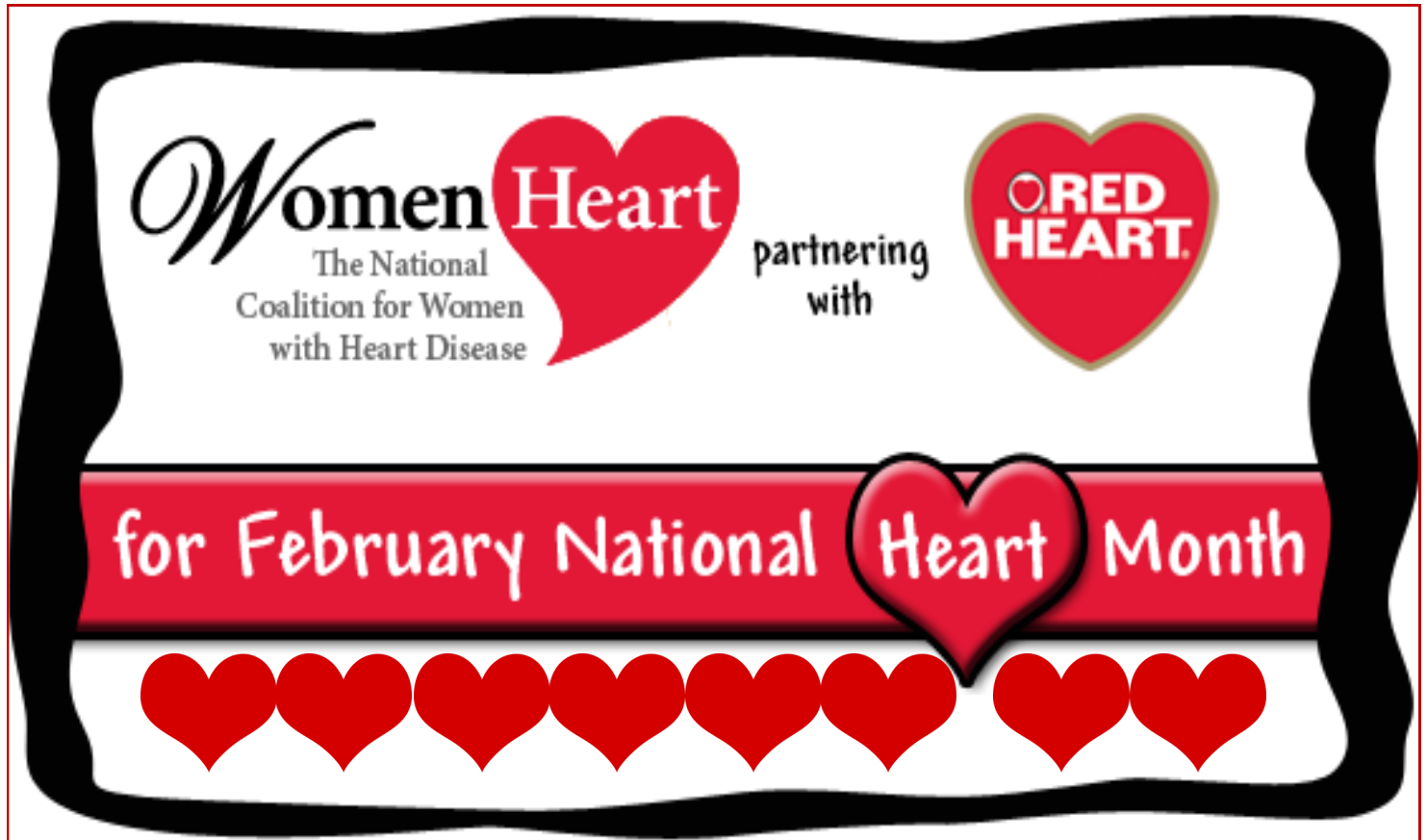


BPWTN ACHIEVER

Business and Professional Women of Tennessee

February 2023 Issue 8



Friday, February 3rd National Wear **Red** Day

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A Publication of the Business and Professional Women of Tennessee



