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00:08 Hi, everybody. Welcome back to our returning listeners and welcome if this is your first time listening. We're so happy to have you all here with us today. Thank you for joining us for season two, episode four of the Lion Pride cast, a podcast created by the Lansing Unified Schools District 469 located in Lansing, Kansas. The purpose of this podcast is to inform our Lansing stakeholders being our community members, students and staff about all things education.

00:31 We are your host. I am Miles Azzeh, Director of Teaching and Learning in Lansing, USD 469. And I am Sharon Burns, the Director of Communications and Marketing. Today we are excited to talk about leadership and how it ties closely in with the positive work environment. And as our listeners and our Lansing USD 469 staff know, building a positive climate and culture in our buildings is obviously very, very important to us. And having a strong leadership in each of our buildings is pivotal in making that a reality. So with that being said, we are honored to have Dr.

01:01 Tami Bartunek as a guest today. So Tami has an impressive background in education and servant leadership. Yes, so thank you so much for being on. Good to be here. Thank you. Yeah. I had the pleasure of sitting down with Dr. Tami Bartunek a few weeks ago and immediately knew she would be a great guest just because of her background. So we're excited to get to know you more and hear about all of that. I'm super excited. It's going to be a good one. And I've already admitted that I'm struggling with the last name, so you will be Dr. Tami the rest of the way for me.

01:31 Is that all right with you? That is fine. All right. I mean, even if you said no, I'd be like, I'm sorry. It would still happen. Dr. T. Dr. T. All right, so I'm going to jump right in. So considering a lot of people might not know who you are, would you give us a brief history of your background and experience? Sure. Happy to. So I have about 20 years of background in education, specifically in higher ed. I originally started in higher ed in the state of Florida, working as a recruiter for a university there.

02:04 That was some time ago, right after my bachelor's degree, actually. So my first full-time job was in Florida. Nice. And then moving more towards current time, let's jump ahead a couple years, maybe, have completed an MBA from Nebraska, as well as a PhD in Human Capital Management. So along my career path, I've been in and out of higher education, also working in private industry, where my husband and I had been partners or owners in three separate companies.

02:36 So I have an entrepreneurial background, which requires a lot of different hat wearing, you can imagine. Higher education and human capital and leadership studies. Wow. Yes. So now we know she's a guest. Yeah. Both of us are very intimidated. Yes. Actually, Dr. Tami is actually taking over for me as one of the hosts, because she's obviously well more qualified than I am. All right, well, that is extensive. You said Nebraska. That's where you.

03:06 Are you from Nebraska? Originally, yes. OK, do you know Marty Cobsa? I do not. I figured everybody in Nebraska just knows each other. It's just big farmland. I wish I'll be happy to meet him though. Well, you have already. He's our superintendent,

Marty Cobsen. Oh I have met him. Did you know him growing up? I did not. I don't think he's ever. We have a joke where everybody knows Everybody knows Marty knows Marty. Yeah, yeah. And I think that's why, you know, Marty Coke. That should be a t-shirt for guests. Everyone knows Marty. Yes, it should be like a partying gift. Write that down. Oh, man. His birthday is Monday too.

