Weather

We have enjoyed some unseasonably warm weather, lately. I keep waiting for that to come to an end. Remember to check the local television stations and the radio station out of Lemars. We will also send out information via our automated phone messaging system, Parentlink. With the switch from days to hours in the calendar, we have a little time to work with in regards to anymore late starts or early outs. We do have to make up two days later in the year. The last day is now scheduled for May 22nd. Let’s hope we continue to have good weather and we don’t have to cancel any more.

School Calendar Update

The governor sent a letter to the department of education asking them for stricter rules in regards to the early start date waiver. Current law states that a school can start no earlier than the week in which September 1 falls, unless the department of education grants a waiver. I shared this information with the school board in January and also shared a sample calendar. One in which we start school on August 31st. With this start date, school would get out for the year on June 1st. This is after Memorial Day. Throw in some snow days and school may just get out the second week of June. Many in the legislature have suggested sponsoring a bill, which would allow schools (Local Control) to decide when it is appropriate to start and end school. We will wait and see where this goes. I am hoping the law gets changed. I don’t know anyone who wants to be in school after Memorial Day and have school into the second week of June.

Other Items

As we wind down the winter sports season and gear up for fine arts competitions, take a moment to thank the coaches, sponsors and volunteers who help make the season possible. The kids have worked extremely hard and have kept giving their all to the end. Finally I am proud of our school. I am proud of our students, staff, and what we are trying to accomplish and I am extremely proud of the support given to our school from the parents and the community.
Elementary Comments

- Mr. Wiese

The 3rd Quarter started with a five day challenge from Mother Nature (late starts, early dismissals, school cancelled, etc.)! However, things have calmed down and hopefully will remain that way the rest of the 3rd quarter!

Many of you have signed up for the JMC On-Line Parent program offered by the school district. Attendance and lunch balances (plus you can pay on-line too) can be monitored with internet access. For 3rd grade and above, parents can also monitor the academic progress of their child. If you would like more information about this feature, please contact the school!

Your child at some point this school year has mentioned our “Box Tops 4 Education”. Numerous companies offer these “coupons” on their products. Our school can turn-in these items and receive money to benefit our students. Thanks for your help again! A competition will be held again for the elementary from now until February 23. Specific details will be shared at an elementary assembly on 2/4/15!

Once in a while the flu bug hits the school. We ask that you do not send your child back to school until she/he has been fever free and/or stomach flu free for 24 hours. Secondly, we want all students and drivers to be safe in the parking lot before and after school. Please personally escort your child to the parking lot and just don’t have them run across the busy street/lot.

Please remember our upcoming Parent-Teacher Conferences in March. The dates are Tuesday, March 17 and Thursday, March 19. For 1st-4th grades, a hand-out will be given to you showing the results of the Iowa Assessments taken in November 2014 (formerly called ITBS) taken by your child. Effective in 2014-2015, all students in grades K-3rd grade take the FAST assessment test. Information may be shared with you about these tests at conferences and/or with a letter. Finally, in the middle of each quarter, 4.5 week Progress Reports are sent home (3rd & 4th grades). Thank you for your continued support!

School Health Information

Hearing screenings were conducted by the AEA on January 29th, 30th and February 5th. Notes regarding your child’s hearing results have been sent home with those students tested. If your child’s hearing tested abnormally, hearing rechecks have been already scheduled for either February 23rd or 24th.

The Freshmen Health students have several guest speakers coming in to visit the next few weeks. Topics of discussion will be dating violence, eating disorders, general mental health diseases and substance abuse. I will soon be starting the CPR/AED/First Aid course with freshman Health students. Informational letters regarding the course requirements will be sent home. This is a lengthy course, using approximately 13 class sessions.

Kindergarten roundup will be held on Friday, March 27th. If you have a child that will be attending kindergarten next year, please call the school to get them pre-registered for roundup ASAP.

If you have any health questions or concerns, don’t hesitate to call me at the school.

- Barb Sitzmann, School Nurse

“The Kingsley-Pierson CSD believes education enhancement requires consistently fair and equitable educational and employment practices without regard to race, color, national origin, religion, creed, age, sexual orientation, marital status, sex, gender, gender identity, disability or socio-economic status.”
The 3rd Quarter “3” week Progress Reports have been sent home with your child for grades 6, 7, & 8. For 5th grade, 4.5 week Progress Reports will be sent home around Feb. 6. The year is flying by and it is crucial that your daughter/son does their best at school. The faculty, staff, and administration of Kingsley-Pierson want each student to be successful! Thank you for all of your support and involvement in the lives of your kids.

