Daylene Long ([00:02](https://www.rev.com/transcript-editor/shared/x9p9iSAdfCoiVk_HZacfTN-lRAS7WQGQMAjWqmyMpB6VFL7q91N1WdUir11pZOnXPtSPy4i1LoIVvC_YdpXZ7wq5yU8?loadFrom=DocumentDeeplink&ts=2.19)):

So we are recording today. It's just for note taking purposes. That's

Robert.Lehman ([00:06](https://www.rev.com/transcript-editor/shared/AmPjTOOkGOmkWMBxrNsrhS_LxGdoPXt_K4GD0nZek0mJMcmdxWDTjTcWTDZ-vDv9xXhbCSP1DbqYxkLuPLtEZiRiHwE?loadFrom=DocumentDeeplink&ts=6.02)):

Fine.

Daylene Long ([00:06](https://www.rev.com/transcript-editor/shared/-1XvL7DdpwNxEOFI4t7yzHwl-ozinJhqlikRIg0G-NkkKU3sSosKpf39GplEInM_t8fCIlsWAHhu-MZsRF93uc7vUek?loadFrom=DocumentDeeplink&ts=6.84)):

We won't be putting you out on YouTube. We won't ask you to do a TikTok dance, none of that kind of stuff.

Robert.Lehman ([00:14](https://www.rev.com/transcript-editor/shared/peFMRopqQlrTbYtS9DipeZPqNzA2In823_VmzEH6BtKHLZPcxWdY-yDV5Jwm_0NylucOHER7yt-QfTAUm1Ev74SKoA4?loadFrom=DocumentDeeplink&ts=14.85)):

I'll leave that to my students.

Daylene Long ([00:16](https://www.rev.com/transcript-editor/shared/rUQFeXG0M23ydpVHzSyOfsfXxnFfa5D453XNGtTYX2XXtouRGesYAc4zd7wghih63A3KwzcL0d-1wMCwbB3zqMv29I4?loadFrom=DocumentDeeplink&ts=16.95)):

That's right. And it's just really so that I can remember a little bit better and remember what you said.

Robert.Lehman ([00:23](https://www.rev.com/transcript-editor/shared/UiTPmfPwMgNNGY0cEkCVMPMzJl--2NRvxeR8SAMkYhZurXD-E8Cf8aXJMNt-BqzWaeVtptFKuWvslh25UqgzrYy5GVk?loadFrom=DocumentDeeplink&ts=23.64)):

That's fine.

Daylene Long ([00:25](https://www.rev.com/transcript-editor/shared/pTuAQ0C2XxPUHpHdGK5sa4MwPhBAMH5Ex3ugPkh3sW6QZWB53gvQa5fz1BmfsapTzGyDjRsNxGO2VEir6_tOGNWz_48?loadFrom=DocumentDeeplink&ts=25.47)):

So our goal is really with our client to amplify educator voices of in the life sciences to find out a little bit more about the things that you're buy and what you like, what you don't like, and those kinds of things so that we can constantly being improving for educators and for students.

Robert.Lehman ([00:47](https://www.rev.com/transcript-editor/shared/S3rEw9rCgkfLYc1sGccmKdtRe-svmf3TeYnoXvmdkYcCgfCwT6QmzPkuTaehZ2PfMi5tIGmZPUiJog9FjJ8ReP2_Nx4?loadFrom=DocumentDeeplink&ts=47.62)):

Alright,

Daylene Long ([00:49](https://www.rev.com/transcript-editor/shared/bZVLrB4rWbeZZbkWzlHqN0uZoelIoKbeMDkuQ-LAgV0yV97V3KQF3UCQQfydTYjkLeXZ7vhvmDyxz9AJNAg4cdAeB9c?loadFrom=DocumentDeeplink&ts=49.08)):

Let's see what else. You're going to see that we ask a lot of what and why questions. It helps sometimes for people to think of Kim and I is filming like a documentary because ask you, okay, well tell me about the first time that you did this and we'll get into some things and some techniques to maybe trigger your memory and that type of thing. Okay.