- 03:36 So I wish you would have known that. We could have made shirts. Everybody knows Marty. Once again, that's why Dr. Tami's taking over my seat here on the podcast because she comes up with better ideas. All right, well, that's great. So why did you decide to study and write about leadership? It's been just an interest, just personally, for a very long time. And just throughout my evolution of leadership and my career, I learned a lot about myself just by reading and studying and talking to people.
- 04:04 And I do what I call unofficial kind of coffee chats with friends, colleagues, whomever. When you are sitting down after work or anytime during the week, you run into someone that you know, either well or maybe not so well. The first thing that usually people ask is, you know, how was your day? Or how was work today, right? Yeah. So that just kind of naturally turned into coffee chats for me, where I really just sit down, talk again to friends and colleagues, and talk about our day and our professional career day, really.
- 04:38 And helping problem solve, you know, praise, you know, work through all these different opportunities, and really just try to get an understanding of how did your career day go that day? 'Cause it's such a big part of our lives. So many people spend more time at work than even at home some days. So just really trying to understand and honor and provide some praise and support. Yeah. And it's just fun, just talking to people.
- 05:07 So I always try to listen. You know, I listen to learn. So, and that turned into, again, these coffee chats and developing kind of a framework that I've been playing around with called Care Squared Leadership. So I don't know if we might get to that at some point. Yeah, yeah, yeah. I read more about it after we spoke the first time. It was fascinating. Yeah. Quick clarifying question. With the coffee chats, you like actually have coffee. Sorry to sound dumb on that one or you go sit down. Well, hold on a second. I'm sorry. Yes. Yeah.
- 05:37 Do you like go to a coffee shop or? All right. Hence the title, coffee. The reason I was asking is because I have a follow up question. Are you judgmental about the coffee that the other person gets, or are you pretty open-minded? Pretty open-minded because let me say specifically, though, because I am decaf. So when I go to coffee, I ask for decaf, a lot of places don't carry decaf anymore. Really? And they even ask me, why are you drinking coffee if it's decaf? That's interesting.
- 06:06 I figure it's like you like the taste of it or something, right? Yes. And I think it's the process. It's putting in the cream. Yeah And the whole just sitting down and having a hot beverage and talking to somebody. It's interesting because we just had the conversation this morning that Miles is going to not drink any more caffeine. Well, I'm trying not to drink as much caffeine. He's wonderful because he's already high strong. I'm not really a coffee drinker, but I get caffeine in other ways. And sometimes I do.
- 06:34 Well, that's what I was going to ask, is like I am an iced caramel latte kind of person. Usually I tell them to make it like I'm a seven-year-old, like as many pumps as you want to. And so, yeah, see, I can already tell from the facial expressions there that I'm a little nervous that you'd be judging me during our conference. No judging at all. Promise? Yes. I just tried it to go caffeine-free and sugar-free. That's it. It's caffeine and sugar-free. OK, I don't know if I can get rid of the sugar, but I'm definitely trying

to cut out caffeine. So tell me about with these coffee chats that you've had, do you remember a story of one in particular that maybe stuck out?

- 07:06 Oh. And I'm sure you've had so many, so I know that's hard. There are several. I think one that pops immediately to mind would be a colleague, not in the same company where I was working, but outside of my company where we had a lot of connection, times to actually work together on different projects and things. Yes, so it was super interesting because he particularly had a bad day.
- 07:36 That day we're having our coffee chat. And he just had an experience with a board member, I'll say that, that they just weren't communicating, they weren't really seeing eye-to-eye in a lot of things, so they had scheduled time to sit down and talk, which I thought was a great idea. Sit down and talk. Right. Right? But it's hard. It can be hard. So when this particular person came in to meet and to chat, which is what the plan was, showed up already kind of Triggered.
- 08:11 A little triggered, a little heightened, emotionally heightened perhaps, walked in, you know, arms crossed, and wouldn't even sit at the table. Rather just stood up, like, stood up looking at the other in, you know, very dominating position, yes. I mean, it seems like right off the bat, it wasn't. Yeah. So that conversation didn't go well.
- 08:39 But it stuck in my memory because I know the other person very well, and to have someone else. Again, I don't know all the details, of course. But just to have him paint me this picture, I'm like, that would be very stressful to be in that kind of situation. So we just kind of talked through how he felt, and did anything get accomplished? And no, nothing did get accomplished that day.
- 09:04 But it was a learning experience, I think, for him, being in that situation of how do I handle this, and what can I do to try to make this a positive experience. Right. Being able to reflect with you was probably very helpful for him. We tried to do that, yes. Yes, yeah, yeah. You know I love that story because I feel like I have a lot of people in my corner, colleagues, people that I either work with or worked with before, family members that I could reach out to to decompress something or reflect on something, debrief something when things go wrong.
- 09:38 Because I will say working with adults is not always the easiest. It's particularly hard, especially working with Sharon every day. But no, but seriously, honestly, when I was in the classroom, I mean, kids are just fun and they're easy. And adults, sometimes they're not that way. And so kudos to you for giving somebody who maybe doesn't have someone in their corner like that or just someone regularly to go debrief and decompress somebody to do that with. So that was a great idea.
- 10:04 I think we all need to have that person that you can talk with and that you can respect different opinions if it's not the same as yours, of course, right? But having that space where you can already have that level of trust that you can have a really candid and maybe difficult conversation sometimes, right? Yeah. But you have to come at it from a place of trust. And really, again, trying to learn.
- 10:33 I try to learn from every single conversation I have. Yes. So yeah. Good for you. I love that. So can you talk more about Care Squared and how you apply it to your work? Sure. And how we could apply it here for our work. So Care Squared, it's really just something I came up with, again, after having a series of these coffee chats. And the C in Care Square stands for intentional conversations. So you should always have a conversation with intent.
- 11:02 So understanding what it is you're trying to accomplish is a good starting point. So always intend to have a conversation with some kind of outcome and be intentional

