

THE LINK

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EASTERN STATES CONSORTIUM.....SHARING IDEAS

Earlier this fall, many of you may have noticed a group of highly interested educators walking the halls of your schools and peeking in your classrooms. Don't worry – they were all signed-in, and in fact after observing you and your students, many of them also were ready to sign-up!

"Wow, you really have some dynamic leaders in Salem who are pushing the envelope and really getting out of the box," says John Buchanan, School Superintendent in Petal, Mississippi. "There are programs and

opportunities in place here that benefit kids on all levels, and I'm just glad we had the opportunity to be here."

Buchanan and the rest of these visitors were part of the Eastern States Consortium travel group that set up shop in Salem for the better part of three days in late September to share ideas and glean information with the goal of improving education in their respective communities.

"We are always looking to move forward and help kids achieve at higher

levels," says Dawn Jacobi, an Advanced Math teacher from Louisiana. "We're all lifelong learners and if we can steal ideas to make our programs better while we're sharing ours we want to do that, because it's for the greater good of all of our students."

The Eastern States Consortium was developed in 2006, thanks in parts to the efforts of former Salem Superintendent Wayne Tripp.

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WELCOME NEW EMPLOYEES and EMPLOYEES WITH NEW POSITIONS

Please give a welcome to our new employees and congratulate our employees with new positions..

Victoria Hayes teaches Spanish at Salem High School. Tori is a graduate of Salem High School. She has Bachelor of Arts degree in Political Science from Virginia Tech and completed the teacher licensure program at Hollins University. Tori is beginning her teaching career with Salem City Schools.

Karla Sharrer returns to Salem High School to teach Earth and Space Science. Karla completed a 1-year assignment in Salem High in

2007-2008. Karla is a graduate of Cave Spring High School. She has a Bachelor of Science degree in Geosciences: Earth Science Education from Virginia Tech and a Master of Science degree in Curriculum and Instruction from Radford University. Karla taught for Roanoke County Schools for the past 2 years.

Hannah Simpson is a Mathematics teacher at Salem High School. Hannah is a graduate of Bassett High School. She has a Bachelor of Science degree in Mathematics and a Master of Science degree in Curriculum and Instruction from Virginia Tech. Last

year, Hannah taught Mathematics for Roanoke City Schools.

Teresa Grey has moved from her Credit Recovery Lab Facilitator position to the Librarian/Media Specialists at Salem High School. Teresa joined the Salem High staff in 2001 as media clerk. Teresa is a graduate of Narrows High School. She has Bachelor of Science degree in Early Childhood Education from James Madison University. Prior to employment in Salem, Teresa taught in Rockingham and Franklin Counties and at the DeJarenttes Center in Staunton.

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“It’s all about sharing, but more than sharing, it’s about saying ‘How can we do this better,’



Scott Habeeb

It is a unique educational organization that brings together schools that are not only similar in size, but also have a history of excellence.

“It’s all about sharing, but more than sharing, it’s about saying ‘How can we do this better,’ and we get those ideas from each district we visit,” says Rodney LaFon, Superintendent of the Lake Charles Parish in Luling, Louisiana.

“When I go to Virginia conferences, I could be in groups with superintendents from very large or very small divisions, and sharing best practices always becomes a question of scalability,” says Salem Superintendent Alan Seibert. “But with this Eastern States group virtually every idea we have is adaptable.”

The current Eastern States members include the Greeneville City School District in Greeneville, Tennessee, Newark City Schools in Newark, Ohio, the Petal School District from Petal, Mississippi, the St. Charles Parish Public School District in Luling, Louisiana and Westfield, Indiana’s Westfield Washington School District.

“There is some reassurance knowing that other people are going through the same things

we’re going through,” says Kelli Brown, an elementary school principal from Pell, Mississippi. “I’ve learned a lot of things just observing how Salem’s elementary schools are set up, so just being around other teachers where they are having some success is always a good thing.”

“It is definitely affirming when you have leaders and representatives from exceptional school divisions around the country like these come and say ‘Wow you’re really doing great things,’ but the nice thing about the Eastern States Consortium is when we share ideas – they are easily replicated,” says Seibert.

Besides playing the host role this fall, Seibert has traveled to four of the other Eastern State districts, and will complete his tour next fall with a trip to Mississippi.

“The ideas that we have been able to pick-up when visiting these schools have been substantial,” says Seibert. “I take pictures of facilities and notes regarding instructional practices, operational routines and food services trying to gather as many good ideas as I can.”