Robert.Lehman ([01:13](https://www.rev.com/transcript-editor/shared/UFbQMKqPyu4uuh5AYAg8FT0n8SP7dmahUzkst-NKmQ1jsj36j4DwSyQFC_GzUq7Yh9ABg2h-FIAnQJWuIt2XYS6EeKM?loadFrom=DocumentDeeplink&ts=73.19)):

No

Daylene Long ([01:13](https://www.rev.com/transcript-editor/shared/Ou3rnLfnBDWy5pfCrDcaqAzRwZU-OuKkrvBFTA4KA2WUL4SZZ-D_fVy2a0LIfgHBk1ZUdx_hQca3u7VaBzC9hq6RGWs?loadFrom=DocumentDeeplink&ts=73.68)):

Right or wrong answers. It's the way you feel. Okay. So just to kind of start off, you mentioned in your survey that you had made a purchase for life science materials in the last six months. Is that about right?

Robert.Lehman ([01:31](https://www.rev.com/transcript-editor/shared/gMhOIVvfeh5XjUbaIjNmneYvzm8ZxIpC2vFsTqhAXzvtzsMpeh0kEJFsiDgx0w3uD9FxqY1d0XPvEq5QuWrrFQ7Bvi4?loadFrom=DocumentDeeplink&ts=91.05)):

That is correct.

Daylene Long ([01:32](https://www.rev.com/transcript-editor/shared/YdkyTD46iq_9zni72dxhg2nQt_RpZ5iNKbcV2GLqVN4Ls9ZbonfDzgyR-k5mxWVPT32mdPlDwzBmcCwXn26a1Dxg1r4?loadFrom=DocumentDeeplink&ts=92.19)):

Okay. Can you tell me a little bit about that and starting from when you thought, okay, I'm going to have to place an order soon.

Robert.Lehman ([01:39](https://www.rev.com/transcript-editor/shared/aW0FLvYyJM_GKjY83mnUdfqFO6cZetQRuTunzGyVjnBMJNJxqdpAv3Y6xdssAaO45uhOhVN4IxxG2MZgWODkDM9AeDI?loadFrom=DocumentDeeplink&ts=99.21)):

Alright. We are always looking for additional resources beyond that, which is the dedicated or the textbook, which is set for by the county for whatever curriculum you're teaching. Especially with environmental science. Environmental science, the textbooks become dated pretty quickly. So for the need to be able to make sure that you have the most updated curriculum and materials with it is that usually requires additional resources that comes from either teacher funds or from funds that are dedicated to the department. So for the advanced placement was that there were some additional curriculum information, curriculum guides, quizzes, readings, labs that were in addition to the ones that were both A with the textbook and b, a part of the AP environmental science curriculum from AP as a start. Yeah.

Daylene Long ([02:54](https://www.rev.com/transcript-editor/shared/6oB5zWlVuQt2a9KQdx2sl8SLhEEYck29hwGAhTzODJ78iXorGGHwJPw5XDH-pcr-7raIBN8pnGUiUoKtcEQN7zrcfhQ?loadFrom=DocumentDeeplink&ts=174.35)):

Okay. So you mentioned you've got two different budget streams too. You've got a educator budget stream and then allocation for the department. Did I get that right? Yeah. When I mean educator is mean out of my own personal pocket. Okay. Always. Well, I won't get into that on our, And I try to keep it at a minimum, but the

Robert.Lehman ([03:21](https://www.rev.com/transcript-editor/shared/lJo_dlASDZ1UghswG0h70TCggO5kiHjtTgla2so8P8hpPNTaUtDXAwbHRxZVX81_Jrx5Kgqi8w0qU7g4MsaA5qvx4yY?loadFrom=DocumentDeeplink&ts=201.94)):

Reason that I chose to do that this year was because I thought it would make my job easier throughout the rest of the year. So I was kind of front loading my resources so that it would make teaching the curriculum through the next nine months easier by just go ahead and outputting the monies to make sure that I had what I needed to do it.

Daylene Long ([03:44](https://www.rev.com/transcript-editor/shared/vr1yi2BLEHrw0-XmqfKgmtZq8ycFmIUfV2MeourlVh7Y_HbBVM5meW5HJNp7F_Bp76u0hlZzUokdqkagrBd44JsCuxc?loadFrom=DocumentDeeplink&ts=224.98)):

And was the funding not there within the department stream or was it timing?