about the dialogue and the word choice and maybe even where this conversation occurs. If you suspect it could be difficult, have it in a place that's calming, right? Have it in a place where it doesn't build up any additional stress or anxiety. So just kind of being very thoughtful about being intentional with all aspects of that conversation.

11:35

I have a lot of my meetings at like Dave and Busters, and it's not very cold. So that depends what the meetings are about. Yeah, no, they're like, you need to get better at what you're doing. And then I don't have any of those. But you're right about an environment. And also we just we had our Green Bush Leadership Academy. We're both in that, a part of that. And our last session was over difficult conversations and selecting a location, especially if you're going to have a very difficult conversation with somebody.

12:07

That location, you have to remember if a person you're about to tell bad news to or it's difficult, they're going to remember that space. And so you have to keep that in mind if it's not going to be a place you want to maybe have meetings in later, you know just being very intentional about it. Dave and Buster's would never be the same. No, but I love that. Yeah, no, I'm sorry, I'll stop you. Sharon gave me the face of like, stop. No, I love that. Yeah, sorry. Keep going. No, that's okay. And then the A part is accountability.

12:36

And I know a lot of times we hear you need to hold others accountable, right? I think I hear that more and more, especially on the news. But in terms of accountability here, it's more internal seeking. So looking at yourself, how can I be accountable to my team, to my organization, and then to yourself, of course.

12:59

So using this as a chance to really look inward and try to be self-reflective and providing self-feedback, whether it's something that went spectacularly fantastic, it was the best thing ever you've done that day, or something maybe didn't go as you had hoped, how did you and your role help or hinder that particular event, meeting, conversation, whatever, you know, whatever it was. Right. So really using that. Love the reflection. Yes.

13:30

Try to offer yourself growth by really looking and see how did you impact that situation. Right. Love that. Yeah, we don't do enough reflection. So I like that you have it in there with the accountability, especially if it didn't go well. Yes. And it's not always easy because you could find out, dang it, I dropped the ball here.

13:52

And then acknowledging that and then sharing that back out with your team is going to continue again to build that trust because they're going to see that, okay, maybe she didn't do the best thing here or maybe she forgot this or didn't meet this deadline, whatever it was, you're going to continue to grow that trust and respect by acknowledging that and taking that time to be reflective internally. I think the best leaders are ones that can be vulnerable. It's hard for, you know, especially for leaders that are trying to have this position of confidence and everything else, but being vulnerable is good for people to see.