While the six superintendents have some obstacles to overcome that are unique to their respective districts, they also share many of the same challenges when it comes to meeting federal

benchmarks and surviving in a bad economy.

“We’re all in about the same boat moneywise, so even though we’re miles apart geographically, we are very similar in what we do and how we approach these challenges,” says Doug Ute, Superintendent in Newark, Ohio.

“The challenges all of us are facing are very similar, so there isn’t a lot of ego involved when you’re helping one another and focusing on children and learning,” says Seibert.

The meetings in Salem focused on math and how mastering what is often considered a nasty four-letter word is as essential for success in the global economy and a gateway to career and college readiness.

“Some people think that we’re picking on math teachers, but on the contrary we are committed to helping every child be successful at a very high level with rigorous course work, and that is a massive undertaking and actually a mind-shift for our country, as a whole,” says Seibert.

“I think we are at a state of crisis for a lot of kids to be quite honest, and the expectations have really changed tremendously in the last 30 years,” says Jacobi. “Kids who do not go beyond Algebra II in high school aren’t college ready, and this readiness applies to apprenticeship programs and other career opportunities, as well as college.”

Eastern States Consortium, continued from page 2

“The challenge sometimes is that parents will say ‘I wasn’t very good at math, so it’s no wonder my child isn’t either,’ but that’s the wrong mindset” says Seibert. “By the time a student graduates from Salem High School we want them to have had four or five rigorous years of secondary instruction in mathematics finishing with International Baccalaureate, Advanced Placement and dual enrollment caliber math courses. As we make this effort, we are fortunate to have our math teachers from kindergarten through 12th grade making sure we’re sending the same message to our young

people.”

And as for Salem’s young people as a whole, the Eastern States educators couldn’t say enough good things about the students they came in contact with during their travels.

“It was very gratifying to hear their comments and we were really pleased with the feedback we received,” says Seibert. “They were very impressed with our students and teachers and the results we are getting in the classroom.”

Mike Stevens
Communications
Director



Beth Swain

NEWS FROM AROUND THE DIVISION

Mark Washenberger, son of **Diane Washenberger** (Central), was married September 25, 2010 to Crysta Highfield.

Congratulations to **Jeanny Gilpin** (ALMS), on the birth of her grandson, Brody Kyle, on October 2, 2010.

Jeanny Gilpin (ALMS), sixth grade mathematics teacher, published an article titled “Wake UP! Math Matters” in the August 2010 edition of Mathematics Teaching in the Middle School, the math research journal for NCTM.

Congratulations to **Bonnie Crotts** (SS), on the birth of her granddaughter, Hailey

Nicole Crotts, born on September 17, 2010.

Congratulations to **Regina Norman** (WS), on the birth of her great-niece Gianna Grace Yopez, born on September 29, 2010.

Congratulations to **Connie Ramsey** (WS), on the birth of her granddaughter, Alayne Catherine Riley, born on August 12, 2010.

Connie Ramsey’s (WS) step-daughter Carrie Ramsey, was married to Daniel Sumner on July 10, 2010 in Siesta Key, Florida.

Congratulations to **Melanie Smith** (WS), on the birth of her son, Zane Payton Smith, born on October 11, 2010.

Jeff Hodges’ (SS), pottery was juried and selected to be in an exhibit at Virginia Western Community College from mid October until the end of November.

Jenny Kidd (SS), daughter, Christy Kidd Schucker, and her son-in-law have both completed their Masters Degree in Music Education through Virginia Tech. They will get their degrees at Tech in December. They are both middle school band teachers in Lexington, VA.

Charles Guard (WS), Luke Guard, his son, is engaged to Ashton Yenawaine of Jackson, Tennessee. They plan to marry in the summer of 2011.



IN MEMORY

OF

**JIMMIEL CAPPS
JOHNSTON**

SEPTEMBER 26, 2010

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Mark Tassone teaches Latin at Salem High School and Andrew Lewis Middle School. Mark is a graduate of Middlesex High School. He has a Bachelor of Arts degree in Latin and Greek – Classical Studies from Hampden-Sydney College and a Master of Arts degree in Latin from Florida State University. This is Mark's first teaching assignment.

Mary Lou Bruce was named the testing coordinator for Salem High School last November. Mary Lou graduated from Andrew Lewis High School. She has a Bachelor of Arts degree in Mathematics from Virginia Tech and has 17 years of teaching experience, the most recent being 11 years at Salem High School.