Robert.Lehman ([03:50](https://www.rev.com/transcript-editor/shared/FNb4iX7yqDTStY3y6MHPcXGYNA1dadyP9kAwRHvMkRtvLLctiy7yUW0mzGBhYEKiB9cnZpKksoSfNhPQe89TZXzDAos?loadFrom=DocumentDeeplink&ts=230.83)):

This was from an independent ap. There's sort of these little different pockets of AP teachers that sort of get together with a consortium and put together a curriculum that is a little bit more interesting, a little more student centered than the big textbooks, which is understandable. And sometimes it even has to do more specifically with an area or the region. Since we're in Maryland, we're right around where the bay is, so some of the materials were right focused around that. So instead of just using the hard textbook, the hard copy textbook that I just decided going to front load and it was a few hundred bucks, but it was enough for me to make the choice to do it. But second of all, I thought it would make my job easier throughout the rest of the year than just relying upon a textbook that's getting to be five years old and said that it was going to be replaced last year.

Robert.Lehman ([04:49](https://www.rev.com/transcript-editor/shared/TkLjH-d1lWEkIbe1j_maqLpPkEOtiYTuP32s8TIzx1Upm8YSYUS58cSAetgcJZnT1JgRG6tv38zoxRF4txT11J2OVvc?loadFrom=DocumentDeeplink&ts=289.3)):

And now our county has decided that who needs hard copy textbooks and having just digital copies of textbooks, especially with AP kids is that, and I have a daughter who's a freshman at the University of Maryland in the engineering school. So I understand that it isn't like when I went to college and you went to the bookstore and you got hard copies and stuff like that. There's all these sort of different things floating around, but I still think it's important that you be able to have in high school if you're in advanced placement to be able to go back and read a textbook.

Daylene Long ([05:25](https://www.rev.com/transcript-editor/shared/cmdeGAc5uT5ViYRySav5EvLW2P0st6SZhNMmW7yuvxAHyn-LJwaJ9txvzuFsr2dd0KWXb-_60IxYz6bGvRqfgoeFRWc?loadFrom=DocumentDeeplink&ts=325.36)):

That makes a lot of sense. So two questions. First, what is your department's fund? How does that usually set up? Is that like a lump amount you get at the beginning of the year? How does That work? It's a lump of money that goes, sort of gets divvied up.

Robert.Lehman ([05:44](https://www.rev.com/transcript-editor/shared/9PNxGIl0DAsXWZGvutQb7K-ZIX5t2TJ6KISy9Q-UFbjDVtksRaPiE0-odnnlVtThv3TcqGMHgDxfMy7OEoBlY1yB9Ng?loadFrom=DocumentDeeplink&ts=344.74)):

It gets allocated, excuse me, it gets allocated from the district, it then goes through the principals and then it goes to your department chairs slash department leads who then sort of looks and see, well how many classes of environmental science do you have? How many classes of ap? And then she kind of divs it up. What Kind

Daylene Long ([06:04](https://www.rev.com/transcript-editor/shared/XanCyXMGaKU4Ebnk6llxj2anG17qDiz2reZKG6W570RHyxmGnpsvhSUwsJ6JsfBFKMF-UZPddZt4cTZOnhmbYibxJaI?loadFrom=DocumentDeeplink&ts=364.97)):

Of range are you usually working with?

Robert.Lehman ([06:09](https://www.rev.com/transcript-editor/shared/IKP2kzQ4cR9scsBN1Cx9eeAcsxngVjMfX1jdIp2Q0srsQU44UaG87CHr9xagU260OWBOF-D67b_Ou2bJtjU2PRGHEP4?loadFrom=DocumentDeeplink&ts=369.08)):

Usually between 1000 and $2,000. It sort of depends upon how the classes get divvied up and if there's something that somebody bought last year and they feel like, well this year I'm in pretty good stead that then they sort of let it go to somebody else. But then the other thing back to your previous question in terms of purchasing is that in terms of purchase orders and authorized vendors is that it's very set cut and dried if person's not on a vendor list. And this little publisher that did the additional supplemental materials for my AP was not on that list. So again, that sort of was the impetus for me to use my own money because I knew I wouldn't get money from some other source to do that. Yeah.

Daylene Long ([07:01](https://www.rev.com/transcript-editor/shared/hxk_Wo9YjURyFFf05SnGOJyd0V765fmSypMLaw5Kb2gWc2bLF-ajfa4WomngELqToEpCugGmbrry45GtJjHhai0wsiY?loadFrom=DocumentDeeplink&ts=421.01)):

What's the name of that little publisher they're talking about?

