

Overview of Practical Exam Workshop Rates a Score of **Excellence**

by Lois Wiskur



I was very fortunate to sit in and observe the Examiners Trainee training workshop for the NIC Practical Exam in my State of South Dakota. Wow, I was really overwhelmed and taken back on how much the examination process has changed in the last few years. I saw how the training program has matured fully from what it was like when it first started in 1999. The practical testing program has truly become a very reliable, valid, fair and professional exam in every aspect for the candidate being examined. If all states could see and witness the depth of the training, I'm sure they would consider being a part of the NIC practical program.

South Dakota was so fortunate to have Michael Hill of Arkansas and Brenda Mathre of Wyoming as their Exam Trainers. Michael is a Past President of NIC and

also was a math educator for the public school system before getting involved in the Cosmetology profession. He is currently the manager of his salon in Fayetteville, Arkansas. His unique background accounts for his excellent skills as a trainer and was so well received by the trainees. Assisting Michael was Brenda, who was a former Board member of NIC and is currently the Salon Inspector for the State of Wyoming. Brenda administered and handled the technical part of the training.

The first day of the training workshop started with a surprise, a good old fashioned South Dakota snow blizzard (which lasted two days). The training was held at the Cosmetology Commission's office in Pierre. The trainees were the professional members

of the Cosmetology Commission and the Salon Inspectors for the commission.

Hill started the workshop by going through a brief summary of valid reasons for the purpose of a fair-valid legally defensible practical exam and its importance on how to evaluate the candidates on safety precautions, infection control and client protection in all the content areas of the practical examination. He also explained the importance for the safety of the candidate and how the examiner should assist if an injury occurs to the candidate. By these measures it makes the examination more valid and it ensures the state with a good program that is defensible in the event of any legal challenges.

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Message

From the President



I guess I'm just getting OLD, but this year is flying by! As we all know, with spring comes Regional meetings, and this spring is no exception. Region 3 and 4 had their Region meeting in Sun Valley, Idaho. I actually got to see some beautiful snow this year, and you need to ask Debra Norton what it feels like to go swimming while it's snowing on you. I've also got some great pictures of Kirby, Ken Young, Steve, Joni Huff and Dianne Pennington as they formed NIC's first ice-skating team. I think the US Olympic team is safe! All jokes aside, Geneal Thompson and Ken Young did a great job with the agenda and I'm happy to say there were 13 states in attendance. Region 1 and 2 followed at the end of April with a wonderful region meeting in Wilmington, NC. Debbie Elliott and Diana Orndorff had a very exciting agenda lined up for their attendees which had 8 states participating.

I'm also pleased to say that Oregon is now totally on board with the NIC theory examinations. It looks like the great state of Georgia has set a September 1st start date. It looks like all the kinks have been worked out so we will anxiously await that start. I'm sad to say that the state of Indiana has decided to put their practical exam into the

school sector. I'm concerned that this will affect their licensees ability to endorse from state to state. I hope that in the future we can change their minds and win them back over.

I know you should all be receiving the tentative agenda for the annual conference to be held in Portland, Maine, August 26-28, 2006. The education committee has been working extremely hard to line up a great agenda with a lot of break out sessions to encourage states to allow more board members to attend. Jeri Betts has promised to have plenty of lobsters on hand for all of us Lobster Lovers! Be sure you make your room reservations soon and I look forward to seeing you there.

The executive board and the NEC will have their spring meeting on June 10, 2006 in Columbia, SC. I invite anyone interested to attend. Contact myself or Debra Norton for location.

I hope everyone has a great and safe summer!

See you soon!

Rosanne

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State Happenings

Indiana: The Board will no longer administer the practical exam for applicants for licensure. The Indiana Beauty Schools are now administering the exam within their schools.

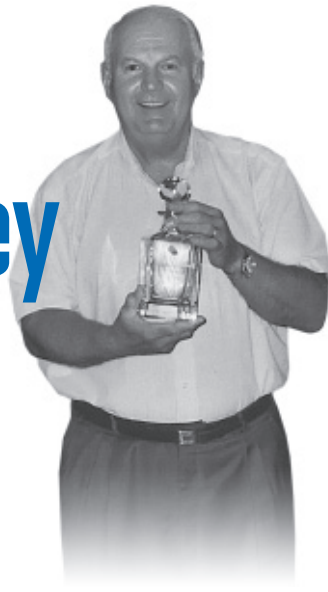
Due to recent legislation, the Board will no longer require Continued Ed hours for licensees in Cosmetology (including instructors.)

