



# NEWSETTE

## KEYNOTE SPEAKERS ANNOUNCED FOR APRIL 25<sup>th</sup> SPRING CONFERENCE

Dr. Glenda Wait, WV State President, is pleased to announce that the Keynote Speakers for “The Culture of Collaboration” Spring Conference are Randi Downs and Kathy Houghton. Their keynote address is entitled “We Are Better Together” and will deal with what it means when a community collaborates around a shared vision.

Randi Downs is a teacher trainer and instructional coach for the Onondaga-Cortland-Madison BOCES in the Syracuse NY area. She is also a licensed trainer for the International Institute of Restorative Practices as well as a member of the [PBLWorks National Faculty](#). Randi travels around the country facilitating teachers and administrators around Project Based Learning for students of all ages and levels.

In addition to the Keynote address, Randi will offer a breakout session on “Restorative Practice”. This session will discover how strong relationships between individuals deepen connections within any community.

She will also briefly explore the practices educators use to create relationships with students and each other while fostering safe learning communities. Participants will have the opportunity to hear how Restorative Practices, if used consistently, has the power to change culture.

Kathy Houghton is the Executive Director at Literacy New York, a statewide agency that provides training and technical assistance to a network of volunteer literacy programs, as well as professional development to classroom teachers and administrators. Her years of experience in non-profit management and adult education include providing workshops in volunteer management, non-profit administration, reading, writing, learning disabilities and English for Speakers of Other Languages

Kathy is a national trainer for LINCS (Literacy Information and Communication System), an organization created to support adult education practitioners. She is also a national trainer for the TEAL (Teaching Excellence in Adult

Literacy) curriculum. Kathy delivers workshops at the local, state and national level, as well as via distance technology.



**Randi Downs & Kathy Houghton**

### In this issue...

A Note from the President ... Pg 2

Member Spotlight ..... Pg 3

Chapter News ..... Pg 5

Leadership Conference Invitation and Registration Form ..... Pg 7

# A Note from the President...

## Grit and Growth

During my chapter visitations, I have been talking about growth mindset, as it relates to the twenty-five chapters of West Virginia State Delta Kappa Gamma. Growth is as much about experimenting as it is about plowing forward. I realize that there is a significant factor that has to be considered when we are seeking new members and new ideas to grow our chapters. That factor is grit.

There are five characteristics that can be associated with grit and all of us can develop grit when reaching out to our members and possible new members. These are courage, conscientiousness, perseverance, resilience and passion.

An example of courage would be taking a chance as a DKG member to reach out and invite others to join you in supporting women educators and staying the course when others are ready to abandon the ship. Women leaders are best suited to help and support other women leaders, and we have to be conscientious to do so. Conscientiousness is having the desire to do tasks well and not resting until the task is done right. Conscientious people stick to their convictions and are determined to make their chapter a more professional organization by demanding meaningful activities that provide a balance of collaboration, community service and social activities.

The struggle to strengthen and grow your chapter will be fruitful. What is your chapter doing to reinvent itself? Five or ten minutes of active listening each meeting will pay rich rewards. Persevere! Persevering often makes the difference between success and failure. Long term goals for your chapter provide a framework for the context and value of your efforts. Perseverance means starting and continuously moving steadfastly on the path to chapter goals.

Resilience is "toughness". As chapter members and leaders, make every effort to approach chapter growth with a sense of optimism and humor. Believe that the difficulties your chapter may be experiencing represent the stepping stones for revitalization and growth. Do not compare your chapter to other chapters, but learn from them. The extent that new members are interested in listening and sharing new ideas often is a measure of the grit they have developed in current and previous interactions with your chapter members. Provide each educator with the experiences she needs in order to collaborate with others and see herself as a productive member of your chapter.

It is important that we understand where the different generations represented in our chapters are coming from. Connecting with current and prospective members has more to do with our spirit than our age.