Robert.Lehman ([07:03](https://www.rev.com/transcript-editor/shared/SIlTuz3njm48N0RcC7R7UvGhVbZI7ih72LmfG8iHQniDK22EFxq6kXWAPWgPP-cf3mWZxtlOR_KmsF5uJOWfWe4ws60?loadFrom=DocumentDeeplink&ts=423.77)):

It's called the Apes. It's got a weird name. It's called the Apes House Capital a PES house. And it's sort of a consortium of environmental teachers who follow along and track along with the regular AP set curriculum that comes out from the college board and gives you some supplemental things that you can do beyond some of the stuff that they have you do. That

Daylene Long ([07:31](https://www.rev.com/transcript-editor/shared/D8B_fxDjOX-G0akTSO1s1dw49OmLWpdF7j4WPsZVK14-6zd3pUfQXHR_k7_Hq-T-f2g5jjmkEkFoy4wqBZlsL9o9dU8?loadFrom=DocumentDeeplink&ts=451.64)):

Sounds really interesting because as you mentioned, environmental science and the knowledge we have around it is increasing. It's not, No, yeah, It's not like physics where Newtonian physics hasn't changed.

Robert.Lehman ([07:48](https://www.rev.com/transcript-editor/shared/FTOcdCnLBttv6cOGoIIs1nNKYJTNH5oHxN3loV7W8OIP70bJMYAaTdXYoD-IVruch_Nxm1XAu1XZUr_GeKGkMQKkPbU?loadFrom=DocumentDeeplink&ts=468.56)):

There's no statics and dynamics to it. There's no vectors in terms of force and stuff like that. Is that the things in terms of quickly, an example is, for example, the cost of solar energy is now less than burning fossil fuels. So that wasn't the case three years ago, but now it is the case. So it's more cost effective to be able to install solar power instead of building another gas powered generation plant. I mean, just as an example. That makes

Daylene Long ([08:22](https://www.rev.com/transcript-editor/shared/3tAvymqmthIzH368IqsllLiP31xiP8ZMR7ooUjFGxzXSpjNVVJNSjW3Aun9nvQaTkac75blr2NjB7bWY8JqEjx1Rhlg?loadFrom=DocumentDeeplink&ts=502.94)):

Sense. And then in your district, who are the authorized district approved vendors that you can choose from?

Robert.Lehman ([08:36](https://www.rev.com/transcript-editor/shared/VRklYHgzhC6KhEtgXViEURz6nUqbisKVIA5JdMD2P7e3hPTwMIvdvn8jc_sII-QChV_HDm0Fh6hH-VkB7rBcKYi2ppM?loadFrom=DocumentDeeplink&ts=516.14)):

I mean it's any one of the publishing companies, whether it's McGraw Hill or it's the one associated with National Geographic or if it's SVAs or sort of the soup jo of that. And then we have the ones who are more in terms of supplies like North Carolina or Carolina Flynn and some of the other ones that are just sort of the regular distributors of all of these sort of cookbook sorts of things that are labs and such. Plus we can also get stuff, well, lemme back up. Companies like veneer, which are the small hand base sort of equipment or provides, whether it's everything for pH meters down to salinity or carbon dioxide monitoring and those sorts of things is that those are the kinds of things that we also, if we get something from the county that we then can supplement that by getting additional probes or additional of the little veneers or whatever that we need.

Daylene Long ([09:48](https://www.rev.com/transcript-editor/shared/-ypSqe6vn9iBwTyF8sghcYxrEjB7Jph-XQP_eTkMIH-MiqIJzcjEFmG9sLvcOBgIvnbcwM2E66_NVG8uWyi76gpWWMs?loadFrom=DocumentDeeplink&ts=588.84)):

Okay, that makes sense. So let's go back to your purchase from six months ago. Do you remember what it was that you bought?

Robert.Lehman ([10:02](https://www.rev.com/transcript-editor/shared/bwCKeZ346aU69fK7IyR1CaqaK8PGC7ee0nkvPgHmYTjgIo6lgj6Gli19Qj0kblV_pWIR239RwIX4YUppOck3rBSuBsQ?loadFrom=DocumentDeeplink&ts=602.13)):

I bought, basically I bought the Apes house curriculum that aligns with the AP environmental science curriculum from college sport.