14:24

And that's how you do build that trust. I like that a lot. There's something human about it. Right, exactly. Because we can connect. Yeah, absolutely. And then R would be reliability. And if you've been having conversations with intent, and if you've been self-reflective, that should, again, help to build on to trust, which also builds on to this reliability aspect, which is at work, I think one of the worst things you can ever do is surprise your boss or surprise your team member.

14:59

So really being consistent and predictable creates just kind of a sense of harmony also. Because if you know that, you know, Miles, you're going to be assigning this particular task with this particular team. And whoever assigned that to you, or maybe

you took it on yourself even, if the members of that team say, "Miles, you know, I've worked with him before. I know he's consistent and he's reliable." Just starting from go, right?

- 15:31 Mm-hmm. That team's gonna have a sense of, you know, direction, and they're gonna have a sense of calm, and they're gonna feel like they're in good hands, right? Yeah. Yeah. Absolutely. Versus starting out with the team. And it's like, oh gosh, the last time I worked with so-and-so. Yeah. You know, he or she didn't follow through. He or she didn't meet these deadlines. He or she Starting off on a bat. Yes. Lack of trust right off the bat. Yeah. Right? Yeah.
- 16:00 And then so in the E part of care is experience, which every relationship, whether it's a personal relationship or team building, or working on a team for a specific project, we all come in with our own experiences. And that could be just personal experiences, training, your skill set, whatever it might be. But we need to remember the best way to create a good, diverse team is to have people with different experiences.
- 16:30 Right. That's come up quite a bit in our training. Yeah, that's a really good point. Yeah. Yeah, anytime I've had a chance to hire for a position, I always try to look at, well, you have to look at what is a position first, and then what skill sets are needed, and whether or not you have those skill sets already on the team. So you want to hire for what you don't have, right? You want to make sure and fill that space with good and different experiences. I love that one. Yeah. That one gets overlooked so much. And we only think that we need to hire somebody with the experience in what we're doing, which is great.
- 17:03 But sometimes if you have that real-world experience or even just something outside of, you know I've met a few teachers over the years that have private sector experience. And a lot of times, what they bring to the table is something you don't see compared to somebody who fresh out of college was a public school teacher for years. And so yeah, I like the experience factor. Yeah. And it can appear in many different ways. It can just be personal experiences. It could be through specialized training or education, but.
- 17:35 Or like the experience of, I don't know, driving a forklift. Yeah. Being able to do that. Yeah, we were in your bio. What was that like? It was really, it was fun. Yeah. And I'm just going to say there's a written part and then the driving part. Yeah. I got the highest written part. Way to go. For our listeners, we read her bio and we'll put that out there so people see it. But yes, she knows how to she's licensed?
- 18:03 Is that the certified certified in being a truck driver? Yes. One of the past companies that my husband and I are partners in had a warehouse, so I had to manage a warehouse. Yeah, yeah. That's awesome. Yeah, I could barely drive a car. That's why I drive everywhere. That's awesome. All right, so I love everything about that. How can you give us without, you know, I always like to say with teachers and when I'm even like giving professional development, you don't want to give too much.
- 18:34 So like maybe really nice practical ways for us to take care of what you talk about back to our nation. Care squared. We'll even just take the care right now. We'll take whatever you can get us. We'll square it up eventually, I promise. But yeah, so what would you recommend, short, practical ways for us as leaders in our district at the district level to improve or to kind of implement a little of that Care Square mentality? Sure.
- 19:03 Well, I came up with kind of the name Care Square because I think it's easy to remember. Yeah. And when you're working with people, at least from my

perspective, you want to have some part of you that cares about what you're doing and cares about the outcome of what you're trying to accomplish. So I think just keeping in mind just the simple word of care will help. Will be a good starting point. And then just it's communication, accountability, reliability, and experience.

19:34 So if you can just kind of keep those four things in mind, when you're building a team, or when you are hiring for a new position, or filling a position, is how do those four elements play into that? And how can we really help progress what it is you're trying to accomplish? Yeah. So yeah really just having intent, just being very intentional about what you're trying to do.