Martha's Message

*February is all about the heart... **Valentine's Day, Healthy Heart Month and National Wear Red Day.***

*For the past 20 years, the American Heart Association has celebrated Heart Month through their **National Wear Red Day** on the first Friday of February. This year the event is on Friday, February 3, 2023. Together, we can wear red and be the BIG difference for a better life for women everywhere.*

*As a reminder the **goredforwomen.org** website has multiple resources to help with celebrating **Heart Month**. Also, as you **wear red** on this day, take some photos and post them on your local's FaceBook page and then share with the rest of our groups! We would all love to see your pretty faces dressed up in **red**.*

Save the date reminder... Our in person convention is scheduled for June 2023. We have secured the Hampton Inn at Mt. Juliet for the event.

Additionally, the officer terms for 2021-2023 end and a new slate of officers will be elected for 2023-2025. This is a perfect opportunity for anyone seeking leadership skills. Candidate forms are located on the website at <http://www.bpwn.org/state-forms-docs.html>. If you have any questions, please reach out to any state officer or a member of the nominating committee. More information on the nominating committee and offices is available later in this publication.

At any time you need to contact me, please feel free to drop me an email at president@bpwn.org or give me a call at (901) 489-5481

Best wishes to all for a prosperous New Year!



For more information visit

BPWTN.org

also

Check us out on Facebook

**Business and
Professional Women
of Tennessee**

Link is <https://www.facebook.com/BPWTN>



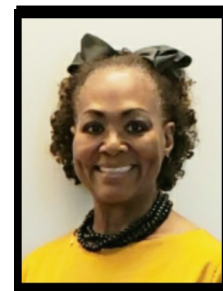
Letter
from the
Editor

I hope everyone has enjoyed receiving the Achiever. It has definitely been a great way to keep up with BPW activities and see what was going on across the state.

Please send your articles for the Achiever by the 20th of each month for the next months issue. Have a Happy New Year.

If you have any questions, please contact me via email or text any time.

Thank you, Sharon Taylor-Carrillo
Past State President 2007-08, 2017-18
Achiever Editor 2021-2023
615-319-6531





Upcoming Zoom Meeting Details

Equal Pay Day Recognition -
Unhappy Hour Virtual Meeting hosted
by Amber Farley

Date and Time: Mar 14, 2023 06:00 PM CST / 07:00 PM EST



Spring Regional Meeting hosted by
Amber Farley and Robin McKamey

Date and Time: Apr 4, 2023 06:00 PM CST / 07:00 PM EST

Meeting login information

By Computer

[https://us06web.zoom.us/j/9829472921?](https://us06web.zoom.us/j/9829472921?pwd=OVNna2FJRStaVVBKc2Vab3RLcURyUT09)

[pwd=OVNna2FJRStaVVBKc2Vab3RLcURyUT09](https://us06web.zoom.us/j/9829472921?pwd=OVNna2FJRStaVVBKc2Vab3RLcURyUT09)

Meeting ID: 982 947 2921

Passcode: 279865

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By Phone

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+1 309 205 3325 US

Meeting ID: 982 947 2921

Passcode: 279865



Business and
Professional
Women/TN

♥ *Ted Talks/YouTube's* ♥

How to do laundry when you're depressed with KC Davis



Ever had a hard time doing daily household tasks -- cooking, cleaning, laundry -- and felt like a terrible person for struggling in the first place? Therapist KC Davis is here to flip that negative internalized script with a simple yet perspective-shifting fact that may change your approach to life. Learn a gentler, more practical approach to mental health as Davis shares hard-won wisdom and helpful shortcuts on how to get by when you feel like you've barely got it together.