New Mexico: Antionette Griego has been named Administrator of the New Mexico Cosmetology/Barber Board. Antionette was the Assistant Administrator to Margie Sanchez, who had retired in December.

The state of **Oregon** started to administer the NIC National Exam in April.

Great Leaders

O. Wayne Corley



“Wayne Corley is both the glue that held vision and passion together and the parish priest who ministered to the needs of what became an extraordinary extended family,” remarked colleague M. William Youngblood of McNair Law Firm P.A. during the January 17th, 2006 unveiling of the Corley Portrait in Columbia, SC.

No words could better describe O. Wayne Corley, a man who has also given his professional service whole heartedly, with a great passion of commitment to NIC for over 37 years.

For Wayne it all began when Aurie Gosnell (his aunt) confided in Governor R.E. McNair of South Carolina of her wishes to implement a National Testing program for NIC. She had her ideas of what was needed to put the program together but for her plan to happen, she needed proper direction from legal counsel. Aurie had presented her plans to Governor McNair and his then legal assistant, O. Wayne Corley for advice. The Governor instructed Wayne to go with Aurie to the 1969 NIC Conference in Honolulu, HI. He was to help her make her presentation and to make sure that everything fell properly into place as planned. This was the beginning of Wayne’s many years of dedication as legal counsel for NIC, an organization and testing program that he saw grow from birth to what it has become today. After the testing program was favorably voted on and Aurie got the green light to move ahead but NIC had to become incorporated. Wayne was instrumental in the legal process of making it possible for NIC to become incorporated. It was at this time that Wayne became the Program Administrator for Testing, a job he held for over 34 years.

After the trip to Hawaii, Wayne helped Aurie put together and finalize the final stages of formulating the NIC testing program and made it available for the states by

January 1, 1970. He then traveled with Aurie to many states doing presentations and informing them on how to become a part of the testing program. Numerous states, after making the decision to utilize the NIC Examination, called upon Wayne to assist them with the legality of making it possible to become a part of the program. He still continues to assist the states when ever called upon by their State Boards.

Throughout the years Wayne continued to dedicate his time to NIC even while he was busy as Managing Shareholder at McNair Law Firm, P.A. Those years of his hard labored efforts and compelling drive to help make NIC and the testing program grow, are very evident today. NIC has become a thriving organization despite the ups and downs that were incurred in the past years. Because of Wayne’s true compassion and visionary insights he has to offer, NIC has been able to endure the hurdles and continues to strive forward.

His peers at McNair have honored him by a unveiling of the Corley Portrait, a paid tribute of homage for his many years of service. NIC’s peers also had the distinct privilege of honoring Mr. Corley in 1989 as the recipient of the fourth N.F. Cimaglia Merit Award for his continuous service to the Council. In 2005 Wayne became the honored recipient of the most prestigious honor offered by NIC, the Aurie J. Gosnell Award for his “many years of true dedication to NIC and for his many hours of distinguished service serving as legal counsel of the NIC organization.”

Wayne served in the Army from 1960-1963 and graduated from the University of South Carolina Law School in 1968. After receiving his law degree, Corley served as Legal Assistant to then Governor R.E. McNair until 1971 when he became one of three founding members of McNair Law Firm, P.A. Wayne previously had served as the firm’s Managing Shareholder and now holds the position as Senior Shareholder. He still remains a partner and continues to practice law. Mr. M. William Youngblood became Wayne’s successor as Managing Shareholder. Wayne still continues to provide legal counsel for NIC.

Not only is Wayne active in his professional memberships but continues to dedicate his time by being active in many community service organizations. His services, both past and present, includes chairing or being a member of numerous Foundation Boards.

Wayne and his lovely wife Jacquie are the parents of two children. Their daughter Kendall is a Legal Assistant in the County Solicitor’s office in Columbia and son Cris is in personnel at the Santee Cooper Company in Charleston. Cris and wife Sarah are the proud parents of Lillie, the delight of grandfather Wayne’s eye.

M. William Youngblood quoted “He looked out the window to attribute success to factors other than himself. When things went poorly, he looked in the mirror and took full responsibility: the true servant leader.” This is the man, who with his generous ways, has blessed NIC and its peers for many years and hopefully will continue to do so for many more. No words can express the sincere gratitude and appreciation that NIC has for this individual—as a mentor and friend. Thank you Wayne.

