Summit Connect

**NOVEMBER 2018 NEWSLETTER** 



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### SUPERINTENDENT'S MESSAGE

It's amazing how fast wintertime has arrived! I hope that all of you have had a great autumn and are readying for the holidays. As 2018 winds down, the Summit ESC would like to share several updates with you regarding the many involvements and achievements of our districts and our staff in recent months.

First, we would like to congratulate the top educators of 2018. We had a fantastic celebration on Oct. 23 at Guy's Party Center recognizing all of the committed educators in Summit County, and it was a very special event for all of us. Thanks to everyone who joined us!

We'd also like to recognize two of our staff members, Lead Educational Audiologist Carrie Spangler and Director of Curriculum & Instruction Matt Young, who both recently traveled out of state to connect with other professionals and learn about other best practices in their fields.

Additionally, other Summit ESC staff members have taken the opportunity to meet with some im-

pressive global thought-leaders—including 10 early childhood education administrators from Iraq selected by the U.S. Embassy and world-renowned researcher Dr. John Hattie. We are proud of the way our staff continually takes the initiative to further their expertise and network with leaders across the world.

Finally, we would like to congratulate Summit ESC Quality Specialist Angela Terella and the other women from our area districts who were selected to take part in the BASA "Imagine: Women's Leadership" program. We know they will do a great job representing our region!

We hope you have a wonderful holiday season with your families and friends. Please let us know if there's any way we can assist your district in the months ahead.

- Joe lacano







#### **JOIN US IN CONGRATULATING THE TOP EDUCATORS OF 2018!**

On Oct. 23, Summit County's top educators were recognized at the 2018 Education Celebration at Guy's Party Center in Akron

The educator selected as the 2018 Teacher of the Year was **Mark Horner**, a Psychology and US History instructor in the Tallmadge City School District, and the Rookie of the Year selected was **Stacey Stassinis**, a teacher in the







**Mark Horner** 

**Stacey Stassinis** 

**Kimberly Rawson** 

Manchester Local School District. The Lifetime Educator award was presented to **Kimberly Rawson**, a retired teacher from the Cuyahoga Falls City School District.

"This is a very special event that the entire ESC staff looks forward to every year," said Summit ESC Superintendent Joseph lacano. "The educators who were honored at the Education Celebration go above and beyond to make an impact on the lives of their students. Our nominees and award winners represent the outstanding professionalism of the educators in Summit County. They are truly deserving of this recognition."

#### TWO ESC EDUCATORS RECOGNIZED AT THE 2018 EDUCATION CELEBRATION

On Oct. 23, two of Summit ESC's very own - Jamie Aken and Caitlyn Davis - were among a handful of selected educators recognized in the 2018 Summit County Education Celebration. Jamie was nominated for Teacher of the Year and Caitlyn for Rookie of the Year.

Jamie and Caitlyn were selected as nominees after an indepth application process solidified by votes from the community, colleagues and a final vote from their director and superintendent.

Jamie, an integrated preschool teacher, has found a variety of ways to reach children, encourage individual learning and provide supports for families through her 12 years of district-wide research with the preschool program.

As an intervention specialist and beginning educator, Cait-





**Jamie Aken** 

**Caitlyn Davis** 

lyn's goal is to continue to advocate for students now and in the future. Caitlyn would also like to continue to work in special education outside of the classroom in the future, perhaps as a school administrator.

The Summit ESC extends its congratulations to Jamie and Caitlyn for their hard work in making a difference in the lives of students.

## SPOTLIGHT ON KIDS FIRST/TOPS

### Jacob Frounfelker



The Summit ESC's Kids First Autism Center is proud to call Jacob Frounfelker its middle school (6-8) Intervention Specialist. Jacob is celebrating his one-year anniversary this month, as he has been a staff member at Kids First and the Summit ESC since November of 2017.

Prior to his role as the Kids First Autism Center Intervention Specialist, Jacob was a one-on-one attendant and classroom assistant in the program at Kids First, one-on-one intervention specialist for home instruction with Coventry Local Schools and substitute for Akron Public Schools.

As the middle school Intervention Specialist, Jacob's job is to provide instruction to students, in addition to helping them reach their goals and objectives for the school year. Jacob's favorite part about working at Kids First and the ESC is the incredible support system from the faculty and staff.