20:05 Yeah, I think we're at a really interesting time in our district right now because we do have new leadership. And Dan, our previous superintendent, was wonderful. He'd been here for years and really we had a good foundation through him. But then having Marty come in and being very intentional, like what you're talking about, putting systems into place. We have been better, I think just we kind of went to the next level on a lot of things just because we do have that outside perspective of being very intentional about everything that we do and being proactive versus being reactive. And updating or implementing new systems.

20:37 If we go back to accountability for a second, looking at if you made a mistake or something, if a mistake occurred, how did that mistake occur? Was it simply that something very simple that you didn't do, or was there a system breakdown? Right. So you can really take the time to reflect and see how can I improve the overall system as well. Which is really something we're trying to focus on here. And it takes time. It does, it does. But, you know, Sharon's right, we have the foundation for it. Yeah.

21:06 The work we've done the last few years, top to bottom when Dan was here all the way down to, you know, every single building level has got us a little bit more of a system based. I think now it's just that matter of like stretching and enriching it even more. Yeah. So our district, like a lot of others across the country, was hit hard by COVID. And not only did it impact us as a district, but it impacted our entire community, we became very divided during that time. And I know thinking of that as trauma seems like a strange word to use, but it really was. It was traumatic for us and everybody to go through that.

21:36 But we really were hit hard. It's been a hard time coming back from it. I think we're there now. But I loved the first time you and I spoke. We kind of touched on this. Can you talk about trauma in organizations and how that impacts culture? Because you have some experience with this, right? Yeah. Yes. And trauma, there's many forms of trauma. It can be a pandemic like we experienced with COVID. It can be if you have a leader, a CEO or president title who perhaps was acting unethically, that can be traumatic to the organization.

22:11 So there's a whole bunch of different ways that trauma can enter an organization, first of all. So when I was working on my PhD, I was doing a lot of research in that area. And my topic was how by the title, whoever the president or CEO is, how that leader can help move an organization through trauma to be healthy at the end. And how do you do that? How does that actually happen?

22:39 And you really have to be, again, intentional with conversations first. And you have to be open to hearing the good and the bad. And you have to be willing to want people to actually emotionally heal. So leaders that do have elements of that leadership style of being a servant leadership, studies have shown that those qualities really do help people feel empathy and then showing that within the organization as well.