Make plans to attend
NIC’S
ANNUAL
CONFERENCE



August 26-28, 2006
Portland, Maine

Regions 3 and 4 Host Meeting

By Ken Young, Region 4 Director

Wow what a regional meeting! Regions 3 and 4 hosted the annual regional meeting in beautiful Sun Valley Idaho on April 7-9, 2006. We should have known it was going to be special when a white fox was spotted outside the meeting room early on the first morning. Thirty five people were in attendance representing 13 States. Oklahoma brought 7 members and the host state Idaho along with Nevada each had 5 members. When General Thompson chose Sun Valley she picked an absolute winner.

After flying in on an airplane, where many of the seats were aisle and window seats at the same time, we all settled into the relaxing and beautiful Sun Valley resort. Surrounded by mountain views all covered with snow we began our meetings. The first night was a wonderful cocktail party hosted by Suzanne Dailey of Laser Grade. Laser Grade is an NIC partner that provides computer testing services to many of our member states. I am sure everyone agrees when we say thank you Suzanne. This opening provided an opportunity for the attendees to meet each other in a relaxed social setting.

On the first day of the meeting General Thompson and Ken Young, Region 3 & 4 Directors, began with opening remarks along with a message from our NIC President Rosanne Kinley. Then the education began.



First up was an item writing workshop presented by Dana Anderson-Pancoe of SMT. SMT develops all the NIC exams. The purpose of the Item writing workshop was to help the members understand the amount of work that goes into writing a test question. Everyone worked in groups, wrote questions, then Dana showed the group what it takes to make a question work. The questions we worked on might become part of the item bank.

Next up was Idaho Congressional Legislator Wendy Jacquet. She arrived the day after finishing her legislative session in Idaho. Wendy imparted words of wisdom about the legislative process including finding legislators who you can work with and the problems encountered when trying to get a bill passed. Idaho Investigator Penny Ragland then gave a presentation on the Idaho investigative process. This included the governmental structure and the actual process that is used to investigate compliance and complaints in the state of Idaho. Infection control expert Jody Alberton of Saint Luke's Memorial Hospital gave an excellent class

on basic infection control. Then Jody let us know what the hospitals are doing to prepare for the possibility of the bird flu pandemic. It's great to know that our care givers are setting up plans just in case the pandemic becomes real. The day was rounded out with a presentation on the benefits of Computer Based Testing by Suzanne Dailey. On the second day Sue Sansom gave a lively update on health and safety. She was followed by fellow Arizonian Stephan Colarusso who spoke on wellness and holistic medicine. It was an extremely informative two day meeting.

A special thanks goes out to our sponsors who spoil us at all our meetings, providing us with meals and break goodies. Milady Publishing, Pivot Point, Super Cuts, and again Laser Grade. Also Great Clips who supplied totes so we could carry all the wonderful information home. I know we all would like to thank the NIC official Ice Skating Team for providing some real entertainment. The current Olympic team is safe.

State of Pennsylvania Selects NIC, PCS and Laser Grade for Exam

NIC, along with Professional Credential Services, Inc. (PCS) and Laser Grade have been selected to deliver the NIC examinations, administration services and computer-based testing for the state of Pennsylvania.

The NIC Cosmetology and Barbering Examination has been chosen by the Cosmetology and Barbering Board because of the reciprocal means it provides by being a nationally recognized examination and that is valid and credible.

Laser Grade will deliver the exams by their computer-based service at selected testing centers. PCS will do the administration work by preparing the candidate's paperwork and they also set up the time, fees, and convenient locations for the examination to be administered.

from the editor...

50 Years and Still Going

This past year we have taken time to recognize NIC for being 50 years old. Its founders, who were instrumental in helping two organizations become one—NIC—and the great leaders who have served NIC for the past 50 years. But we have forgotten (put aside) one outstanding visible leader who has been active for over 50 years by still giving us information and is still in excellent shape—our “NIC Bulletin” newsletter.

The history of this great newsletter is a story of great interest. Even though its looks, features and contents have stayed much the same as it was some 50 years ago.

Presently it appears to show no signs of aging, just continuously shows signs of getting better.

Known as the “Interstate Council News Bulletin” from the beginning of its existence under the leadership of the Interstate Council of Cosmetology Boards, an organization that was started around 1937 by Marie Wall, NY. It was in 1953 when P. Jerome Thauwald, MN, President of the Interstate Council was instrumental in the “News Bulletin” taking on a new appearance and change. This was when N.F. Cimaglia of Milady Publishing Corp offered to publish and distribute the “News Bulletin” for a year with Mr. Thauwald as the Editor. The “News Bulletin” was being published in a monthly fashion with Elsie Tinsley, MT and Pauline Reins, NE, also serving as Editors.