Endeavor to be passionate as educators, chapter members and leaders. Passion makes the difference between mediocrity and excellence. Accept that your chapter is both imperfect and growing at the same time. Passionate people do not let anything or anyone stop them from being oriented toward results. Embrace passion and be enthusiastic about the future of DKG.

Duckworth, A.L., Peterson, C., Matthews, M.D., & Kelley, D.R. (2007). Grit: Perseverance and passion for long-term goals. *Journal of Personality and Social Psychology*.9. 1087-1101.



**CONNECTION,  
COMMUNICATION,  
COLLABORATION**

# Musings from our 1<sup>st</sup> Vice President ...

## Be Heard

Have you heard of Phyllis Rossiter? In 1969, she was one of the few women enrolled in a graduate program in Science at Yale. (It was in 1969 all Ivy League institutions allowed women to enroll.) She has made it her life's work to recognize the efforts of women in the areas of Science. Her study, "Women Scientists of America", has brought hundreds of forgotten or buried contributions of women scientists to light.

Perhaps we have become complacent in remembering trail-blazing women like Annie Webb Blanton and the other 11 founders of Delta Kappa Gamma. Meeting under assumed names for fear of losing their jobs, they founded The Delta Kappa Gamma Society on May 11, 1929. The Greek name was to conceal the purpose of the society, founded to fill the needs of women in educational professions. It was not an easy task to form a society for women educators when the culture only allowed women to meet for social reasons. Only nine years had passed since women won the right to vote.

Women leaders have worked relentlessly ever since. Some have been in very high-profile positions, yet most have been behind the scenes. We have not yet arrived in ensuring basic rights for all women. The Civil Rights Act of 1964 was for race and gender equality. Yet, it wasn't until 1969, paid maternity leave went into law.

It took until 1978 to enact a law dealing with Pregnancy Discrimination. In 1973, women could still be denied credit cards by some banks. In 1973, all 50 states finally allowed women to serve on juries. In 1994, the Violence Against Women Act was passed. Our members are encouraged to research women's rights history.

As DKG member, what are we willing to do today to further these rights and make our voices heard? What issues do you have with retirement, childcare, your schools, medical care, or issues in our local, state, and national governments? DKG members can be involved in offering workable solutions.

Let us not forget the bold women of DKG. Let us follow in their footsteps in contributing positive changes for women everywhere. Recently I came across a Facebook post that really spoke to me. No one was credited as the author, but many could have written it.

**Accessibility is being able to get in the building.**

**Diversity is getting invited to the table.**

**Inclusion is having a voice at the table.**

**Belonging is having your voice heard.**

## Unknown

Remember we are "Key Women Educators". Let's make sure we are at the table and being heard!

Side-lined :Susan Dominus, "Secrets of American History", THE SMITHSONIAN, Oct. 2019.



**Linda Arbogast**  
**1<sup>st</sup> Vice President**

## Member Spotlight



**Eleanor Effland (Eta)**, member of the Achievement Award Committee and Chapter Disaster Chair

**"Eta Chapter of DKG is important to me. I enjoy socializing with the women from Jefferson & Berkeley counties as well as with women from other chapters. I look forward to the state meetings to renew friendships. ... DKG is one of my blessings."**

## Continued from Page 1

Kathy will also conduct a breakout session entitled "Volunteers Build Capacity". According to Kathy, "When we work to build capacity in communities, we have to leverage the resources we have to empower our communities to become better and stronger. One resource that communities have to work with is the volunteer sector."

This session offers participants concrete tips, practices, and resources for recruiting, managing, and keeping volunteers engaged in service. A DKG goal is to "encourage chapters to provide meaningful activities that provide a balance of collaboration, community service and social activities"-- effective volunteers can be a key component here!