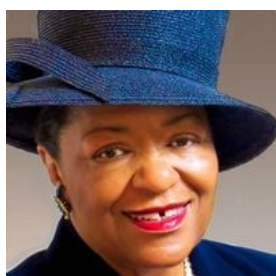
https://www.ted.com/talks/kc_davis_how_to_do_laundry_when_you_re_depressed_jan_2022?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare

Why you feel anxious socializing (and what to do about it) with Fallon Goodman



In crowds, at parties, meetings, get-togethers with friends, everyday interactions: social anxiety can show up as an unwelcome guest at any time. But why? Psychologist Fallon Goodman digs into the source of social anxiety, setting the record straight about this common condition with practical solutions to help you feel the most authentically "you" while out and about.

https://www.ted.com/talks/fallon_goodman_why_you_feel_anxious_socializing_and_what_to_do_about_it?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare



Nashville post office renamed for the late Sen. Thelma Harper

U.S. Rep. Jim Cooper last week announced that a bill to name a Nashville post office after late state Sen. Thelma Harper had cleared the House and Senate and was headed to President Joe Biden's desk. Harper was a Nashville Democrat who became the first African-American woman elected to the state Senate. She died in April 2021 at the age of 80. According to the White

House, Biden signed off on the bill today and the U.S. post office at 2245 Rosa L Parks Blvd. has been renamed as the Thelma Harper Post Office Building.

[Nashville post office renamed for the late Sen. Thelma Harper \(newschannel5.com\)](https://www.newschannel5.com/nashville-post-office-renamed-for-the-late-sen-thelma-harper)

Dashboard App Provides Full Access to Legislative Happenings

Posted by: Stacey Shrader Joslin on Jan 11, 2023

Tennessee House Speaker Cameron Sexton, R-Crossville, has unveiled a new tool designed to enhance public transparency in the legislative process, [Chattanooga.com reports](https://www.chattanooga.com/news/tennessee-house-speaker-unveils-new-tool-to-enhance-public-transparency-in-the-legislative-process). In announcing the tool, Sexton said the dashboard "will also give every Tennessean the same access to the legislative process as their elected officials." Members of the public will be able to view all House committee and floor calendars, legislation, amendments and video of all House legislative initiatives.

To access the dashboard visit wapp.capitol.tn.gov and then log in or create an account.

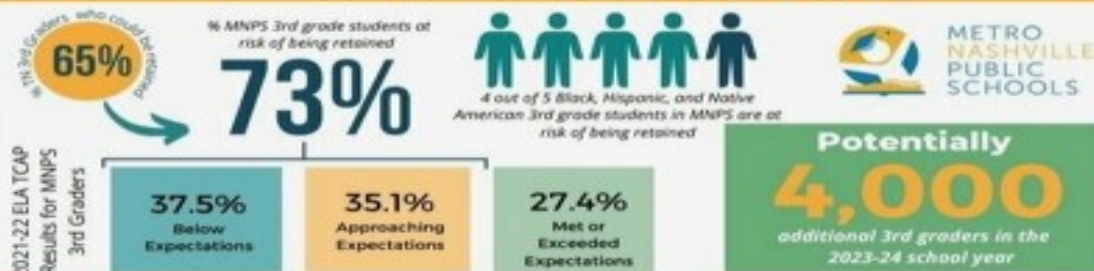
**THE BOARD VOTED
UNANIMOUSLY TO
SUPPORT THE
RESOLUTION ASKING
THE STATE TO AMEND
THE THIRD GRADE
RETENTION LAW!**



What is the 3rd Grade Retention Law?

In 2021, the Tennessee Legislature passed a law that requires 3rd grade students who are not meeting expectations in English/Language Arts to be retained unless certain requirements are met. Students in 3rd grade in the 2022-23 school year will be the first students affected by the law.

What could be the impact on MNPS?



How can MNPS students at risk of retention be promoted?