Jacob has always wanted to be an intervention specialist, citing his mother's career as a teacher and growing up with an autistic and Down syndrome brother as his inspiration. Outside of work, Jacob loves to play basketball and enjoys running and watching movies.

## KENDRA KAUFMAN



Meet Kendra Kaufman, Intervention Specialist at the Summit ESC. Kendra works in the Kids First program with children in grades 5-8. This is Kendra's second year with the Summit ESC, with prior experience in the TOPS and Kids First program as a one-to-one attendant.

In her current role as an Intervention Specialist, Kendra emphasizes the importance of working toward student goals, while encompassing a fun and challenging learning environment into her students' days. Kendra is also sure to work toward her own goal, which is making it her personal mission to impact all of her students in one way or another.

Kendra loves coming to work every day, noting the enjoyable atmosphere of the Summit ESC, especially at Kids First and TOPS. She commends the warm welcome that can always be found from other staff members, in addition to the level of helpfulness and willingness to assist when needed. Most of all, Kendra enjoys seeing the students' faces and helping them reach their fullest potential each and every day.

Kendra is married and has two dogs. Family is most important to her, and she tries not to take her time for granted with them. Furthermore, Kendra is a devout follower of Christ.

#### AREA ADMINISTRATORS SELECTED FOR OHIO LEADERSHIP PROGRAM

This fall, the Buckeye Association of School Administrators (BASA) launched a year-long personalized professional development experience called Imagine: Women's Leadership. The program is designed for women to gain or enhance the necessary skills to be successfully considered for the top leadership positions in education.

Thirty women from Ohio have been selected for this program, including **Angela Terella**, Summit ESC Quality Specialist, **Sandra Isabella**, elementary principal in Mogadore Local Schools, **Lori Sandel**, high school principal/curriculum specialist in Waterloo Local Schools and **Dr. Veronica Motley**, Assistant Superintendent of South Euclid-Lyndhurst City Schools.

The Imagine Women's Leadership series will consist of an online education administrator inventory, a one-to-one coaching meeting, three six-hour sessions and four webcasts. The program content will be customized based on the needs indicated from the completed inventory. The general goals of the program for each woman are to learn how to:

- influence and persuade to achieve career aspirations
- master mindful leader practices that enhance well-being
- achieve more through strategic relationships
- gain insight to enhance executive presence
- incorporate strategic thinking across the education system
- navigate the educational leadership culture
- enhance overall leadership effectiveness

All four women are active in the Northeast Ohio Women's Leadership Network initiated by the Summit ESC in 2017. In addition, each woman has demonstrated distinguished leadership. Veronica has chaired BASA's Women's Outreach state committee for several years. Angela is a well-established presenter for area educators. Sandra developed one of the first

elementary STEM schools in Ohio. Lori has joined Summit ESC consultant, Christina Dinklocker, in co-authoring a local article on resume tips for aspiring administrators. We are so proud that Northeast Ohio and our regional network are well represented by these outstanding leaders!

For information and/or to join the Women's Network, contact Dr. Christina Dinklocker at <u>Tinad@summitesc.org.</u> Interested individuals can also register for upcoming meetings through the Summit ESC professional development link on the Summit ESC website.









#### SUMMIT ESC STAFF JOIN GLOBAL ICON DR. HATTIE FOR RESEARCH DAY

The Summit ESC, in cooperation with the ESC Learning Alliance, which includes the Geauga ESC and the Lake County ESC, welcomed world-renowned educator and researcher Dr. John Hattie to Northeast Ohio for a day of "Visible Learning." Nearly 500 attendees from Ohio, Pennsylvania and Indiana were challenged by Dr. Hattie's message to see instruction through the lens of the student and to empower students to be their own teachers. In addition, participants learned the role of feedback, the mind frames leaders need to embrace in order to impact student achievement and the importance of learning intentions and success criteria.



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tended," said Matt Young, Summit ESC Director of Curriculum & Instruction. "This experience gives us a perspective

on education that extends far beyond classroom walls, our area, state and country; it was truly a global perspective on how students best succeed."

Dr. Hattie has created a continuum of approximately 200 factors that influence student achievement by conducting approximately 50,000 studies and 1,000 meta-analyses on more than 300 million students. Presently, Dr. Hattie is the Director of the Melbourne Educational Research Institute at the University of Melbourne, Australia—a position he has held since March 2011.