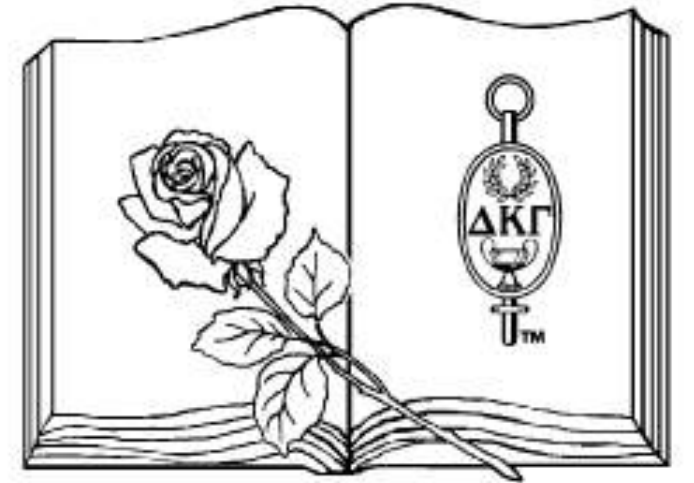
In addition, Dr. Wait and other state officers will be conducting sessions that will offer training for all chapter officers. Claytina Shepherd will be offering a workshop on "Digital Scrapbooking". Those planning to attend Claytina's workshop should bring a laptop to the session.



## White Roses

Susan Greenwalt  
(Eta)

Dr. Penny Mossor  
(Alpha Delta)



## Condolences

West Virginia State extends deepest sympathy to the follow members and their families.

Marsha Cook (Omega) in the death of her mother, Thelma Black  
Pat Spangler (Alpha Epsilon) in the death of her son, John Owen Harker

## A Word from our Treasurer...

### DKG Non-Profit Status

The issue of Delta Kappa Gamma's non-profit status has once again been raised. Delta Kappa Gamma is classified as a 501c(6) organization which means we do not pay federal income tax but we must pay sales tax. This also means we are not eligible to participate in many of the programs that award grants (such as the one from Walmart) or give rewards (like the Kroger program) since they are usually limited to 501c(3) organizations.

One of the requirements to be classified as 501c(3) is that no one, whether an officer or a member, benefits from the organization financially. Because Delta Kappa Gamma gives money back to its members (scholarships are an example of this), the society does not qualify as a 501c(3). International does have some foundations (the Educational Foundation and the Supporting Corporation) which are 501c(3) foundations. This makes contributions to them tax deductible. These foundations are funded through donations rather than membership dues.

If you still have questions concerning this status, please contact me and I will try to find answers for you.

**Deloris Lipps**  
**WV State Treasurer**  
[deljlipps@gmail.com](mailto:deljlipps@gmail.com)



# News from the Chapters

## Omega

Omega Chapter has completed a fifth year of our early literacy project called Snuggle and Read. Members have served 16 preschools in Fayette County this year. Omega members prepared for the events by hand tying 463 fleece blankets. At each event an introductory story is read to the parents and children. During the event an orientation for parents is presented to emphasize the importance of reading aloud to their child. After that books and blankets are distributed to each child. Parents and child settles down to enjoy their new book. Members are on hand to fill in if a parent is unable to attend the event. Each child takes the book and blanket home to keep.

Bridge Day is the largest celebration in West Virginia. Our members participated in the annual weekend celebration by assisting the Canyon Rim Rotary in putting on a Bridge Day Art Show during Taste of Bridge Day. Members filled the roles of collecting the art from the participating schools, judging the art show, encouraging the public to vote for the People Choice Award, and selling tickets for Taste of Bridge Day. Omega Chapter was rewarded by a \$500 donation by Canyon Rim Rotary for our early literacy projects.

## Mu

At the September meeting, gift bags were prepared for all the new teachers in Calhoun, Roane, and Wirt counties. The bags contained lots of snacks as well as some teaching supplies. Chapter members presented the bags to the teachers the following week.

In November, items were collected, labeled, and sorted for the residents of the three area nursing homes. Doris Weekley and Carol Williams delivered the boxes of items early the next week.