Retake the test and are proficient or above



For students scoring "below": Attend summer learning camp with 90% attendance and demonstrate adequate growth **AND** be assigned a TN All Corps tutor for 4th grade

For students scoring "approaching": Attend summer learning camp with 90% attendance and demonstrate adequate growth **OR** be assigned a TN All Corps tutor for 4th grade

Appeal to the State Board with evidence of growth and/or catastrophic event (only for students scoring "approaching")

Exceptions that allow for promotion no matter the TCAP score:

- 1 An English Learner who has had less than 2 years of ELA instruction
- 2 A student who was previously retained in any grade K-3
- 3 A student who has a disability or suspected disability that impacts reading

Source: TDOE FAQ on the Promotion and Retention of 3rd Grade Students

What can we learn from other states?

Florida

Florida's 3rd grade reading retention law was paired with significant financial investment.

Students who are retained must:

- Complete summer school
- Have an academic improvement plan
- Have a highly effective teacher the following year

Students retained under Florida's policy have seen short term academic gains that fade after six years.

Louisiana

After Hurricane Katrina, Louisiana required students who scored "Below Basic" in reading to be retained.

40%

of students in New Orleans were retained at least once

Because so many students were retained, retention decisions were returned to districts in 2018.



1 out of 3 K-12 students were retained for at least 1 grade

Mississippi

In 2013, the state passed a 3rd grade retention law with retention serving as last resort.

Investments and Interventions Required under the Law

- Investments in tools and resources for teachers
- Universal reading screeners and summer reading camps for students

After 5 years, the retention law changed to require students to show growth rather than score above the lowest proficiency level.



What do we know about the effects of retention laws?



Academic Impact

Research is mixed on the academic effects of retention laws. On average, retained students experience short-term gains, but over time those gains fade out.



Equity

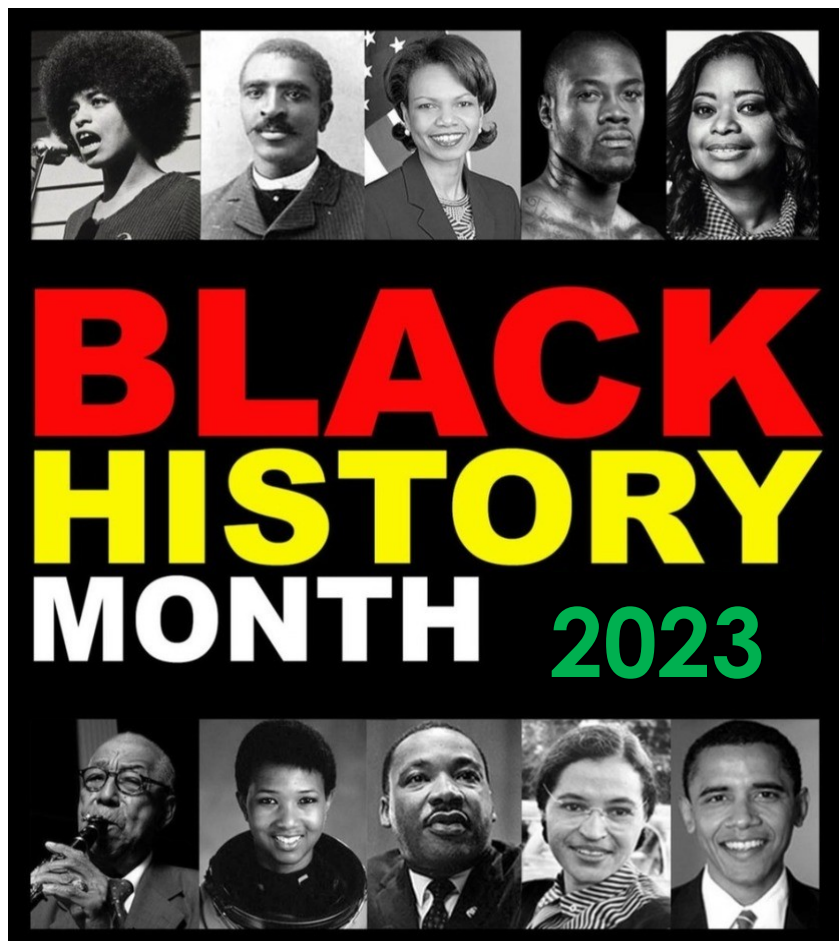
Retention policies disproportionately affect students of color and English learners.