The Summit ESC staff members who attended the day of learning with Dr. Hattie included Superintendent Joe lacono, Leadership Consultant Dr. Christina Dinklocker, Director of Curriculum & Instruction Matt Young, Quality Specialist Angela Terella, Academic Secretary Sally Gibson, Social Studies Consultant Pat Clayton, Mathematics Consultant Stephen Miller, English Language Acquisition and State Support Team Region 8 (SST-8) Consultant Debbie Theirl and SST-8 Executive Director Dr. Jenine Sansosti, who was joined by several members of her staff.

SummitESC.org

#### SUMMIT ESC MEMBERS MEET WITH DELEGATION OF EDUCATION ADMINISTRATORS FROM IRAQ

On Wednesday, Sept. 26, Superintendent Joe Iacano and select members of the Summit ESC Student Services and Curriculum & Instruction teams met with a delegation of 10 education administrators from Iraq.

The visiting delegates were selected by the U.S. Embassy based upon their workings in early childhood initiatives at the collegiate and governmental levels. In meeting with representatives from the ESC, the delegates had the opportunity to discuss early education curriculum, in addition to conflict resolution curriculum designed to empower at-risk youth to be successful in their education and life skills. The delegates' project was sponsored by the U.S. Department of State International Visitor Leadership Program and organized by Meridian International Center at the national level.

Summit ESC was selected to be a part of this project by the executive director of Global Ties Akron, Michelle Wilson. Wilson contacted the ESC because of her knowledge of the extensive preschool services Summit ESC provides to 10 school districts in the Akron area.

The Summit ESC's goal was to provide the delegates information on how the ESC meets the needs of its diverse population in the early childhood setting, including at-risk, typically developing and special education students. Additionally, the ESC and the delegates discussed managing curriculum planning and addressing issues around behavior and mental health. The second part of the meeting included a visit to the Newberry Preschool in Cuyahoga Falls, where the delegates had the opportunity to see both staff and students in action.

"We were excited to have this opportunity to showcase early childhood initiatives happening in Summit County that are reflective of best practices in Ohio and across the U.S.," said Kim Meeker, Student Services Coordinator. "We hope the delegates walked away with information that will support the development of their early childhood programs in Iraq."

Welcoming the delegates to the ESC included Superintendent lacano, accompanied by members of the Student Services Team; Kim Meeker, Kristen Nowak and Katie Leigh, as well as Matt Young, Director of the Curriculum & Instruction Team.

#### SENSORY BOARDS CONTINUE TO MAKE A POSITIVE IMPACT IN SUMMIT ESC'S FIRST START PROGRAM

This fall, students in the Department of Engineering and Science Technology at the University of Akron created sensory boards for Summit ESC's First Start program. The boards - containing objects like hinges, locks, Velcro, zippers and lights - can help children with autism spectrum disorder by allowing them to stimulate their senses at their own pace.

The First Start Program, which is a specialized, intensive program for children diagnosed with autism or who have needs (language, social and behavioral) related to autism, has found the boards to be extremely beneficial. Already, the boards have been utilized to promote cognitive development, expand expressive communication, encourage social interactions and improve motor develop-

The boards are a production of Associate Professor Craig Wise's "Strength of Materials" class, in collaboration with

Jacqueline Gallo, the ESC's Early Childhood Intervention Specialist, and RyAnn Heller, speech language pathologist. Similar boards were also created earlier this year for Summit ESC during Autism Awareness Month in April.

dren have," said Nowak. "Every time a new board is constructed, Craig's students are able to alter them to align more closely with the children's current levels of learning and development. So far, it's proven to be a wonderful group effort."



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Kristen Nowak, who is the coordinator of the First Start Program, said the collaboration has provided a great educational experience for the University of Akron's students and has also raised awareness for autism spectrum disorder.

"Craig [Wise] and my team have open conversations and communication about what needs the First Start Program's chilFox 8 News even featured the sensory boards in a brief segment, showing footage of students at Newberry Elementary School in Cuyahoga Falls and making mention of Summit Preschool. Summit Preschool provides special education preschool services for nine districts in Summit County and one in Portage County—a total of 27 preschool classrooms.