- 23:16 So empathy and listening and actually moving with intent can all help move an organization through a traumatic experience. It does take time in having those conversations. You really have to commit, because it will take a lot of energy and resources and time being one of them. It's not a quick fix.
- 23:42 Yeah And as the leader of an organization, you need to be also aware of your leadership team. What qualities do they all have? And then is there something missing there? Do you need to bring in someone that maybe has more servant leadership attributes that can help with empathy and all these other things? And kind of using your team to develop a healing template.
- 24:13 So if you were to have some kind of extraordinary trauma at your new organization, what framework do you already have in place? Who do you have in place with these elements of servant leadership that can help kind of jump in and fill a gap, if there is a gap, to continue the organization moving forward to a more healthy place? Yeah. I don't think we talk about servant leadership enough as a district. I got a lot of that in my first district, Kansas City, Kansas Public Schools, and even in my admin program.
- 24:45 But servant leadership, maybe for our listeners, could you give like a quick synopsis of what that term means? I mean, it's pretty understandable when you say it, but maybe even servant leadership compared to maybe a typical leadership that you would think about. Really being a servant leader at heart just means you want to see others as well as yourself, but you really want to help and see others grow to be their best self. I mean, that's really boiled down. Yeah. No, that's excellent. This is good stuff.
- 25:14 Yeah I'm a little nervous because I worry that I had not practiced what you said. It takes energy and resources like if something doesn't go well. And I think I need to be a little bit more of a servant leader with actually Marty Kobes about something. Oh, what is it? Well, I think I experienced some trauma when he told me he hadn't seen Back to the Future. Have you seen Back to the Future? Yes. OK, see your face. You see like the like, whoa, of course I've seen back somebody named Marty. Yeah.
- 25:45 Thank you. That's for you, Marty. I was a little worried you were going to say no. And I thought it was like a Nebraska thing. Like it was censored in Nebraska. But that doesn't seem to be the case. That was not the case. OK, I do love the idea of knowing that you have to be intentional and that you have to commit energy and resources, one of which is time, like hearing that, because I think sometimes we're just like, it's too much. We'll just move on, we'll forget it. And it kind of festers doesn't just never gets healed. Yes, we all have like 10 things to get done in a day that you can maybe only really get six things done, right?
- 26:16 Yeah. Yeah. OK. It's tough. Thank you for explaining it. Like I said, I think a lot of people, I like to hope, you know, I think my mom knows what servant leadership is. So as 50% of our listeners, she'll definitely know what the word was before. But my mom being the other 50. Yeah, yeah, I think your mom's got it too. But just in case, but we have people, it is really nice that we have community members that listen that might not know that term exactly. So thank you for explaining it so much. So you've talked about your extensive background in education and you were a college recruiter.
- 26:46 I'm going to come back to that for a little bit. We do a little bit of the recruiting, a lot of the recruiting. It's us. And I'm sure you're aware of this, but we're in an unprecedented teacher shortage. Good news. It looks like it's getting better, but it definitely COVID didn't help and everything else. But what advice would you give to those who are considering the field of education as their career path, you know, for those college students who are about to jump in? What advice would you give them? So this hits really close to home for me. My youngest is a high school senior this year.

- 27:16 And he is considering going into education. And he actually just submitted an application this last weekend for a dual major, jazz studies and music education. Perfect. Oh, I love it. Love it. Yeah. So what we've always told him is, you know, do something that you enjoy doing and that you find purpose in, which may not always be the easiest route. Yeah, right? My sense of in it too, yes.
- 27:46 Yes, and just be open to knowing that if you do something with purpose, you do something where you think you can make change, that in itself should give you some level of happiness, right? So just really doing what you have, I guess, a gift for, I guess, or I don't know if a gift is the right word, but something that you feel, yeah, passionate about, where you can make a positive change, and where you find, you know, at least a little bit of happiness, right?
- 28:19 Absolutely. Yes, yes, you may as well like what you're doing. Yes. Very well said. So the topic of our first podcast was this, I believe. And I don't know if you listened to that one, but we ask each of our guests what their this I believe statement is. Mine was very simple. It's just the power of kindness. That's one of them. But it's a personal and a professional disbelief statement. So what would be your personal and professional disbelief statements? I think you've kind of talked about several of them. You have. So if you want to just recap it or just summarize.
- 28:50 I think just to kind of boil it down, I believe really education and training can really be a catalyst for your own growth and just being open to continual learning. And then anything you do, do with intention. Right. Do with intention. You know, I'm just going to segue right into the last question or the next one, yeah which is we're really big. That was the purpose of this podcast is to get more people to watch Back to the Future.
- 29:22 And that has not happened because Marty still hasn't watched. No. But we really want, we consider ourselves learners, like what growth mindset always trying to. And I try to instill that with my kids and my students that I had. And I really think it's good for teachers to be that way. And you had just highlighted that. So what are some ways that you try to continue to be a learner besides learning how to drive a forklift? So what are some of the things? Are they books, podcasts, or experiences like you talked about? What's your ways of doing it?
- 29:51 Yeah, all of those things right now, I think I've started, I think, four books. I haven't finished any of them yet, but I'm in different stages of four different books on all different topics. One is about taking some small, brave steps in your day. Do you remember the title of that one? I like that one. It's "Bravership" and it's by Nicole. Oh my gosh, she's gonna go so mad at me. Sorry, Nicole. But you know her?
- 30:21 Yes. Wow, that's awesome. I don't know Mike Schmoker. Small brave steps. Small brave steps. Okay. So it's a good read. I'm also reading Love Your Enemies. And actually, that's a book that our entire work team is reading together. Nice. And it's about understanding that you don't have to agree with everything that others agree, but you have to have a level of respect for everybody and give them that space to have different opinions.
- 30:54 I like that. Right? And it's okay. Yeah. We don't have degree, right? Absolutely. Typically don't. Right, yes. Okay, so books, so multiple books. Our podcast, you said you've listened to. Yes. Of course, New Heights, right? Yes, Bravo. Watch that, right? Especially all the new Swifties, right? That's awesome. OK, so that's an excellent answer. So we're going to shift gears now and have some fun with the trivia question.
- 31:23 As people know, we end our podcast with some fun. It makes me nervous, but It's okay. It's okay. You're getting paired up against a college recruit who we recently gave