Our annual “Fund Raiser” for Grades 5, 6, & 7 is quickly approaching and will happen in a few weeks. More details will follow with specifics in a memo and an email. Any profits made go to our “Activity Fund” which provide equipment, uniforms, etc. for our athletic programs in the middle school. Requests have been made for various things in 2015/2016. However, our account balance is low and the kids have an excellent opportunity to “replenish” the fund! Thank you in advance for all of your help in this matter.

The wrestling season is finally in full swing. We have nine meets this year of which two are home.

**MS Wrestling Schedule 2014/2015:**
- Tuesday Feb 3  4:00 PM @ Onawa
- Thursday Feb 5  4:00 PM @ Moville
- Friday Feb 6  4:00 PM @ Akron
- Monday Feb 9  4:00 PM @ Sloan
- Thursday Feb 12  4:00 PM @ Lawton
- Friday Feb 13  4:00 PM @ Rock Rapids
- Tuesday Feb 17  4:00 PM @ Mapleton
- Thursday Feb 26  4:00 PM @ Pierson

A reminder that there is NO School on Monday, February 16, 2015.

Please remember our upcoming Parent-Teacher Conferences in March. The dates are Tuesday, March 17 and Thursday, March 19. A hand-out will be given showing the results of the Iowa Assessments taken in November 2014 (formerly called ITBS) by your child. Thank you for your continued support!!

Curriculum Corner continued from page 1

Whiting will also receive the funding and begin implementing in 2016-2017. Even though I knew all of this prior, it still stung. I don’t like to do anything halfway, and I am a very competitive person by nature. I wanted to get the grant for all of my schools this year, but unfortunately that did not happen. In hindsight, it will be better this way because we will have another year to plan for the implementation of the grant. We will begin the same time as LB and MVAO, and we will be able to plan together this next year.

I am pleased to report that many teachers at KP applied for the Farm Bureau Grant. The grant is for a maximum $200 that may be spent on classroom resources that tie in agriculture. We should know shortly who will receive the funding. Currently I have teachers working on applying for the Iowa STEM Grant. STEM is an acronym for science, technology, engineering, and mathematics. The Governor has set aside $1.2 million dollars in available grant money. A top priority of this grant money is to help improve learner interest and achievement in STEM areas. At KP many elementary teachers are excited about applying to receive these programs. They are very hands-on and a great way to add an innovative idea into their classrooms. The programs are preK-12, so I am hoping to see some interest from our middle school and high school as well. Lawton-Bronson has used this grant in the past and I have heard very good things from the staff and students.

Our Emergency Response Team met and went over our old policy to update and make changes. Our team consists of Jody Reinking, Barb Sitzmann, Sue Delfs, Rob Wiese, Scott Bailey, and me. The plan is currently on Mr. Bailey’s desk for his approval before we send to the printers.

Thankfully I had witnesses nearby (Mr. Bailey and Mrs. Delfs) when I had a student draw from all the Panther Shout-Out’s submitted in Quarter 2. Logan Wenzel drew out one I had written to Laura Boustead. I was thanking Laura for always trying new ideas I send her way and for her feedback. Thanks to the Booster Club, Laura and I each received a $25 gift certificate to Doosky’s East. The Panther Shout-Out program was so successful we will continue for 3rd Quarter. “Being told you are appreciated is one of the simplest and most uplifting things you can hear.” Thanks again to the Booster Club for sponsoring and to the staff for taking the time to recognize one another.
Medieval European castles were constructed for Mr. Harpenau’s History class. Students had to build the castles and discuss the history behind them. Many of the students spent a lot of time and effort on this project, and some were very creative with the materials used: marshmallows, cardboard boxes, pop bottles, legos, clay, paper and wood.

THE GUIDANCE OFFICE

ACT
The next ACT deadline is March 13. All juniors should try to take the ACT in April for the first time but please remember there are Prom, is that day as well as Solo/Ensemble Music festival. There is also a date for ACT’s in June.