#### PROGRAM HIGHLIGHT: EDUCATIONAL AUDIOLOGY

We are proud to highlight Summit ESC's Educational Audiology program as our spotlight program of the month. The Educational Audiology program provides compliance-based, onsite school-based/educational audiology services for school districts, preschool programs and other educational settings in an effort to address the listening needs of students.

Research from the American Speech and Hearing Association indicates that the prevalence of hearing loss in school-age children is between 11-14%. The mission







Dr. Jessica Hoefler



Dr. Lauren Thomas

of the Summit ESC's Educational Audiology program is to support districts by providing educational audiology outreach services in order to successfully integrate children with hearing loss in the educational setting. In order for a student with any degree of hearing loss to have access to the curriculum and be successful in their learning, specialized assessment and accommodations are needed in the school environment.

#### Services provided by the Summit ESC Educational Audiology program include:

- Assistance with Hearing Screening Programs: Screening assistance for difficult to test populations (preschool/MD)
- Auditory Processing Assessment: Educational-based auditory processing assessments as well as information and guidance for classroom management strategies
- Educationally Relevant Audiological Evaluations: Administration and interpretation of appropriate evaluations of hearing for students with hearing loss or suspected hearing loss
- Hearing Technology Assistance: Functional assessment of hearing aid/cochlear implant technology for classroom performance
- Personal FM and Classroom Amplification Selection and Fitting: Select, evaluate, and fit a variety of assistive listening devices and classroom audio distribution systems
- Counseling and Guidance to Students/Parents/ Teachers: Effects of hearing loss on understanding of language and speech, the possible psychosocial

- impact of hearing loss, and self-advocacy training based on their potential transition/educational needs
- Provide Training/Consultation and Interpretation for School Personnel: Interpret audiologic findings and relation to Ohio's Operating Standards. Explain results and their impact on the educational performance of the student and provide in depth training for school personnel
- IEP Planning, Writing, and Participation: Assist in writing appropriate IEP goals and services for students with auditory needs. Active member of the IEP team
- TALK (Teaching Auditory Learning in Kids) Preschool Program: This Summit ESC program is a listening and spoken language preschool program for children with hearing aids and cochlear implants whose communication mode is spoken language
- Hit It! (Hearing Impaired Teens Interacting Together):
   This program is for teens/tweens with hearing loss to develop leadership, advocacy, and knowledge about their own hearing loss. This group meets quarterly

The Summit ESC has three educational audiologists addressing the needs of districts: **Dr. Carrie Spangler, Dr. Jessica Hoefler and Dr. Lauren Thomas.** Currently, the Educational Audiology program is in contract with 18 school districts in the Summit, Portage and Medina county regions.

For more information about the Summit ESC Audiology program, please contact Dr. Carrie Spangler, Lead Educational Audiologist. We can help your district evaluate its current needs and provide guidance for educational audiology services.



## KIM DANNEMILLER TO TRAVEL TO NORTH CAROLINA FOR EVAAS™ TRAINING

Curriculum Consultant, Kim Dannemiller, will be traveling to the SAS® Institute located in Cary, North Carolina for EVAAS™ (Education Value-Added Assessment System) training.

EVAAS provides educators with tools to improve on their own effectiveness. The system examines the impact of teachers, schools and districts on the learning of their students in specific courses, grades and subjects. EVAAS enables educators to recognize progress and growth over time. It also provides a clear path to achieving the U.S. goal of leading the world in college completion by the year 2020.

Dannemiller was selected to attend the training by the Ohio Department of Education (ODE). The ODE supports training educators to serve as Regional Data Leads (RDL) to assist school district personnel in their efforts to analyze and interpret performance data to improve both learning and instruction.

The SAS Institute is a multinational developer of analytics software, which helps access, manage, analyze and report on data to aid in decision-making.

## MATT YOUNG, DIRECTOR OF CURRICULUM & INSTRUCTION ATTENDS INSTRUCTIONAL TRAINING IN COLORADO

Matt Young, Summit ESC's Director of Curriculum & Instruction (C&I), attended a two-day instructional training session in Denver, Colorado. The training taught approaches for boosting professional growth and macro-strategies that are responsive to student needs. The training allowed C&I professionals to learn how to offer targeted feedback to teachers, empowering them to identify how they can improve their knowledge and skills.

The training also provided a stepby-step guideline on how instructional coaches and administrators can effectively help teachers in-



crease their performance supplemented by over 330 research-based strategies covered in the book, "The New Art & Science of Teaching."