Robert.Lehman ([10:15](https://www.rev.com/transcript-editor/shared/ADdfTYANOA1lhTzaKJiTVV6lzVGGk_2N4lpV7_G5RHqKfpgqdGOIV72WgxhCE3pgRMIya1UXFZbj2n7oXE-rEmsSNzQ?loadFrom=DocumentDeeplink&ts=615)):

And what it does is, as I said, it gives you supplemental things that in terms of videos, PowerPoints, Google slides, the data for example, in terms of doing different types, I hate to use the word experiments, but simulations in terms of if you're going and getting the data to look at a cemetery as to the death dates and length of life and you sort of correlate and sort of calculate in terms of what were some of the things happening at certain periods in time in terms of life expectancy and do the population pyramids is that that's the kind of stuff that you then don't have to go look for. And usually that's not the kind of stuff that usually comes with a hard copy textbook from a publisher. That

Daylene Long ([11:05](https://www.rev.com/transcript-editor/shared/yLrZ8KQv8eaWFHKSPZuUNREFXNgQAbFmE0Vxk8iwqpV3d6sBwzMOIkKgQLv5bUW11wP5VpQ53-fxxF-9zC6Wyl-saPk?loadFrom=DocumentDeeplink&ts=665.88)):

Makes sense. What about things like consumables or kits or you mentioned the probes and sensors, so you already mentioned probes and sensors, but in terms of kits or consumables or any other kind of thing that you might use, where would you go first for those?

Robert.Lehman ([11:29](https://www.rev.com/transcript-editor/shared/tAAPjJ9FHaxot2DipXdA1JEGGTIdC3ogMHb6tvc9DK5AM3Os8sO1nTY80FzKDdNZgmURZdseKpHatxsyjworLMEtApc?loadFrom=DocumentDeeplink&ts=689.58)):

Those, well first of all, mostly if we're trying to do things that are student-based in terms of student-based learning is we're for the most part discouraged from buying kits. So there's a kit for pollution and landfill percolation in terms of things like getting into the streams and things like that. Well, I mean you can go to Flynn and you can get student kit and it comes and you unwrap the plastic and boom, there's sort of this whole thing. They're really wanting students to sort of figure it out for themselves and what kind of materials to do that themselves. However, the thing that has happened, and I've seen this mostly in the last 10 years, is that, alright, I'm going to be the old guy from who graduated high school in the eighties who says we used lab equipment when we did labs, we didn't use the thermometer that you would use to check and see whether your chicken is at 165 to go out into the lawn and do different levels of temperature in that.

Robert.Lehman ([12:53](https://www.rev.com/transcript-editor/shared/tY73ZPX9PtB_EGkbwnBZvSIvaApoqDc5mWfD8uSg5r6qZW-cmlbsBIFJLHS0tw_IYIbd3UbaPMtWITHFUJQwKZjlGvo?loadFrom=DocumentDeeplink&ts=773.09)):

There's a lot of that in science now, even in terms of like, oh, let's figure out the different layers of soil by using pudding and gram crackers. I mean that's just greats against me. This is stuff maybe that we would've done, I would've done in elementary school, not in a high school science class. So there's got to be some sort of a happy medium between everything being in a kit and those in terms of what's in the junk drawer that we can use today to do something that's student centered when it comes to doing science. So I'm

Daylene Long ([13:36](https://www.rev.com/transcript-editor/shared/HxiCoGkl5TY-8PyauUbINTznzctxl2jZ_JOwum8iVshK-yEPcNwaGbGn6bLWSGWDtlqm3RpFSl_FNIdHFkUSW_sah8A?loadFrom=DocumentDeeplink&ts=816.86)):

Putting words in your mouth when I say this, so I want to make sure I'm correct. You prefer things that are real science, real science exploration as opposed to kind the set kits where it's more abstracted?

Robert.Lehman ([13:54](https://www.rev.com/transcript-editor/shared/McYC9_z3wbTL2UcPncOjt5PghSTiL2sWyQO9uLFkeYk3jwVLEautmQzHQ3G8mEwfL0YuaRbrJcA1KON5dmHShGgOgBo?loadFrom=DocumentDeeplink&ts=834.64)):

Well, the kits, well in part the kits themselves, we always get the thing in terms of our sort of professional development is that if it's all there in a kit, is that the kit just has to open up the cookbook and do X, Y, Z and hopefully that you come out with a result. And even if they design it themselves, and I've had some experience, and actually I probably had the more experience with the kids and if I'm getting too tangential, just say redirect is that, for example, I had a really great last year, I had a really great special ed teacher. We did more student-centered science projects with the expectation that whatever that was, they found out if they found out that their thesis, their hypothesis, their whatever it was was wrong, they were okay with it because then the whole point of it was then to go back and to do it again and reform whatever it was you were looking for. And it was real simple stuff. It didn't have to be real complex, but I thought there was a lot more learning going on within that group of students than there were even with my AP kids because they were, that's a whole nother Fail.