FINANCIAL AID PRIORITY DEADLINES: Seniors need to check with their colleges to determine the financial aid priority deadline. For many colleges, the deadlines fall in the month of February or have a March 1 deadline. This priority deadline means the FAFSA must be completed and filed by this time to give students the opportunity to have priority in receiving aid. After the priority dates, students will receive what aid is left. Remember, if you do not do your taxes until a later date, use last year’s taxes to estimate and when you are finished with your 2014 taxes, you will need to make corrections on the FAFSA application.

CALENDAR

Feb. 1: Deadline for the Hixson Opportunity Awards at Iowa State University-please apply at www.dso.iastate.edu/hixson/application.
Feb. 3: Grand Lodge of Iowa, A.F. and A.M. Masonic Scholarship deadline-application in guidance office
Feb. 15*: deadline for the Siouxland Community Foundation Scholarships—Duane and Shirley Hiller Student Athlete Scholarship-app. in guidance office
Feb. 15*: deadline for the Siouxland Community Foundation Scholarships-Flight Crew (232) Scholarship
Feb. 15*: deadline for the Siouxland Community Foundation Scholarships-Col. V. Thomas Considine Scholarship
Feb. 22: deadline for the Iowa Financial Know-How Senior Scholarship. Interested students should go to www.iowastudentloan.org/SeniorScholarship to register and read the complete rules.
Feb. 26: Maxine Fieg Whiteside Memorial Scholarship. App is in the guidance office (Education or Dentistry)
March 1: deadline for the Montiford and Mary Doupe Scholarship-app. in guidance office
March 1: deadline for the Iowa Soybean Association Ag. Scholarship-app. in the guidance office
March 1: Deadline for the Iowa Outstanding Student Scholarship Honoring Steve Loven. Apply at www.ican succeed.org/icanscholarship
March 3*: MCEC Technical Scholarship Application from the Grand Lodge of Iowa A.F. & A.M. Applications are available in the guidance office.
March 3*: The deadline for the Plymouth County Farm Bureau Scholarship Application is in the guidance office.
March 13: Priority Deadline for the Western Iowa Tech Community College Foundation Scholarships
March 13: ACT registration deadline for the April 18 ACT test—Juniors should seriously consider taking the test in April.
March 16: deadline for the ACACIA Leadership Scholarship at Iowa State University—App. in guidance office
March 26*: deadline for the Dale Schroeder Memorial Scholarship Program. Apply at http://DaleSchroeder.scholarshipapply.org
March 31: Deadline for the Northwest Iowa Two Cylinder Club Scholarship. App in guidance office

*Applications are not in the guidance office yet and these deadlines are from last year.
SPORTS SCHEDULES: Happy Valentine’s Day!!  Winter sports are off and running. Keep up the good work and please continue to show your Panther Pride!

REMEMBER when attending athletic events:
Let the players play
Let the coaches coach
Let the officials officiate
Sportsmanship is required!

Here is an excellent link of an article that was forwarded to me to share, if you would like to check it out in your free time:  https://stevenashyb.wordpress.com/2015/01/12/the-enemy-of-excellence-in-youth-sports/  A copy of this article is included in this newsletter.

Please utilize our Kingsley-Pierson website for updated schedules and gym times. You can locate gym times under the “community” link. This worked well last year and I have heard great comments again this year. We also have a gym divider/curtain in the Kingsley gym so we will be able to schedule more youth teams for practices. Please remember to supervise your kids at all times. Please DO NOT prop the southwest doors open, we had to replace the door so now there is an wrench to open the bar and keep it unlocked during your practice.

IMPORTANT DATES:
**Wrestling sectionals @ West Sioux @ Noon on Feb. 7th
**Wrestling districts @ Sibley-Ocheyedan on Feb. 14th starting at noon

WV Conference Basketball Tournament has started Varsity boys will play at Westwood on Monday, Feb. 2nd @ 6pm vs. Siouxland Christian. They will play JV/V at Correctionville vs. RV on Feb. 5th @ 6pm

Girls Basketball Districts starts on Feb. 12th—KP drew a bye first round, 2nd round on Feb. 17th 7pm game KP vs. Winners of Whiting and COU

Boys Basketball Pairings have not been released yet, but 1st round will be Feb.16th

PE NEWS:  JH PE students need to change into PE clothes (i.e. t-shirt AND shorts) as well as indoor. Clean PE shoes. These are easy points to earn for your PE grade. Jump Rope and Hoops for Heart Kick-off will be Feb. 20th!! Also, remember if you child has seen a doctor and they are excused from PE for any medical reason, they will need a note from their doctor or from you, the parent/guardian, saying that they are OK to participate. Thank you for your cooperation!