We asked Matt a few questions and highlights from the training. Here's what he had to say:

#### How will this training help benefit the districts served by the ESC?

With anticipated changes to the Ohio Teacher Evaluation System, new principal standards and an increased emphasis on coaching and collaboration, research-based information, strategies and resources can be shared with local educators to refine instructional practices.

#### What were your top three key take-aways from the training?

We focused on:

- Learning how coaches can help K-12 teachers employ the 43 elements of effective teaching in their classrooms using over 330 research-based strategies.
- Exploring research, teacher actions, desired student responses, extra support/scaffolding and extensions for each of more than 330 strategies.
- Examining various ways schools and districts can provide coaching to teachers.

## What did you feel was one of the most impactful things you learned in the training?

Much emphasis is currently placed on curriculum and assessments – and they are important.

We must not forget that sound, research-based instruction and a collaborative system to promote growth are also important on impacting student learning.

## PROFESSIONAL DEVELOPMENT

#### **DECEMBER 2018**

**December 4:** Grades 2-3: Science and Social

Studies Standards Revision Updates

**December 4:** Treasurers' Lunch Bunch Support

Group

**December 4:** Aspiring Building Leaders

**December 5:** Food Service Network

December 5: ELL Series

December 6: Erik Francis — Now That's a Good

Question

**December 6:** Aspiring Treasurers

**December 6:** Transportation Leader's Network

**December 6:** Aspiring Superintendents

**December 6:** Special Education Directors'

Roundtable

**December 7:** Components of Early Literacy- Oral

**December 7:** Components of Early Literacy-

Vocabulary

December 14: Literacy Leaders' Network

**December 14:** Instructional Practices to Support

Early Learning

#### **JANUARY 2019**

January 8: Book Look

January 10: Legal Updates

January 10: Special Education Forum

January 10: Curriculum Directors' Roundtable

January 10: Women's Leadership Network

January 10: Parochial School Leader's Network

January 11: Early Childhood Social Emotional

Classroom Strategies

January 15: Positive Behavioral Interventions and

Supports (PBIS) Training

January 16: Educators Toolbox for Mental Health &

Travma

January 16: School Resource Officer's Network

**January 16:** Aspiring Treasurers

January 17: Aspiring Superintendents

January 17: Aspiring Building Leaders

January 18: Instructional Practices to Support

**Early Learning** 

January 24: Parent Transition Academy

January 25: Preparing for School and Life Success;

Supporting Executive Functioning During the Preschool Elementary

Years

January 26: Ohio Assessment Literacy Conference

January 28: Designing Purposeful & Inclusive Lessons for all Learners

January 29: Inclusive Education: Who, What,

When, Where, Why?

January 29: School Psych Series

January 30: Giftedness and Differentiation in the

Content Areas

For more information or to register for an event, please visit\_ Summitesc.org/Events/Daily.aspx

#### **ASPIRING TREASURER'S COHORT**

Is the position of school district treasurer something you have seen in your future?

With a few additional courses and field experience, college students or those who have a baccalaureate degree in business or another field, can obtain a license to be employed as a school treasurer by joining the Aspiring Treasurer Cohort.

As part of the Aspiring Treasurer Cohort group, members will learn what is needed in preparation for the job and about the culture of working in a school district environment. This series of meetings is for individuals who work in treasurer's or auditor's offices or who work in other fields and wish to explore the job of school district treasurer. Come meet other like-minded individuals and grow your career and network.

#### **UPCOMING SESSIONS:**

December 6
January 16
March 5
April 11
\$50 PER SESSION

#### **FOOD SERVICE NETWORK**

This series of meetings is designed to bring school food service personnel together to learn about new state requirements. It also serves as a platform for sharing ideas and strategies toward encouraging students to take advantage of the food service program.

Additionally, the meetings are intended to provide resources and networking time for attendees to meet others who work in school kitchens or head-up the food service operations.