Lori Helvey is a member of the food service staff at Salem High School. Lori is a graduate of Salem High School and has experience working food concessions at Salem Memorial Stadium.

Jennifer Hendrix is a special education instructional assistant at Salem High School. Jennifer graduated from Osbourn High School located in Manassas. She has a Bachelor of Science degree in Journalism from Radford University and is enrolled in the teacher education program at Mary Baldwin College. Last year, Jennifer was a middle school teacher in Bath County.

Marie Koumaras was hired last March as the school nurse at Salem High School. Marie graduated from Archbishop Prendergast High School

located in Drexel Hill, Pennsylvania. Marie has an Associate degree in Nursing from Hahnemann College of Allied Health located in Philadelphia and is a Registered Nurse. Marie has 13 years of nursing experience

Kelli Moore is the PASS Tutor at Salem High School. Kelli is a graduate of Christiansburg High School. She has a Bachelor of Arts degree in English Language and Literature from North Carolina's Gardner-Webb University and is licensed to teach English. Kelli's previous experience is that of an English teacher at Salem High School.

Margaret Pace is the APEX Tutor at Salem High School. Maggie is a graduate of Salem High School. She has a Bachelor of Arts degree in Biology from Wake Forest University. Maggie will also be the assistant lacrosse coach at Salem High School.

Sharon Reasor is a member of the food service staff at Salem High School. Sharon graduated from William Fleming High School and previously worked at the Roanoke Valley Convention and Visitors Bureau.

Chris King joins Andrew Lewis Middle School as Assistant Principal. Chris is a graduate of Prince George High School. He has a Bachelor of Arts degree in Health and Physical Education and a Master of Science degree in Educational Leadership, Administration and Supervision from Radford University. Chris joined Salem City Schools as a Health and Physical Education teacher in 1993 after having taught in Prince George County for 2 years. Chris brings a wealth of experience in student activities and athletics administration.

Esteban Martinez teaches Spanish at Andrew Lewis Middle School. Esteban is a graduate of New York's Ellenville High School. Esteban earned a Bachelor of Arts degree in Spanish from Bridgewater College. Prior to joining Salem City Schools, Esteban taught 14 years in Roanoke City

Benjamin Newsome takes over the Instrumental Music program at Andrew Lewis Middle School. Ben graduated from North Carolina's Western Alamance High School. He has a Bachelor of Science degree in Music Education from Elon University. Ben has 1 year of teaching experience with the Alamance-Burlington School District and for the past 2 years worked with the Andrew Lewis band as an instructional assistant.

Victoria Blair is a regional program special education instructional assistant at Andrew Lewis Middle School. Victoria graduated from Oak Hill High School located in Cincinnati. Victoria is a graduate of Virginia Western Community College and is currently pursuing her bachelor's degree from Mary Baldwin College. Victoria's work experience includes being an instructional aide with Roanoke City Schools and 17 years in the airline industry.

Megan Flynn is the PASS Tutor at Andrew Lewis Middle School. Megan is a graduate of Lee-Davis High School located in Hanover County. She has a Bachelor of Science degree in Interdisciplinary Studies from Radford University and holds

teacher licensure for Grades K-5. Megan has worked as a classroom teacher, homebound teacher, PALS tutor, and instructional assistant.

Eugene Thrower has joined the custodial staff at Andrew Lewis Middle School. Eugene graduated from New York's New Rochelle High School. Eugene also works at Salem Presbyterian Church.

Kristyn Shepherd joins East Salem Elementary School as Assistant Principal. Kristyn is a graduate of William Byrd High School. She has a Bachelor of Science degree in Interdisciplinary Studies in Mental Retardation and a Master of Science degree in Special Education from Radford University. Kristyn also has earned her Educational Specialist degree in Educational Leadership and Policy Study from Virginia Tech. Kristyn joined Salem City Schools as a Special Education teacher in 1998 after having taught in Franklin County for 4 years. Kristyn holds National Board Certification and is one of Salem's most respected educators.

Rebecca Erwin is a Kindergarten teacher at East Salem Elementary School. Becky is a graduate of Northside High School. She has a Bachelor of Arts degree in Sociology from Roanoke College. Last year, Becky worked as an instructional assistant at East Salem and is now beginning her teaching career with Salem City Schools.