We have had confirmed cases of Influenza A, strep, stomach bugs and pink eye in the district. Once again, please read and adhere to the following policies regarding illness. At this point, it may be better to err on the side of caution with students that are or may be becoming ill. Thank you!!

POLICIES REGARDING ABSENCES DUE TO ILLNESS:

1. Please keep sick children at home for at least 24 hours after they no longer have a fever (under 100.0 degrees) or do not have signs of fever, without using temperature-reducing medications such as Tylenol or Ibuprofen. If sick with vomiting or diarrhea, the student should be eating a regular diet for 24 hours before returning to school. Keeping children that are physically ill at home, will reduce the number of people who may get infected.

2. Students are not to participate in or attend a school activity (music, sports, drama, etc.) at night on a day when he/she was absent from school. Students must be in attendance for all afternoon classes (not just 8th period) in order to participate in or attend evening activities.

3. If a student leaves during the school day due to illness, they are not permitted to come back to school on that same day. The student is not permitted to participate in afternoon or evening activities. If you are too ill to be in school, you are too ill to participate.

4. Students are not permitted to leave school to go home to take medicine and rest, then return to school in order to participate in an activity. Once again, if the student is ill enough to have to leave school, they are too ill to participate.

Please take these factors into consideration when deciding to send your child to school or not. If you have any questions regarding these policies, please feel free to contact the school at (712)378-2861. Thank you.

SAVE THE DATE:  Panther Ball, March 7, 2015
“My daughter is the tallest fourth grader in her class and loves to play basketball,” said a father to me recently. “Sadly, I know that she will ultimately grow to be of average height. Since she is now only allowed to rebound and give the ball to shorter-ball handler players on her team, she will never develop the skills she will need to play basketball. After her last game, she told her 5-year old sister that she did not shoot or score because her job is to rebound and play defense, because that is what her coach told her. What should I do?”

The plight of this parent highlights what I believe to be the greatest obstacle to a child-centered youth sports environment.

It causes many children to drop out and quit.

It turns the focus of youth sports away from the priorities and needs of children, and towards the values of adults.

It cuts at the very essence of what sports is supposed to be about: a quest for excellence.

Sadly, this girl and millions of kids just like her are playing sports in an environment not designed to make them better in the long term. They are caught up in an adult obsession to solely measure youth sports results in wins and losses, and it is killing youth sports in our country.

Comments by NBA stars Kobe Bryant and LeBron James, as well as basketball coach Alan Stein, about the emphasis on playing games instead of practicing, and winning at the expense of teaching the game the right way, have made headlines recently. They reminded me of this great video by NBA coach Stan Van Gundy about the massive amount of youth basketball coaches dedicated to winning as opposed to skill development.

But this is not a basketball problem. It is a youth sports problem. It exists in every team sport.

Our obsession with winning is the enemy of excellence in youth sports!

We have turned our attention away from developing excellence in our athletes, and now only focus on immediate success. As a result, we do the following:

1. Play too many games and do not practice enough.
2. Select “talent” for short term gains instead of identifying and developing all athletes and focusing on long term potential
3. Make cuts and select all-star teams at younger and younger ages, making youth sports an elitist undertaking for early developers and those with the financial means to participate.
4. Require year round participation to be a part of elementary school age youth teams, which goes against the advice of physicians, psychologists and sociologists.
5. Teach and coach strategies that provide short-term results at the expense of long-term development.

I know there are some reading this just dying to write that I am anti-competition, and believe we should give everyone a trophy and sing Kumbaya after every activity regardless of outcome.

That is not me.

I am competitive. I love winning. I have coached high-level athletes who have gone on to be college, national team and professional soccer players for over two decades. And I believe that every time an athlete takes the field, he or she should give maximum effort in the pursuit of victory.

But players who play to win is one thing, and has nothing to do with coaches who only coach to win, and organizations who create environments focused on winning and not development. Their approach actually robs kids of their athletic education, and sets them up for failure later in life.