Robert.Lehman ([15:24](https://www.rev.com/transcript-editor/shared/vzdN-bGIcoesEIYWTWx8HjKLDiGfi5Z-TxUZwq9QNcOcxJjpK_jDdxPhHvCMxCuChYnTcKNqrFjLZlVXPGDc9U-HT0A?loadFrom=DocumentDeeplink&ts=924.32)):

So there's got to be a balance between pulling stuff out of the drawers and having them be creative and do stuff and trying to use something that really wasn't designed for lab. Because I think the thing that probably guided me to go into science more was being able to play with this stuff and that's not the case so much anymore. So

Daylene Long ([15:46](https://www.rev.com/transcript-editor/shared/0MRVuJNqJXxMWlSW3rxMpZ4r7mryxD3Jyyr0be3y5NV05JgfU1namSN0M6RuMWruhUVdTjWNwgS9AD9DSPxIJcuDiPc?loadFrom=DocumentDeeplink&ts=946.37)):

Then what are your, your go-to staples that you keep in a drawer to pull out for experiments? I mean, when you start planning a new school year,

Robert.Lehman ([15:57](https://www.rev.com/transcript-editor/shared/l9c5BJdiqCRlM-etgWzDbUnbQJCF8L3KT7kLBGWpflN1YV1coLmWZJ-j7PuRH-yULRaC7U1ytUYGhhb2WNXe6MYj4zk?loadFrom=DocumentDeeplink&ts=957.59)):

What are the

Daylene Long ([15:58](https://www.rev.com/transcript-editor/shared/T3t9EPov2UbPSDVPjI5qrUFmlu1p84lPrDBCrYjIYApsMIe_RnrlWOOYIrUkwDJ6hsEnZrH16rdAwmJw56EOc4DYeQs?loadFrom=DocumentDeeplink&ts=958.19)):

Supplies that come to the top of your mind and who do you usually go to?

Robert.Lehman ([16:04](https://www.rev.com/transcript-editor/shared/PxLV3OhoPcufyYo0DD6bwd5fhjL1aGeu6xGuo1ZPLum7iJbcZJfrnXYblleDJbQlbQJF1wzcFfkbN0lYKNEsskizv0Q?loadFrom=DocumentDeeplink&ts=964.25)):

We usually go if they're not being provided because somehow the county got some chunk of money that we ourselves are some sort of Guinea pigs to do research for them is our go-tos are probably Carolina Biologicals or to Flint when it comes to those sorts of things, I would have to look to see, and it wouldn't be off the top of my head of any of the other sort of science vendors that we use, but those are usually the two that come to the top of mine. Okay.

Daylene Long ([16:37](https://www.rev.com/transcript-editor/shared/QdEbMzoTSSyNijgWqVsSuvKzYY5oQrpWcKdla2g6Fc2dzf02AJl-5_YaMwbf75ZPGjpptLkPVdkATJrEuXWi2-J-G0o?loadFrom=DocumentDeeplink&ts=997.55)):

And then what do you typically buy from Carolina versus what do you typically buy from Flynn?

Robert.Lehman ([16:46](https://www.rev.com/transcript-editor/shared/GxNQweH3S9Eq6ffFXyEW4M-cFCOzwK2OZbierdnWoIVN93MquGX7sCPYPG2c46gdJ0s0FNbobDkpzUKzCm3BUfpVUr4?loadFrom=DocumentDeeplink&ts=1006.13)):

Flynn in my opinion, has a little bit better selection for use of veneer, like the little whatever they're called, the little like mini computers that you plug, the different probes in is that they usually have better prices and they have a better selection than Carolina does. The veneer sensors? Yes. Okay.

Daylene Long ([17:10](https://www.rev.com/transcript-editor/shared/uuO1Xv1Au7RM15ELMTXR19jsfR2IL-15uC0TdNGv98gnxlX7wPXZCVwY6CKuks5N7FQiHXRjTrobrovk_nGjw0TmRkA?loadFrom=DocumentDeeplink&ts=1030.7)):

So if it's probes and sensors, you're going to Flint. What about other types of things?

