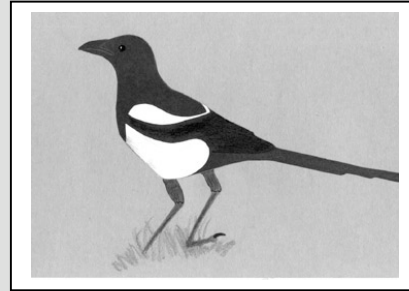


Region 6

The Magpie *

Technical Assistance Alliance for Parent Centers



* Magpie: a bird that that gathers bits and pieces that attracts its attention. **July, 2004**

Regional Conference Innovations

July 29-31, 2004 in Denver, Colorado

As you know, his year's Regional Conference will be a joint meeting for Regions 5 and 6 at the historic downtown Denver Brown Palace Hotel.

Our grand experiment this year is our attempt to provide an opportunity to those of you who will not be present on site to see and hear the keynote speeches, while you sit at your computers, via the wonders of streaming video. Thank you, Roger Holt from PLUK and Jay Ferguson of xTomic, for helping us embrace the 21st century!

On Friday, July 30, at 8:15 AM Mountain Daylight Time, if we are successful, you will be able to hear Doug Fisher of San Diego State University speak on "Achieving High Expectations through Access to the General Education Curriculum."

Also on Friday, July 30, at 2:30 PM MDT, you may be able to see and hear Bob Runkel, Director of Special Education for the State of Montana, speak on "Making the Most of IDEA and NCLB." This session will also be transmitted to conference attendees via video conference

And on Saturday, July 31, at 1 PM MDT, we are hopeful that you will be able to see and hear self advocate Stephen Hinkle speak on "High Expectations and the Importance of an Inclusive Life for Students with Disabilities."

Look for emailed directions on how to participate coming your way via email on Monday, July 26. Stay tuned.

During the conference, Roger and Jay will be teaching us about how we can utilize these technologies at our centers. Hopefully, we can all take the leap!

For a complete agenda for the conference, please visit:
<http://www.matrixparents.org/Region6/ConfAgenda2004.html>

Management Notes

Even a cursory look at the 12 questions that correlate so strongly with organizational effectiveness and employee retention represents a primer in the basic **actions** of a competent leader as a response to the basic **needs** of their employees:

1. *Do I know what's expected of me at work?*
2. *Do I have the materials and equipment I need to do my work right?*
3. *At work do I have the opportunity to do what I do best, every day?*
4. *In the last seven days, have I received recognition or praise for doing good work?*
5. *Does my supervisor, or someone at work, seem to care about me as a person?*
6. *Is there someone at work who encourages my development?*
7. *At work, do my opinions seem to count?*
8. *Does the mission or purpose of my company make me feel my job is important?*
9. *Are my co-workers committed to doing quality work?*
10. *Do I have a best friend at work?*
11. *In the last six months has someone talked to me about my progress?*
12. *This last year, have I had opportunities at work to learn and grow?*

Linda Duxbury Ph.D. and Christopher Higgins Ph.D. tread similar ground in their seminal article "Supportive Managers: What are they? Why do they matter?" (*The HRM Research Quarterly*, Volume 1, Number 4, winter, 1997.) In what has become the largest research initiative of its kind in Canada, the authors looked at the **supervisor-employee** relationship as pivotal to the success of an organization.

Over a ten-year period Duxbury and Higgins surveyed 50,000 private and public sector workers across Canada, interviewed over 3000 workers and followed the experiences of more than 700 working couples in a broad based investigation of workplace issues including the impact of "supportive" vs., "non-supportive" supervision. A supportive manager, as defined by the research:

1. *Engages in two-way communication,*
2. *Provides positive feedback.*
3. *Mentors,*
4. *Allows employees autonomy, and*
5. *Recognizes the effect of non-workplace stressors on employees.*

On the other hand, a non-supportive supervisor:

1. *Is a poor interpersonal communicator,*
2. *Does not show respect for employees,*
3. *Does not give employees autonomy,*
4. *Focuses on hours of work rather than output, and*
5. *Behaves inconsistently toward employees.*

Multicultural Activities

On June 17, 2004, members of the Region 6 Multicultural Network participated in a conference call to share information.

You can read the notes of that call at:

<http://www.matrixparents.org/Region6/ConfCalls.html>



Technology Links

Outstanding Transition site at Virginia Commonwealth University

<http://www.worksupport.com/>

Excellent information + on line courses on employment and related issues.

Movie Reviews: Bad News, Good News

The movie "The United States of Leland", wherein a child with autism is murdered, was panned by the LA Times reviewer. The review went on to say "Warner Bros. bought the rights to the award-winning "The Curious Incident of the Dog in the Night-Time" by English novelist Mark Haddon. Writer-director Steve Kloves will adapt the book about a high-functioning autistic teen. Haddon once worked with autistic children, and his book is filled with humor, compassion and insight. Just thinking of "Curious Incident" wending its way to production takes the bad taste of "The United States of Leland" out of my mouth." This will be a film to look for, if it is anything like the book. If you haven't yet read Haddon's book, I highly recommend it.

Jeanne B

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The Region 6 Office provides you with T.A. in a variety of ways, including:

- Individual consultation, research and links to national resources
- Individual Center Assistance Plans (ICAP)
- Regional Conference
- Region 6 listserv, providing you with quick email access to all centers in the region, at the group address: westalliance@marinmail.info
- Regional conference calls
- New Region 6 website: www.matrixparents.org/region6/
- This e-newsletter. to name iust a few...