These coaches love to say, “we are developing winners,” but they are not. They are actually developing losers because they are not giving their players the tools to compete and win later at higher levels of sport. That 4th grade basketball player I mentioned above is not learning to dribble or shoot, two essential skills for any basketball player, especially one who won’t crack the six foot barrier! And why, “because her job is to rebound and play defense” to help the team win!

The biggest problem today is that players flock to clubs and coaches that win, and rarely do parents take the time to think, “Is this a good place for both my child’s long term athletic development, and personal development?”

Great coaches and developmentally focused organizations often lose their best players to these “elite” winning clubs who promise championships and scholarships. True athlete-focused coaches play all their players, and lose a few games in the process by teaching for the long term, yet season after season end up having to find new players to replace the ones who left to the “winning” clubs.
You see, teaching a tall 10 year old to dribble and play guard will likely lose you a few basketball games, but it will make that 10 year old a better basketball player. Teaching your young soccer players to be creative, to try and pass out of the back and beat players 1v1 will cost you goals and games, but it will make them much more adept players when it really matters. And letting everyone pitch in Little League, as well as limiting pitch counts and actually practicing instead of simply playing games, will develop better baseball players, but not win you all your games.

Our obsession with winning is without a doubt the enemy of excellence in youth sports.

I have always loved this quote from the late Joe Paterno:

“There are many people, particularly in sports, who think that success and excellence are the same thing. They are not the same thing. Excellence is something that is lasting and dependable and largely within a person’s control. In contrast, success is perishable and is often outside our control. If you strive for excellence, you will probably be successful eventually. People who put excellence in the first place have the patience to end up with success. An additional burden for the victim of the success mentality is that he is threatened by the success of others and he resents real excellence. In contrast, the person that is fascinated by quality is excited when he sees it in others.”

Excellence is all about the process; while winning is all about the outcome.

Excellence promotes the growth mindset that Dr. Carol Deck has identified as crucial to learning and high-performance, while a focus on winning promotes the destructive, outcome oriented fixed mindset that fears failure and dismisses effort as meaningless.

Excellence allows room for failure and learning, while an obsession with winning does not.

Excellence based youth sports programs allow every player to develop on his or her own pace, while results oriented teams only use those players who can help them now.

Excellence inevitably leads to success, while outcome-focused achievement rarely yields excellence.

Do you really want your child to win every game for the rest of his life? That can be arranged. Play in a bad league, play in low level tournaments, and sure enough you can win them all. But why? There will be boredom, little learning, and no challenge. **So if we can agree that we don’t need, or want, to win all our games because it is not necessarily a good thing, shouldn’t we stop worrying when we lose one or two in a weekend?**

If we are ever to once again create a player-centered youth sports environment, one that prioritizes the needs and values of our kids over the adults involved in sports, we need to shift this paradigm.

We need an excellence based youth soccer system such as Iceland (population 320,000) which wouldn’t even qualify as a small city in the United States (pop. 316 million) yet has a similar FIFA world ranking and produces more European professional players than the US.

We need better coaching and a developmentally focused youth hockey system like Sweden (pop. 9.5 million), which revamped its youth hockey program in 2002 and now is third in the world behind the US and Canada (pop. 35 million) in producing NHL players.

We need to teach fundamental basketball like Serbia (pop. 7 million), which allowed them to reach the finals of the 2014 World Championships.

While each of these sporting systems has their own coaching and player development models, they have one commonality: they have small populations and therefore must maximize the potential of every athlete. **As a result, they focus on excellence and development of their young athletes, and let the winning come as a result of development, not in place of it.**

**What is the Path Forward?**

Here are a few suggestions to shift this paradigm from an outcome driven nightmare to an excellence driven developmental model.

**Parents:**

Start educating yourselves on the organizations you are a part of, and the science of athletic development, performance, and child psychology (click here to grab my eBook on this topic). So many parents are allowing their kids to be short changed, led by lousy
role models, and even bullied, in order to win a $10 trophy or two.

Start letting your kids compete with other kids like you used to as a child, and stop competing with other adults though your kids (and posting the results on Facebook and Instagram).

Stop worrying about winning and find better ways to measure the success of your child’s sports program!

Please demand that your schools and youth sports clubs hire transformational coaches who value your child and treat him or her with the respect and dignity they deserve in victory and defeat, and then support those coaches!