## Nu

The October meeting of Nu Chapter was a combination of business and fun, with a visit from State President Glenda Wait and Xi Chapter President Marcia Dunlap. The evening's program theme was personal growth, "Ten Ways to Love Your Brain", presented by Chairman Lisa Bennett. A game of trivia questions led into Dr. Wait's presentation, "Developing a Growth Mindset" and being willing to say "yes" to new opportunities.

After the meeting, members divided and distributed school supplies that had been donated for our Early Career Educators. The bags of supplies were a pleasant surprise to fourteen beginning teachers in the elementary and middle schools.



Nu Chapter members Meg Ashby, Ramona Beverage, Marilyn "Susie" Rogers, Linda Taylor, and Lauren Jarroll also served as judges during the Literature Fairs, both at the local and county levels. Our members are also active in volunteering weekly as readers, as well as board members, for the Nicholas County chapter of Read Aloud West Virginia.

## Alpha Epsilon

Alpha Epsilon Chapter of Marion, Monongalia, and Preston Counties met Saturday, October 19, 2019, at the Albright Fellowship Center. WV State President Glenda Wait joined 22 members and assisted in the induction of Mae Fulk and Natalie Sybolt. Wait encouraged members to connect, commit, and collaborate. She invited us to the leadership conference in Flatwoods, WV, Apr. 25, 2020. The chapter collected a large trunkful of pantry hygiene items for Preston Schools. Laurie Nolan delivered children's books to The Little Learners' Program at Bruceton School.



(Left to right) Mae Fulk, WV State President Glenda Wait, Natalie Sybolt, Shirley Clark, Alpha Epsilon Pres. Karen Zinn, & Pat Dixon participated in the induction of new members.

## Achievement Award Nominations Due

The **Achievement Award** is the highest honor a member of West Virginia State can receive and is an appropriate recognition for outstanding service to our organization. **The Achievement Award application is available on the state website ([www.dkgwv.org](http://www.dkgwv.org)) or by contacting Chairman Pat McComas (Alpha Beta). The completed application needs to be returned to the state chairman by **February 1<sup>st</sup>, 2020.****

Future West Virginia State Conventions		
Convention Year	Chapter(s)	Region
2021	Beta, Tau, Alpha Iota	SW
2023	Mu, Pi	SW
2025	Nu, Omega	SW
2027	Alpha Theta, Phi, Alpha Gamma	SW
2029	Gamma, Alpha Zeta, Alpha Epsilon	NW
2031	Alpha Delta	SW
2033	Eta	NE
2035	Alpha Kappa	NE
2037	Alpha Nu, Theta	SW
2039	Alpha	SW
2041	Delta	NW
2043	Epsilon, Alpha Mu, Upsilon	NW
2045	Xi	SE
2047	Alpha Beta	NE

## Apply Now for Scholarships

West Virginia State has scholarships available for members of DKG who have held membership for at least two years and are working toward a Master’s Degree, Doctoral Degree, or credit beyond a Master’s Degree. The scholarships will be granted at the Leadership Conference. **Scholarship applications can be found on our website or by contacting Dr. Shelly Ratliff (Alpha Zeta)**

- 1. Gertrude Roberts Scholarship (\$1000)** – awarded for doctoral or post-doctoral study
- 2. State Founders Scholarship (\$1000)** - awarded for doctoral or post-doctoral study
- 3. Past State President’s Memorial Honorary Award (\$750)** – award for a member pursuing a Master’s degree
- 4. Master’s Degree Plus (\$600)** – awarded for credit beyond a Master’s Degree
- 5. Professional Workshop/Seminar Scholarship (\$100)** – for a DKG member attending an educational workshop or seminar.