Salem City Schools

Nichole Rampino is an Early Childhood Special Education teacher at East Salem Elementary School. Nichole graduated from Sherando High School located in Frederick County. She earned a Bachelor of Science degree in Interdisciplinary Studies and a Master of Science degree in Early Childhood Special Education from Radford University. This is Nichole's first teaching assignment.

David Dickerson is an early childhood special education instructional assistant at East Salem Elementary School. David is a graduate of Lord Botetourt High School. He has a Bachelor of Science degree in Interdisciplinary Studies and has teaching licensure for PreK-6. David also works with the Pride of Salem Band as a color guard instructor.

Leslie Giorno returns to East Salem Elementary School as a full-time special education instructional assistant. Last year, Leslie held a similar part-time position in the early childhood special education program. She is a graduate of Patrick County High School. Leslie has a Bachelor of Arts degree in Psychology from Roanoke College.

Bobbie Monk was hired last March as an early childhood special education instructional assistant at East Salem Elementary School and continues this year as a classroom instructional assistant. Bobbie is a graduate of Lebanon High School, located in Russell County. Bobbie has a Bachelor of Arts degree in Interdisciplinary Studies from Virginia Tech and completed the University of Virginia's College at Wise teacher education program for licensure PreK-6.

Jessica Thurston is a special education instructional assistant at East Salem Elementary School. Jessica graduated from Salem High School. She has a Bachelor of Arts degree in Slavic Languages and Literature from the University of Virginia. Jessica's previous experience was that of an English Foreign Language instructor in Korea.

Shirley Wills works as a special education instructional assistant at East Salem Elementary School. Shirley graduated from Middle Township High School located in Cape May Court House, New Jersey. She has a Bachelor of Science degree in Home Economics/Interior Design from Bridgewater College and is enrolled in the Hollins University teacher education program. Shirley previously worked in the banking industry.

Whitney Woolwine is a special education instructional assistant at East Salem Elementary School. Whitney graduated from Roanoke Valley Christian School. Whitney has a Bachelor of Science degree in Interdisciplinary Studies from Radford University and holds licensure for grades PreK-6.

Robin Wright is an early childhood special education instructional assistant at East Salem Elementary School. Robin graduated from Grimsley senior High School located in Greensboro and attended Appalachian State University. Robin has 9 years of experience working with students with special needs.

Carolyn Compter is a Special Education teacher at G. W. Carver Elementary School. Carlie graduated from Patrick Henry High School. She has a Bachelor of Science degree in Liberal Studies from Bridgewater College. Carlie

comes to Salem Schools having taught in Roanoke City for the past 3 years.

Haley Johnston teaches 5th grade at G. W. Carver Elementary School. Haley is a graduate of Salem High School. She has a Bachelor of Science degree in Communication Science and Disorders from James Madison University and is enrolled in the Master of Teaching program at Hollins University. This is Haley's first teaching assignment.

Renita Hall is a regional program special education instructional assistant at G. W. Carver Elementary School. Renita graduated from Powell Valley High School located in Big Stone Gap. Renita has a Bachelor of Science degree in Psychology and a Master of Arts degree in Elementary Education from the College of William and Mary and holds teacher licensure for Grades K-8. Renita has worked as a classroom teacher and as a homebound teacher.

Tina Hastings joins the staff at G. W. Carver Elementary School as a regional program special education instructional assistant. Tina graduated from Glenvar High School. She comes to Salem Schools with 19 years of experience working with special education students.

Kelly Martin is a Special Education teacher at South Salem Elementary School. Kelly is a graduate of Massachusetts' Holliston High School. She has a Bachelor of Arts degree in Psychology from the University of Massachusetts – Amherst and a Master of Arts degree in Special Education from Assumption College, which is also located in Massachusetts. Last year, Kelly taught for Camelot Schools.

Heather Sylva teaches Special Education at South Salem Elementary School. Heather is a graduate of Lincoln-Sudbury (Massachusetts) High School. She has a Bachelor of Arts degree in Television/Video from Emerson College located in Boston. Her Master of Science degree in Special Education - General Curriculum was earned at Radford University. Heather is beginning her teaching career with Salem City Schools.

Diane Burek became the school nurse at South Salem Elementary School last March. Diane graduated from Ohio's Perrysburg High School. Diane has an Associate degree in Nursing from Owens College located in Toledo and is a Registered Nurse. Diane comes to Salem with 26 years of nursing experience.

Rhianon Blevins is a member of the food service staff at South Salem Elementary School. Rhianon is a graduate of Eastern Montgomery High School.