Social-Emotional Needs

Students who are retained are more likely to be bullied or engage in bullying and are more likely to be held to lower expectations.

Sources: Schwend et al (2017); Allen, Chen, Wilson, & Hughes (2018); Weiss et al (2018); Tingle, Schoenberger, and Algecranza (2012); Messer, West, and Hughes (2012); Crothers et al (2018)



Random Acts
of Kindness
Day
Feb. 17th



*“It’s not selfish to love
yourself, take care of
yourself,
&
to make your
happiness a priority.
It’s necessary.”*

– Mandy Hale

15 WAYS TO INVEST IN *Yourself*

1. Practice self-care
2. Invest in your health
3. Work out daily
4. Get enough sleep
5. Have a saving’s account
6. Take the time to learn new things
7. Find your passion
8. Do more of what makes you happy
9. Fill your mind with positive thoughts
10. Surround yourself with positive people
11. Don’t settle
12. Drink water
13. Eat nourishing food
14. Set boundaries
15. Give yourself breaks

CLICK TO READ MORE:
ELLDUCLOS.BLOG



Time to Take Care of Yourself

21 Suggestions for Success

1. Marry the right person. This one decision will determine 90% of your happiness or misery.
2. Work at something you enjoy and that's worthy of your time and talent.
3. Give people more than they expect and do it cheerfully.
4. Become the most positive and enthusiastic person you know.
5. Be forgiving of yourself and others.
6. Be generous
7. Have a grateful heart.
8. Persistence, persistence, persistence.
9. Discipline yourself to save money on even the most modest salary.
10. Treat everyone you meet like you want to be treated.
11. Commit yourself to constant improvement.
12. Commit yourself to quality.
13. Understand that happiness is not based on possessions, power, prestige, but on relationships with people you love and respect.
14. Be loyal
15. Be honest.
16. Be a self-starter
17. Be decisive even if it means you'll sometimes be wrong.
18. Stop blaming others. Take responsibility for every area of your life.
19. Be bold and courageous. When you look back on your life, you'll regret the things you didn't do more than the ones you did.
20. Take good care of those you love.
21. Don't do anything that wouldn't make your mom proud.

–H. Jackson Brown Jr.



Nominating Committee

During the Interim Board of Directors meeting held on October 22, 2022, the following ladies were elected as the nominating committee. The nominating committee is composed of a chair and two members each of whom reside in different regions of the state. The committee begins its function immediately following their election during the Interim Board of Directors meeting, elects their own chair, & ceases to exist following the election results for all offices.

The committee members are:

Virginia Bates – Representing the West Region, Nominating Committee chair

Michelle White – Representing the East Region

Sharon Taylor-Carrillo – Membership Chair

The Official Data Form for Candidates for Office is due to the nominating committee by close of business (5:00 pm CST / 6:00 pm EST) on Friday, March 31, 2023. Please be sure the form is completed and validated/signed by the president and secretary of the local.

Along with the nomination form, please include a recent photo and biography for publication in the Achiever and on the website.

Officer Positions and Requirements

John C. Maxwell said, *“Every person has a longing to be significant; to make a contribution; to be a part of something noble and purposeful.”*

As an officer for Business and Professional Women of Tennessee, you have this opportunity to fulfill John Maxwell’s quote. The organization is an influential network of business and professional women across the state of Tennessee. This is a chance to step into a leadership role that is part of something that has been noble and purposeful for more than 100 years.