Say something, share this article, tell one person, do anything to make a difference
Your money talks, so have the courage to speak up and walk when your kids are not being served.

Coaches:
For those of you who are doing it right, developing athletes and teaching them about sport and life, keep doing what you are doing. I know how hard it is to be a teacher, mentor and trusted ally of your athletes these days, but we need you more than ever. Don’t give up!

For those of you who are in it simply for the paycheck and/or your ego, and go around trophy hunting and churning through kids to serve yourself, ask yourself this simple question posed to me by a legendary swimming coach I once met: “How can you be disloyal to a sport that is giving you a life?” You drive kids out of a game you claim to love, and you give a bad name to a vocation that you have turned into a profession. Please change, or please find something else to do, but don’t coach.

Youth Sports Organizations:
You are the gatekeepers of youth sports. You set the philosophy and the tone; you make youth sports a place for development or simply a place to separate winners and losers. Please take a stand.

Do a better job with parent education. Parents love their kids, and they want to help, but no one teaches them how to help! So many of you pay homage to parent education by having them sign a worthless code of conduct, or by burying a page of do’s and don’ts on your website. So many well-paid coaching directors I know tell me they don’t have any money in their budget for parent education, but then tell me they spend half their time dealing with parent issues. “Uh, so what you are saying is that you actually do spend $40,000 on cleaning up the mess, but cannot find $2,000 to prevent it?” Bring in the Changing the Game Project, or Positive Coaching Alliance, or Proactive Coaching, or Bob Bigelow, and start teaching parents how to help sports belong to their kids when they are young, and keep teaching them year after year. It works!

Do a better job supporting and educating your coaches, especially the volunteers. We have one preseason meeting, hand them an outdated PDF coaching manual, tell them how to watch for concussions and then throw them to the wolves. They need better ideas for practices. They need modern tools (check out my new venture TheDrillBook.com, its FREE). They need to know how to handle lopsided games, and how to get rid of lines and lectures. The more you do for them, the more of them will come back year after year because it will be an enjoyable experience.

The enemy of excellence in youth sports is the obsession with winning. It is driving children out of sports and toward sedentary lifestyles, and it is not preparing them to succeed in sport or in life. We need this to change.

You can be the change. You can help start this revolution, simply by sharing this article with one other person, or telling one person about this work.

We need you!
Our kids need you.
Excellence needs you!!!
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**KINGSEY-PERSON COMM. SCHOOL**
### February 2015

**Kingsley-Pierson**

**Breakfast & Lunch Menu**

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<td>Pancakes</td>
<td>Breakfast Pizza</td>
<td>Sausage Pancake Stick</td>
<td>Breakfast Round</td>
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<td>Cheesy Chicken Rotini</td>
<td>Beef &amp; Cheese Burrito</td>
<td>Turkey Pot Pie w/Biscuit</td>
<td>Salisbury Steak</td>
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<td>Chicken Wrap</td>
<td>Mini Corn Dogs</td>
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<td>Breakfast Pizza</td>
<td>Cheesy Eggs w/Toast</td>
<td>French Toast Sticks</td>
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<tr>
<td>Grilled Cheese Sandwich</td>
</tr>
<tr>
<td>Hot Ham &amp; Cheese</td>
</tr>
<tr>
<td>Tomato Soup</td>
</tr>
<tr>
<td>23</td>
</tr>
</tbody>
</table>

### Meal Prices

<table>
<thead>
<tr>
<th>Breakfast</th>
<th>Lunch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grades K-12</td>
<td>$1.75</td>
</tr>
<tr>
<td>Grades K-12</td>
<td>$2.35</td>
</tr>
<tr>
<td>Adult</td>
<td>$3.30</td>
</tr>
<tr>
<td>Extra Entrée</td>
<td>$1.50</td>
</tr>
</tbody>
</table>

**Extra Milk or Side excluding F&V Bar** $0.50

**Breakfast Choices Offered Daily:**
- Fruit & 100% Juice
- Breakfast Entrée
- WG Cereal
- Skim, Low-Fat & Skim Chocolate Milk

**Lunch Choices Offered Daily:**
- Fruit & Vegetable Bar
- Skim, Low-Fat & Skim Chocolate Milk

Students may select one of the two entrée options

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CBM is an equal opportunity provider and employer. Menus subject to change.