a tour to. So her name is Miss Maddie Kaiser. She's amazing. We are hoping to woo her to come work for us. She's at KU because that's where we met her and she wants to be an elementary teacher. And we're hoping it's going to be here in Lansing. So we asked her a question and we had her name as many of a topic as she could in 10 seconds.

- 31:54 And so we're going to have you do the same thing. So you'll have 10 seconds to name it and we'll give it to you in just a minute for what it is. So are you ready? No pressure. Okay, I think so. Okay. Do you want to do the time, Miles? I'm not really sure why she said no pressure. There's an immense amount of pressure. You're going against somebody else. So it's the most pressure packed thing in the world. You ready? OK. OK. Yeah, so just name 10 of the topic of the thing. No, as many as she can. Sorry, as many as you can.
- 32:26 In 10 seconds, okay. And I'm getting my clock open here. You ready? And he's ready, he'll start the timer. Oh gosh. OK, go ahead and ask the question. I'll start the timer. Name as many board games as you can in 10 seconds. I'm talking slow so you can think about it for a second. And go. Go. Monopoly, Scrabble. Can it be cards too? Mm-hmm.
- 32:52 Okay, well, chess, checkers, risk, shoots and ladders. Time. That was good though. That was good. That's not good. I talked very slow 'cause I was thinking. No, that was pretty good. That was pretty good. I know you asked a question in there too, so I think you should Yeah, yeah, yeah, yeah, yeah, yeah, yeah, yeah. I feel bad. Okay, do you want to hear Maddie's? No, yeah. She said no. Okay, here we go. Here's Maddie.
- 33:18 Sorry, Trouble, Checkers, Jenga, Twister, Scrabble, apples to apples, Monopoly, life. We didn't give her life, but we gave her. She got eight. So unfortunately she just needed to take off Twister 'cause that's not a board game. That is true. Technically, it's a floor game. Oh man, I think you both get a point for that one. So you're up to seven.
- 33:47 She loses a point. You guys tied. Congratulations. Yay! Because we make the rules around here. And also, it sounded like Maddie was like doing jumping jacks while she was doing. She's the most energetic person I've met probably next to me. Yeah. Bravo. Yeah. You might actually be one of the first people that did it that actually tied or won, right? Or have we had people win when they're in the hot seat? No, just me. Yeah, I think it's I love that. It might just be you. Congratulations. Once again, we make the rules.
- 34:18 Oh, and thank you for this beautiful award. Yeah, yeah, oh yes, we gave it. There it is. Display it proudly. The bottle of water. OK, so did you have a good time? I did. Thank you. Promise? Yes. OK. Final question. You did well. Oh, this was fantastic. You killed it. Especially with the Back to the Future thing. So we have to ask one more right there because we might not see you again. We will probably see you again. But I can't believe you didn't ask her what her favorite Rocky movie is.
- 34:46 Holy, that literally is what I'm doing right now. I said the fact that you, you nailed the Back to the Future question. That's what I'm doing right now. We're supposed to jump in. So but instead I'm going to ask. So I wasn't sure. It's not a script. That's I wanted to ask. If you wouldn't have said the Back to the Future, if you didn't like, of course I know Back to the Future, I wouldn't have asked this one. But Rocky movies, A, have you seen them? Yes, I've seen them. Two for two. What is been a while though? That's absolutely fine. You don't have to say a character in it if you have one that stuck out to you. No, it's which Rocky movie was your favorite? Can you not figure that out?