Chelsea Scott works as a special education instructional assistant at South Salem Elementary School. Chelsea is a graduate of Glenvar High School and of Wytheville Community College. Chelsea's past work experience includes working as a preschool kindergarten teacher.

Thomas Barber teaches Health and Physical Education at West Salem Elementary School. Thomas is a graduate of Turner Ashby High School, located in Bridgewater. He has a Bachelor of Science degree in Exercise, Sport and Health Education from Radford University and a Master of Science degree in Health and Physical Education from Virginia Tech. Thomas worked for Roanoke City Schools for the past 4 years.

Virginia King is a classroom instructional assistant at West Salem Elementary School. Jenny is a graduate of Salem High School. She has a Bachelor of Science degree in Elementary Education from Bridgewater College. Jenny's experience includes 8 years as an elementary teacher at West Salem Elementary School.

Pamela Loving joined the food service staff at West Salem Elementary School. Pamela attended Glenvar High School and also works at Hale's Restaurant in Shawsville.

Paige Callahan joins the Central Office as a School Psychologist. Paige is a graduate of Albert Gallatin High School located in Uniontown, Pennsylvania. She has a Bachelor of Science degree

in Social Studies Education from Miami University located in Athens, Ohio and a Master of Teaching degree in School Psychology from Indiana University of Pennsylvania. Paige has earned national certification as a school psychologist and is beginning her professional career in Salem City Schools.

Aleta Fields a new school bus driver. Aleta is a graduate of Andrew Lewis High School and is a licensed cosmetologist.

India Stover returns as a school bus aide, a position she held in 2008-09. India is a graduate of Northside High School.

Vickie Waldron rejoins the school bus driving staff. Vickie is a graduate of North Marion High School located in Ocala, Florida.



Joe Coleman moved from his position as Director of Assessment and Technology to the Principalship at G. W. Carver Elementary School. Joe retains his district-wide responsibilities for assessment. Joe graduated from Patrick Henry High School. He is a graduate of Concord College with a Bachelor of Arts degree in History and Economics. His Masters of Arts degree in History and Social Science was earned from Hollins University. Joe's Doctor of Education degree in Educational Supervision was awarded by Virginia Tech. Joe came to Salem in 1983 and is a charter employee. He served as Principal at G. W. Carver for 7 years and at South Salem Elementary School for 15 years.



Trula Byington moves from G. W. Carver to become the Principal at West Salem Elementary School. Trula is Salem School charter employee with 27 years of service, which includes teaching at South Salem and G. W. Carver and as the Principal at G. W. Carver for the past 11 years. Trula is a graduate of Tennessee's Lafollette High School. She has a Bachelor of Science degree in Early Childhood Education and a Master of Science degree in Educational Leadership from Radford University.

THE COACHES' CORNER

As we transition from Coordinating Teachers to Instructional Coaches (IC), many might be wondering exactly what an Instructional Coaches job is. By definition, an Instructional Coach is an on-site professional developer who partners with educators to identify and assist with implementation of proven teaching methods. In simpler terms, an Instructional Coach can be a second set of eyes, ears and hands in the classroom to aid the teacher in developing the best learning environment for all students.

Have you ever wanted to implement something new in your classroom but didn't know how to begin the

process? Have you ever been to a conference and discovered a great idea only to come back to your classroom without knowing how to incorporate the idea into your classroom? Ever wonder what the student in the back row is doing when you turn your back? This is where an IC could help! We will come to your classroom, observe, work with you and give you support to make your classroom the best it can be.

We ask you to consider asking one of the ICs into your classroom this year. Any one of us would love to come and assist you in any way we can.

LANGUAGE ARTS – Stoney Bolte

We are now in the public comment period for the new curriculum framework for the revised Language Arts Standards of Learning. Now that the framework is available we can start planning curriculum revision. Please contact me if you would like to participate in this process.

All four elementary schools and the middle school are enrolled in the Scripps National Spelling Bee. Our division bee will take place in February.

While the annual conference of the Virginia Association of Teachers of English is fast approaching, there is

still plenty of time to plan on attending the annual conference of the Virginia State Reading Association. "All Aboard the Literacy Express" will take place the weekend on March 17.

MATHEMATICS – Beth Swain

As you have begun to teach or incorporate the 2009 SOLs into your classes, I hope the process has been easier than you thought. If you have any questions about the meaning of a new SOL or teaching a new SOL, please contact me. I will be happy to discuss ideas with you. Remember

the curriculum frameworks and blueprints are on the G: drive at <G:\Common\MathResources\2009mathSOLs>.