### Eta

Eta Chapter had tremendous fall meetings. We hosted our state president, made a \$100 contribution to the WV State Scholarship Fund in honorarium of Vicki Jenkins’ Lifetime Achievement Award, raised nearly \$700 for our Grants-In-Aid program through a themed basket auction (organized by Chairperson, Laura Richmond), learned African drumming skills from member Andi Hasley, updated our chapter by-laws (edited by Chairperson Kathy Bennett), collected over 100 children’s books, learned how to make a gift box, held a ceremony to remember Susan Greenwalt, and enjoyed a WV Musical Medley prepared by member Bett Sims. Our programs were “Schools For Africa:An Update” from member Rosa Clark, and “Math Talks” from member, Myrtle Holland. We are excited to announce we’ve extended membership invitations to ten prospective new members! Eta Chapter is having a ton of fun while impacting our schools, community, and world!



**WEST VIRGINIA DELTA KAPPA GAMMA  
STATE LEADERSHIP CONFERENCE**

**April 25, 2020**

**If you are planning on coming the night before, you must make your own reservations with the hotel.**



**SUTTON/FLATWOODS DAYS INN  
and  
CONVENTION CENTER  
350 Days Drive Sutton, WV 26601**



**Call Toll-Free Number 1-866-700-7284  
Ask for the Delta Kappa Gamma Room Rate**

❖ **\$106.84 for 1 or 2 persons (includes tax) - Free breakfast for up to 2 persons per room.**

**CONFERENCE REGISTRATION FORM**

By **April 10, 2020**, make a check for Meals and Registration Fee payable to **Alpha Phi State** and mail with this Conference Registration Form to *Susan Marra, 519 Persimmon Lane, Bridgeport, WV 26330.*

Name \_\_\_\_\_ Chapter \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Email Address \_\_\_\_\_

Chapter Office as of July 1, 2020 \_\_\_\_\_ State Office or Committee \_\_\_\_\_

Enthusiastic DKG Member \_\_\_\_\_ Enthusiastic DKG visitor \_\_\_\_\_

Check those that apply:

Registration Fee \$15.00 \_\_\_\_\_  
(\$20.00 after April 10, 2020)

Friday Evening Activity Free \_\_\_\_\_ (Please write yes or no)

Luncheon \$25.00 \_\_\_\_\_

*[Sliced Turkey, Honey Ham, and Roast Beef, American, Swiss, and Pepper Jack Cheese, Bread, Condiments, Chefs Soup of the Day, Macaroni Salad, Freshly Baked Cookies, Water, Tea and Coffee]*

**TOTAL ENCLOSED** \_\_\_\_\_

## Alpha Kappa

Alpha Kappa Chapter held its first meeting at the lovely Candlewyck Inn in Keyser. The meeting was hosted by our Mineral County sisters who arranged a program with April Shapiro, a nursing educator at Potomac State College as the guest speaker. Potomac State has a new four year nursing program which is accredited both state and nationally. There are twenty-three students in the program, so members created twenty-three journals which included an inspirational quote on the inside and a member's name, along with an article about the importance of journaling in nursing. Our picture and a picture of the nursing students with their journals

made the Potomac State College website so we were very proud of our first project.

November found us in Hampshire County where we enjoyed a presentation by Jim Morris, Hampshire County musician and teacher at the Honeybee Studio. He discussed the history of Appalachian music and played banjo and dulcimers he had made from cookie tins and cigar boxes.



## Gamma

Gamma Chapter's October meeting program was about Teachers' Self-Care. We made fall crafts and discussed several ways to take time out of our busy schedules to do something for ourselves.



*The Newsette* is published four times a year: Fall, Winter, Spring and Summer by the West Virginia State Organization of The Delta Kappa Gamma Society International.

Deadlines are September 1, December 1, March 1, and June 1, respectively.

Please send correspondence to  
Connie Boggs, Editor  
50 Fire House Rd. Fairmont, WV 26554  
Phone – 304-376-3197

NEWSETTE  
Connie Boggs, Editor  
50 Fire House Rd.  
Fairmont, WV 26554



**West Virginia  
State Organization**