.brimandcrown.com)

Richard Little -  
Proprietor

439 White Street  
Springfield, MA 01108  
413.731.1944



Because you're not fully dressed without your brim or crown!

## Saluting Gospel



Hezekiah Walker and his choir claimed five Stellar Awards, including Artist of the Year. Contemporary gospel duo Mary Mary took home four statues, including Song of the Year for their smash hit "God In Me."

Today, gospel is more powerful than ever.

BET's "Sunday Best" winner Crystal Aikin and first runner-up Shari Addison also picked up Stellars. Crystal Aikin was named New Artist of the Year and Contemporary Female Vocalist of the Year, and Shari Addison won for Traditional CD of the Year.

Special honors were bestowed on gospel music's legends. The Thomas A. Dorsey Most Notable Achievement Award went to the Mississippi Mass Choir, the James



*Mary, Mary*

Cleveland Lifetime Achievement Award to Lee Williams and the Spiritual QCs, and the Ambassador Dr. Bobby Jones Legends Award to Edwin Hawkins. The Spiritual QCs were also named Quartet of the Year.

### ***Mary, Mary: Giving thanks***

It has been a big year for gospel royalty, Mary Mary, whose critically acclaimed album, *The Sound*, was also recently named Top Gospel Album by Billboard magazine. The gospel-duo was also named Top R&B/Hip-Hop Artist, Duo/Group and Top Gospel Artist by the industry guide.

The duo took home a 2009

Grammy Award for the hit single, "Get Up," in the Best Gospel Performance category and a 2009 American Music Award for Favorite Artist, Contemporary Inspirational.

2009 was truly been banner year for the duo who in 2009 has already won a Dove Award, an NAACP Image Award and a BET Award for its album, *The Sound*.

According to Billboard magazine, Mary Mary's "God In Me" has earned the highest rank for a song that has spent 52 weeks on a chart in the Nielson SoundScan era (since 1992).

"We represent a great, big

God who is excellent, so we like to think that our work represents that, too," says Tina Campbell, one-half of the best-selling duo. "God's blessings are new every day. He's blowing our minds every day. We should be able to speak to a new day in a new way." Her sister Erica Campbell can't help but concur: "I wholeheartedly agree," she says.

"We consider ourselves to be unpredictable," Tina adds. "We like to think that we're innovative and original so you cannot figure out what our next move is and you can't really define our ability or what you think the expectations are."