- 35:17 Name a character in it. All right, name a character that sticks out. I see what you're doing. I see what Sharon's doing. All right, go ahead, Dr. T. Who sticks out? Typically, I mean, the first original franchise or movie of any franchise is always the best. Yeah, couldn't agree more. Die Hard. Yeah. Keep going. It's gotta be the first Back to the Future Die Hard. So it's the number one. How interesting. Yeah. But isn't Mr. T pretty cool. Mr. T is cool. Yeah. I mean, but not cool enough to be your favorite movie. But OK, yeah, just want to settle that.
- 35:46 OK. All right. Well, this was an excellent episode. Quite possibly the best. So Bravo, Dr. T. Sorry, Mr. T. So we're going to give a quick shout out, though, before we normally wrap up the episode to a 2020 grad, Lansing grad, who is currently at Webster University. And he is a composition major with an emphasis on songwriting, songwriting, and then also a double major with audio and sound. Sound recording and engineering. I was close enough. Can we just let that go?
- 36:17 We know that you're awesome. And the reason that we're calling out this student is because this person is helping us now revamp our audio. So it probably sounds better, enhance the quality of it. We have new intro music that is actually his own original music. And he's just overall helped with editing. And there has been a lot of editing in this episode. So thank you very much, Cam. We owe you. And he's doing it all for free because he's my son. So Cam Burns, thank you, Cam Burns. Thank you for doing this. Yeah.
- 36:45 And Cam, we probably will pay you or give you something for this episode because there was quite a bit of errors. But it's OK because it's the best episode because of Back to the Future and Rocky and Tami. Doctor T. Oh yeah, yeah. Well, that's what I mean. Doctor T's answering it well. All right. Once again, sorry, Mr. T. So if you want to hear some talent that has come out of the district, he has two albums. So it's good for you to know this. You can follow him on YouTube, Instagram, TikTok and all the other streaming services at cam underscore burns underscore music or check them out at cam burns music.com. That's how we're paying him right there.
- 37:15 So never mind, Cam. Do not expect to check. That was it. And between his help with the audio and our Lansing Educational Foundation grant, this podcast is actually sounding professional. Yeah, I like what you're writing here. We are legit. We are legit. New heights. Watch out. Yeah, we're coming. That's right. We got Dr. T now. All right. So as always, for more updates and stories on Lansing USD 469, you can visit us at www.usd469.net. And if you don't already have it, download the freelancing USD 469 mobile app on Apple and Android.
- 37:46 That app allows you to be the first to know about all the fantastic things happening in our district and snow days and snow days, which are right right here. We're almost in December. So hopefully they're coming. I mean, I love them. I love being here every day. If you like our content and want to stay up to date on the latest episodes, please follow us wherever you're listening and leave a review to help others find us and learn more about our great district. We are available on Apple Podcasts, Spotify, Google Podcasts, Amazon Music, YouTube, SoundCloud, iHeartRadio, Castbox, Stitcher and Pocket Cast. You're letting me down. I know you told me you'd come up with a new weird one.
- 38:18 All right, cast boxes like Thursday. Next episode, I'll have another one. All right, you better. And if you would like to be a guest on this podcast, please send us an e-mail at Sharon dot burns at USD469.net. All right, that's a wrap on episode four of season two. And as always, whoo whoo Thanks for listening, everybody. Yeah, thank you.

And Dr. Tami seriously, thank you for coming. You have a good time? Absolutely. Yes.
Thank you. All right. Thanks, everybody. Bye.