I anticipate textbook adoption to begin after the first of the year. The textbook companies are starting to

contact me and the state approved book list should be out soon. If you would like to serve on a textbook committee, please let me know.

SCIENCE – Margie Secor

There are several small changes that have occurred in the newly adopted Science SOLs. Most likely, the new SOLs will not be tested until 2012-2013, but we need to begin looking at the changes and addressing how we will incorporate them into our current science curriculum. On a related

topic, the new Science SOL Curriculum Framework is being adopted now. I did send information via email regarding this information and how you can make comments. Hopefully this framework will be adopted and in place on the VDOE website very soon. Related to this,

the science textbook adoption process will begin in 2011-2012. So, please begin to think critically regarding the nature of the instructional resources you will want for the new curriculum.

SOCIAL STUDIES – Terry LaRocco

Geography Awareness Week will be November 14-20, 2010 this year. Every year since 1987, the National Geographic Society has promoted the importance of geography to the public and to schools throughout the nation. Each year a different theme is highlighted and approximately one and a half million people participate in related activities. Information about Geography Awareness Week is found in My Wonderful World, on National Geographic's website at www.mywonderfulworld.org. The theme for this year's Geography Awareness Week is Freshwater.

The Virginia Tech Center for Economic Education is offering a workshop to K-3 teachers Nov. 2, 2010, at Christiansburg Middle School, Community Room 2. Teachers will learn hands-on ways to teach economic content, experience lesson demonstrations, receive cross-curricular lessons developed by K-3 teachers, and receive assessment activities for each of the lessons. You can make reservations to attend the free workshop at www.vcee.org.

If you are in need of any additional materials to accompany your new Social Studies books/materials,

please let me know. We have tried to get everything out to you, but if there are gaps I will do what I can to get any additional materials. Thanks for your patience through the process!

Please contact me for any additional information at tlarocco@salem.k12.va.us.

HEALTH & PE – Sandy Hill

The beginning of another school year brings changes in many ways. We know the child who left us last June will not be the same one we embrace when the school year begins. As educators we know we must change to meet those differences. We call on experience to make things work or we look to our colleagues for guidance and direction. One thing is a certainty, we can help our students be more successful citizens whether it is pushing them to do their best in the mile run or encouraging them to work harder to complete a science project.

In addition to student changes we often have teachers change roles and responsibilities. Chris King, former PE teacher at West Salem, has become the Assistant Principal at ALMS. We will miss Chris and his work in the gym. Taking Chris's place is Mr. Thomas Barber who brings a wealth

of experience and new ideas to our elementary PE program. Finally, Joel Hickerson is teaching health at Salem High School to go along with his elementary work at GW Carver and his trainer's position at the high school.

Over the summer we were fortunate to have teachers willing to attend conferences, bringing back new ideas and sharing those ideas in our inservice meeting. Thomas Barber, Lee Cole, Margie Wray and Nicky Butt attended the JMU Summer VAHPERD conference, a three-day event that offers a variety of opportunities for enrichment, networking with colleagues around the state. Technology in the PE setting, group and individual activities and team building concepts were prevalent at the VAHPERD institute.

In closing I would like to mention the "Get Active Get Fit" program challenge that is now in place for K-5 students that encourages them to be active daily and encourages us to tackle childhood obesity head on. We are also in the middle of Fitness Testing, as students assess their current degree of fitness and determine how they might improve it by the school year's end. Be on the lookout for Staff Wellness activities to continue as schools are gearing up for the colder months ahead and coming up with ways to maintain healthy habits. Enjoy the fall weather while it lasts and remember the importance of outdoor activities in any type weather, since the worst day outdoors is usually better than the best day indoors. Take care and "walk" a lot.

HEALTH FAIR

WHEN: TUESDAY, NOVEMBER 9: 7:00 AM - 5:00 PM

WHERE: SALEM CIVIC CENTER

MAKE UP FLU SHOTS:
WEDNESDAY, DECEMBER 1
SALEM CIVIC CENTER-PARLOR C
7 TO 9AM; 11 TO 1PM; 3 TO 6 PM

OTHER INFO: NON-FASTING CHOLESTEROL, BLOOD SUGAR, BLOOD PRESSURE, BODY FAT ANALYSIS, PERSONAL HEALTH REPORT, FLU SHOTS