In 1953 Jacob (Jack) Yahm had started to publish monthly articles on testing for the “News Bulletin”. In 1955 when Helen Dunbar, PA, was president, she was so taken with Jack’s writing skill, that she appointed him as Editor in Chief with Alice Cimaglia as Associate Editor and the Vice Presidents as Co-Editors.

In 1956 Jack had completed his first year as Editor and this was when the merger of the Interstate Council of Cosmetology Boards and the National Council of Boards of Beauty Culture took place at the conference in Dallas, TX.



by Lois Wiskur

A new historical monumental era was put into motion with a new organization—National Interstate Council of State Boards of Cosmetology and Queen Ann Sims, SC, was elected its first President. Ms. Sims asked Jack if he would stay and continue his great work as Editor in Chief, a position that Jack remained in until 1973. It was then at the 1973 conference in Las Vegas, President Irene Bode, MA, appointed Marguerite Preston, MI, as editor. Milady Publishing Corp. also at this time had discontinued the printing and distribution of the newsletter. So Marguerite did all the editing, printing and mailing from Michigan. The cost then was 8¢ to mail and the paper was of a much lesser quality. It was after the Conference in 1977 in Miami, FL, Ms. Preston was forced to step down from being Editor due to health reasons and Maxine Linstroth, MN, was appointed to become the Editor. But within a few weeks, Maxine had to decline due to family health problems and never did get to serve. At the 1978 Conference in New Orleans, President Norman Gauvin, NH, appointed Alzina Barton, UT, to fill the position as Editor, from which she resigned at the 1979 Conference in San Diego. It was at this conference that Jack Yahm once again so graciously accepted the position as Editor and held the title until he retired in 1991. After Jack’s retirement, Jerry Brooks, NY, who was associated with Milady, was appointed the new Editor. Jerry continued in this role until the 2004 Conference in Richmond, VA. It was at this time that I, Lois Wiskur, was asked to take on the task as Editor when Jerry no longer wanted to continue the position.



During the last 50 years, the Publication has gone through many name changes. It started out with just being called the “Interstate Council News Bulletin.” Then in 1956 the name “National” was added after the merger and the newsletter became “National Interstate Council News Bulletin.” Sometime before 1972 the word “News” was removed and the initials “NICB” was added, with the new name making it “National Interstate Council NICB Bulletin.” By 1992 the name was again changed to just read “NIC Bulletin” and still remains that way today. In 2002 the official NIC logo from the late 1950’s was removed.

In 1979 when Jack had resumed again the role of Editor, N.F. Cimaglia, Milady Publishing Corp. agreed to once again do the printing and distribution of the newsletter to the Boards. They also took on the job of keeping the list of Board members up to date. With all the changes that were constantly taking place on Boards, this proved to be quite a task in itself. Needless to say NIC has been so fortunate that still today the major cost incurred for the preparation, printing and mailing of the “NIC Bulletin” is being underwritten as a service to the cosmetology industry by Milady/Thompson Delmar Learning. NIC is grateful that an entity like Milady/Thomson believes in our organization, our objectives for functioning and our purpose in the industry. The depth of their support to NIC and the “NIC Bulletin” is immeasurable to NIC and its members. We can proudly say we are truly 50 plus years old. Thank you Milady/Thomson.

Executive Board Profiles

Dianna Orndorff Pennsylvania Region II Director



Education: Hanover High School, 1971. Beauty School, 1972 - Masters in Barbering

Employment: Salon owner for 31 years and antique dealer.

Three words that best describe you: Faithful, enthusiastic, responsible.

Last book read: "Living With a Perfect God in an Imperfect World."

Person I'd like to meet: Ancestors from generations past who went through great struggles and personal sacrifices for me to be here.

I'm known for: My smile during a crisis.

What I enjoy about being an NIC officer is: Being able to take my 31 years in the industry, 6 years on the State Board of Pennsylvania and share knowledge with others.

I became interested in NIC when: During my first conference in Sacramento, CA.

What I would like people to know about NIC is: The incredible commitment of those who serve on the Board and Committees of NIC. Striving each year to be better and look ahead to what the future may bring.

I believe NIC and Licensing State Boards are important to the industry and profession because: Of strengths in numbers... being vigilant, protecting the health, safety and welfare of the public.