#### **UPCOMING SESSIONS:**

December 5
February 14
May 9
\$30 PER SESSION (INCLUDES LUNCH)

#### **SST-8 UPDATE:**

## SUMMIT ESC DISTRICTS AMONG SCHOOLS RECOGNIZED AS SST-8 SPECIAL EDUCATION FORUM

The Ohio PBIS Network & State Support Teams identify schools that exemplify best practices in the implementation of Positive Behavioral Interventions and Supports (PBIS). A recognized school demonstrates best practices within its system, and also is open and transparent in the sharing of its knowledge and resources with other schools. In applying for recognition, the school agrees to external verification of its application data and confirms its openness to involvement with the Ohio PBIS facilitation/coaching supports.

PBIS award level schools have easily identifiable characteristics and are consistent in their methods of: 1) maintaining organized team-based planning, 2) maintaining high levels of administrative involvement and support, and 3) systematically collecting, reviewing and applying data using a problem-solving process. These schools do a superior job of enhancing their school climate and culture in support of students and their academic achievement. These schools recognize that improvement in student behavior and achievement requires changes in adult behavior and in school systems.

Below is a list of the 2017 award winners from Region 8, who were recognized at the Nov. 2 SST-8 Special Education Forum.

Early Learning Program (ELP)Akron Public Schools
Miller Elementary School
Barberton High SchoolBarberton City Schools
Brunswick High School Brunswick City Schools
Applewood Elementary School Brunswick City Schools
Crestview Elementary School
Edwards Middle School Brunswick City Schools
Hickory Ridge Elementary School Brunswick City Schools
Huntington Elementary Brunswick City Schools
Kidder Elementary Brunswick City Schools
Memorial Elementary Brunswick City Schools
Visintainer Middle School Brunswick City Schools
Willets Middle School Brunswick City Schools
Bolich Middle School
Garfield Elementary School
Eliza Northrop Elementary Medina City Schools
A.I. Root Middle School Medina City Schools
HG Blake Elementary Medina City Schools
Windfall School Medina County Board of Developmental Disabilities
RB Chamberlin Middle School
Samuel Bissell Elementary Twinsburg City Schools
Woodridge Primary School
Woodridge Intermediate School

Congratulations to all of these schools on this outstanding accomplishment!

#### WORKSHOP SPOTLIGHT

Working in partnership with State Support Team Region 8 (SST-8), the Autism Society of Greater Akron and the Rape Crisis Center of Summit County, the Summit ESC hosted the "Building a Frame for Behavior at Home" Workshop on Nov. 7

The session, which benefitted parents, caregivers, providers and educators, covered tips and techniques for avoiding and de-escalating unfavorable behaviors in children with behavioral challenges and/or disabilities. The workshop was set up specifically in preparation for the upcoming holiday breaks and associated down time.

Specifically, the workshop covered:

 Recognizing triggers and antecedents to behavior, best strategies for redirection and prompting, ways to modify oneself's own behavior when working with a student that has behavioral needs and how to de-escalate an individual behavior before it becomes unsafe

i.e. using calming strategies, using positive behavior language, etc.

- Developing a personal self-care plan and how to take care of oneself to be the best for struggling loved ones
- Understanding how to implement positive behavior supports that can lead to long-term behavioral changes

 Learning strategies to manage challenging behaviors during unstructured time at home like school breaks and holidays

The workshop sessions included a free lunch and concluded with networking time for the attendees.

## SUE TUCKER, COMMUNITY LIAISON CONSULTANT

It is our goal at Summit ESC to offer school districts the leading resources and innovations in the educational landscape. As we strive to do so, we are proud to announce the addition of Sue Tucker, who will act as the new community liaison consultant. In her role, Tucker will represent Summit ESC on a variety of community task forces alongside Superintendent Iacano. She will also be working with Student Services and the Mental Health Advisory Committee on providing relevant, trauma-informed training and assistance to the school districts served by the ESC.

Tucker began her new position on Oct. 1, though she has worked with school districts in Summit County for the past 20 years and provided professional training in the areas of behavior management, child abuse and bullying and peer aggression.

So far, her favorite part of being the community liaison consultant is working with Summit ESC's wonderful staff. "There is so much energy and creativity! They are open to new ideas and they have a real passion for helping every student succeed," said Tucker. "I am glad that I can bring some of my experiences to the table to assist in their mission."



Tucker holds a Master's degree in Clinical Social Work from The Ohio State University and is a Licensed Independent Social Worker with a Supervision classification. She has been married for 26 years to the love of her life, and together they have six children. Tucker lives in Cuyahoga Falls, and her favorite hobbies are hiking and traveling.