Eligibility for all state offices requires:

A member to be in good standing

To officially and publically support the state legislative program

Must have been a member of BPW/TN for at least two years as of the convention at which they are a candidate

Time to devote to the organization activities

Knowledge of parliamentary procedures and Robert’s Rule of Order

Must submit the Official Data Form for Candidates for Office form to the nominating committee by March 31, 2023.

Officer Positions include the following according to the current bylaws and the handbook

Office	Additional Eligibility
President	Must have served as the president of a local organization Good administrator and have demonstrated leadership ability Ability to delegate work Objective judgment Preside at all state organizational meetings Appoint standing, special committee, and task force chairs subject to executive committee approval
1 st Vice President	Must have served as the president of a local organization Possess the same general qualifications as listed for the President Be thoroughly familiar with the duties of the president
2 nd Vice President	Must have served as the president of a local organization Possess the same general qualifications as listed for the President Be thoroughly familiar with the duties of the president
Secretary	Have a wide range of secretarial experience Be accurate, conscientious and prompt in attendance at all meetings Record the exact wording of motions and actions taken Record the attendance of the president and/or secretary as well as any replacements Assist the president when required with expediting the business of the organization Submit meeting minutes to the historian at the close of a fiscal year
Treasurer	Experience in Finance and bookkeeping with Quicken the official accounting software Have her own computer and possess basic computer skills Attention to detail and accuracy Responsible for all BPW/TN monies and ensure deposits are made to the appropriate accounts within the 30 day time frame during a fiscal year and no later than June 30th Provide detailed financial statements to the Board of Directors Present the financial review to interim board Meet all federal and state tax and report deadlines
East Region Director West Region Director	Must have served as the president of a local organization or as a member of the executive committee Appoints a regional secretary/treasurer with executive committee approval Acts as a liaison between the local organizations and state Keeps the state president informed of all regional activities Serves as a member of the executive committee and the board of directors Plans regional meetings for the fall and spring Assists with organizing new locals within the region Visits locals within the region whenever possible



Calendar of Events

2/5/2023	2/5/2023	Achiever Published Online and Mailed to Subscribers
2/20/2023	2/20/2023	Deadline for submission of material for the Achiever
3/1/2023	3/31/2023	Women's History Month
3/14/2023	3/15/2023	Equal Pay Day Recognition - Unhappy Hour Virtual Meeting
4/23/2023	4/29/2023	Virtual Walk/Run for Education - Fundraising Event
TBD	TBD	Day on the Hill Recognition
3/5/2023	3/5/2023	Achiever Published Online and Mailed to Subscribers
3/20/2023	3/20/2023	Deadline for submission of material for the Achiever
3/31/2023	3/31/2023	Deadline for Officer Nomination forms to the Nominating Committee
4/4/2023	4/4/2023	Combined Spring Regional Meeting - Online
4/5/2023	4/5/2023	Achiever Published Online and Mailed to Subscribers
4/20/2023	4/20/2023	Deadline for submission of material for the Achiever
4/23/2023	4/29/2023	Virtual Walk/Run for Education - Fundraising Event
4/30/2023	4/30/2023	ALT-YC Scholarship Entry Deadline
4/30/2023	4/30/2023	Annual Membership Dues Payment Deadline - For Membership Awards Consideration
TBD	TBD	Convention Reports Due
5/5/2023	5/5/2023	Achiever Published Online and Mailed to Subscribers
5/15/2023	5/15/2023	All Reports for Convention due (State Officer, Committees, Local President Reports)
5/20/2023	5/20/2023	Deadline for submission of material for the Achiever
5/25/2023	5/25/2023	Pre-Convention Meetings (EC and BOD) Online
5/31/2023	6/1/2023	Convention Meeting-Online (Candidate Forum and Bylaw discussions)
6/3/2023	6/3/2023	Convention Meeting – In Person, Mt Juliet, TN (Awards, Installation, Pass the Gavel)