As an officer what changes would you like to see for NIC in the near future? To address the differences in Education requirements between the states and to change them from "clock hours" to credit hours.

As an officer what changes do you feel you could contribute to NIC? To continue what others started in striving to make our industry better.

What would people be surprised to know about you? I learned to tap dance at the age of 48! Cooking, knitting and gardening are other ways of expressing my artistic side. I love to read, and study God's word-teach Bible studies.

Dianna is currently serving her 6th year as a member of the Pennsylvania State Board of Cosmetology.

Rosanne Kinley South Carolina President



Last book read: I wish I could say it was something inspirational or motivational, but truthfully I have such little time to read books, it was probably "the Devil Wears Prada"

Person I'd love to meet: Ronald Regan-he was the 1st president I could vote for and I feel like he will go down in history as one of the 20th century's greatest Presidents. He was so wise, yet so down to earth. One of my Favorite Cowboys!!

I'm known for: Multi-tasking! As the chairman of the SC Board of Cosmetology, President of NIC and owner of a salon & spa that employes 17 people-you had better be a multi-tasker.

What I enjoy about being an NIC officer is: The people I meet. That and the feeling I get when I help states with problems that they've encountered.

I became interested in NIC when: I had my interest piqued at my 1st conference in Las Vegas. I had no idea what NIC was prior to that conference

What I would like people to know about NIC is: We are about so much more than testing. We are a huge source of information for the states to reference from so they don't have to reinvent the wheel.

I believe NIC and Licensing State Boards are important to the industry and profession because: There are so many dangers that the public could encounter during the service they receive. With a strong state board and the education that NIC offers them, hopefully the public will never experience a danger

As an officer what changes would you like to see for NIC in the near future? The development of the Master esthetician exam.

As an officer what changes do you feel you could contribute to NIC? To interact on a personal basis with the different state boards, and show them that they are a real part of NIC

If I'd learn anything in life, it's: Be true to yourself, believe in yourself and stand firm in your principles.

In Memory

Richard Griswold New Jersey

NIC was saddened to learn of the passing of Richard Griswold, Executive Director of the New Jersey Cosmetology/Hairstyling Board, on March 21st at the age of 61 after a year of battling lung cancer.

Richard had served over 34 years as Executive Director of the New Jersey Cosmetology /Hairstyling Board. His contributions to the industry are well documented for his years of true dedication and service to the cosmetology industry and barbering profession. He was one of the finest administrators and had tremendous work ethics. He was truly a great leader and will be missed by all the cosmetologists in New Jersey.

He was a person who was dedicated to his family and had a great passion for baseball.

NIC would like to express their sincere sympathy to his family for their loss.

Jay Malanga, Assistant Executive Director, is acting as Director until a new one is named.

Did You Know?

- The state of New Jersey does not allow cosmetologists to do Booth Rental.
- Photographs of the officers from the 1953 conference in Miami Beach, FL were available at \$1.00 each plus 15¢ for mailing costs.



The core domain (services) of the examination, which are based on the National Job Analysis was presented. The main services used are: Chemical Waving, Hair Lightening and Hair Coloring, Chemical Relaxing, Thermal Curling and Hair Cutting. Optional services that can be included are: Blow Dry Styling, Shaping and Pin Curl Placement, Roller Placement, Facial, Manicure and Sculpture Nails. The optional services allow the states the flexibility needed to style the examination to the needs and scope of practice that is required in their state. The Barber practical examination has also been formed to include in their services shaving. Also developed is the Instructor's Theory-written practical on lesson plans, methods of teaching and demonstrations.

Michael went on to explain some safety procedures that the candidate should use in protecting the client (when a live model is used) such as for the esthetics examination. One was in the content area of waxing, where the candidate is allowed to use a simulated hard wax because of the liability involved when using a wax heater where a client could get burned.

Hill continued to explain the subjectivity and bias issues that can happen when the Examiner is rating the candidate. The most common rating error occurs when the examiner is looking for superior work instead of looking for the minimum competency of the candidate performing the tasks. Proper methods of examining for licensure is designed to help ensure the public that those who are incompetent are not allowed to practice. The examiner's first impression of the candidates' appearance could become very subjective when the examiner should only be viewing the candidate from the elbows down by watching the hands complete the required procedures. Also, it was expressed on how to brief the candidates on the exam and that they must present the required materials for proof of identification and that no cell phones are allowed in the room.

It was expressed that Boards must comply with all the required security procedures for the examination materials from NIC to prevent a breach of the Exam. When an exam is printed (70,000-100,000 copies) and if one is stolen or lost, that Exam becomes invalid and all the existing copies are destroyed, which can become very costly to NIC.

Examiner's responsibilities was a very important area that Michael covered on how the examiner must be able to understand the critical standards that support the task lines. Following instructions and procedures are of utmost importance for the examiner (just like the candidate). It was stated that the examiner must observe, be strictly confidential, do not compare notes and do not chat with other examiners or the candidates.

The examiner must pay strict attention to the instructions on how to determine if the manufacturer's label or proper labels are on the disinfection and sanitizers being used, and if they meet state requirements. Brenda then showed the trainees on how the bubbling 101 system for scoring is used and how to mark the score sheets by doing the fill-ins. This created some time of great concentration by the trainees as they studied the score sheets and learned how to properly mark them.

The most crucial part of the workshop for the trainees was when they did a trial run at rating and scoring a candidate and the task procedure being performed by a candidate through visual technology on a DVD. Michael read the required areas that an examiner would check and score the candidate on. When he completed reading the procedure of the required task, Brenda would then would show a DVD of the task being performed by the candidate. The trainees were marking their score sheets while watching the DVD. After the candidate finished the tasks, the trainees (known by number only) turned in their marked

score sheets. The sheets were then checked by Brenda to see if each trainee scored each task the same. The DVD was tricky with candidates not following some of the instructions such as in preparation: by not disposing of soiled materials properly, not disinfecting the work area, not sanitizing their hands when needed, not draping the client and not setting up work supplies properly. These tasks were required before the core domain services were performed.

The actual tasks being demonstrated by the candidate was also shown. An example was in Esthetics. The services monitored were: to see if the set up of supplies were done properly and was the client protected properly, was the face cleansed properly, steaming of the face properly, manual extractions on the forehead done properly, was the massaging the face properly done, precaution in hair removal from the eyebrows and upper lip and if properly done, facial mask applied and removed properly, facial makeup applied properly. Soft waxing was also shown and viewed to see if safety procedures were used and the task done properly. The trainees also got to view and score the core domain services of hair cutting, chemical waving, chemical hair lightening and hair coloring, chemical relaxing and the nail technician also core domain services of nail tip applications, nail wrap and sculptured nail.

After the workshop was completed we all felt that everyone had accomplished a great deal and were so impressed with the program and workshop that NIC has to offer. It was felt by all that the knowledge received by participating in the workshop made each and every one aware on just how important it is to properly conduct and score a candidate for the practical examination. Each candidate in every state, being examined for licensure, should be allowed to be properly evaluated and scored in such a professional and positive manner as the NIC Practical Exam.

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August 26-28, 2006
Portland, Maine

Bulletin

Published five times a year, the NIC Bulletin is the official newsletter of the National Interstate Council of State Boards of Cosmetology, Inc., 7622 Briarwood Circle, Little Rock, AR 72205.

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Collaboration and Leadership Provide Harmony for Conference Program

Board delegates and administrators will gather together for a collaboration of ideas among each other's states at the NIC Annual Conference in Portland, Maine, August 26-28, 2006. By working together and sharing of common ideals to help create a stronger leadership, the delegates will benefit not only the workings of their own boards but the entire Cosmetology Profession.

This year's conference has expanded to more classes and more variety involving regulation and testing. The break out sessions are on the agenda again and will give the delegates the opportunity to attend the classes of their choice. Topics such as regulatory issues, latest in the NIC testing program, infection control, ethic issues for board members and broadcasting live meetings will be discussed.

The boards will again hear the latest update on the NIC Practical Exam and the responsibilities of the Examiners on proper grading and fair judging of the

applicant. Also, the latest on endorsement/mobility among the states and how state legislators are reviewing it.

The Holiday Inn by the Bay is the Conference site. Guest room rates are \$119 a day, plus applicable taxes, for a standard room with two double beds. Reservations must be made on or before July 19, 2006. To receive the Conference rate, attendees must identify that they are with NIC when making reservations. For reservations call 800-345-5050 or 207-775-2311. A registration packet will be sent to all State board offices by June 5, 2006 or contact Debra Norton at 501-227-8262 or debranorton@sbcglobal.net.

The conference will be offering quality education to help address the boards' issues and problems. There will also be time for great meals and social events planned at the courtesy of NIC and its generous sponsors. Help plan for your Board members to be a part of this exciting and very worthwhile conference.

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