Robert.Lehman ([17:18](https://www.rev.com/transcript-editor/shared/ItpEZeFZ6SFFZ941xq0LmTy5oYyWiAFTkUYEx1WPV6qMzpSNq6JpvZKdpsQgn8ESqxrCNbJY2ZHb5U--hZdAFQXw3ww?loadFrom=DocumentDeeplink&ts=1038.26)):

Carolina usually are the ones who do the kits. So for example, if you still need sand, silt, gravel, it all comes prepackaged and it's all ready to go and you can take out, now you may not all use two thirds of whatever it is that they sent to you in terms of the other stuff that goes along with it, but sometimes it's just as easy to get that from Carolina than it is to go to the and try to find sand, silt, and stone in terms of the different por cities. I'm sorry, my tongues a little tied tonight, but yeah,

Daylene Long ([18:03](https://www.rev.com/transcript-editor/shared/hFu6gXksZo3nd26k32telBSbc12hIFgyD0jMIWK9R2nhur2jgJynZfPPAMHX6DtTWPPBKczVGJXDyD79w_xvfLi6Mb8?loadFrom=DocumentDeeplink&ts=1083.18)):

But you said that you didn't really like kit, so can you buy things individually outside the kit from Caroline? Well, you can buy things outside of the kits from

Robert.Lehman ([18:13](https://www.rev.com/transcript-editor/shared/-Pcx5r-VTfO1RTLsyT6y6WlRrtze5pHSPAR22XyshQBJvWR76zvWOXCoIX3Le0duqhRd7IXy-yK2EwiqXFRB4tCuZO8?loadFrom=DocumentDeeplink&ts=1093.41)):

What I understand, but usually you buy the kit and you break it down to the things that you need and some of the stuff then sort of goes into the back of the lab cabinet with the expectation that maybe someday you might use it and if not, after a couple years it gets pitched. Okay,

Daylene Long ([18:30](https://www.rev.com/transcript-editor/shared/TK6pwlwKQFvS1KI3DZ-8uQtxY6P_I7DQKnZoYiQck8AJDpuuP99r-W9VwV66GVDwO8nD7z4plKs8BmcX7V3-_Jx0ooo?loadFrom=DocumentDeeplink&ts=1110.81)):

That makes a lot of sense. Do you ever use Amazon as a go-to

Robert.Lehman ([18:36](https://www.rev.com/transcript-editor/shared/7E5M49A5f0SzclbukcebT496IyuWBt6NVY2uWYncpfTSbslgQB7dzAPZnJqqTc5imdUWo_ghnRWndZIq8BpZAAcaQjk?loadFrom=DocumentDeeplink&ts=1116.66)):

Amazon is not an authorized vendor of Prince George's County public schools. That is the cut and dried of it.

Daylene Long ([18:47](https://www.rev.com/transcript-editor/shared/RZTo-IIUCFswqmxWLx-3T5CuhEBRMdH_tjBk8WiuADu0jsFc4U7HJxygk3Uo31Dt5XXwokOZxYH7Tmbchl4SAT0vHDQ?loadFrom=DocumentDeeplink&ts=1127.27)):

Okay. Because

Robert.Lehman ([18:49](https://www.rev.com/transcript-editor/shared/jAkHjSLlewWuS0EhDBKfMvv8nZlcKPC3grjGLnhOKY9RqcZLS2mzrRy3AM8SgcPGhqDiDBJzVJy3XTB29bZqh8fU1nk?loadFrom=DocumentDeeplink&ts=1129.14)):

Usually you can find more stuff off of Amazon and get exactly what you want than going through those other ones. But it has to do with whoever the financial people are with Amazon because I would go to Amazon all the time if I could. Yeah,

Daylene Long ([19:05](https://www.rev.com/transcript-editor/shared/7HmLdNjYm9QRUh5NnQ0W3f_H-5LCeZKgWCRVT91b2XU33Kv5hJTefRG1yPuIVygJexgd4V9bd3ukog4QD6sdafXucSs?loadFrom=DocumentDeeplink&ts=1145.28)):

That's interesting. So when you're planning for school year,

Robert.Lehman ([19:12](https://www.rev.com/transcript-editor/shared/CFKUVPnZEJ2FVfEbOQmfX-FaJgkUfsPOd21OGDUjsND6BD2puFMBd0bPqkL94h2cayRyocp0nCBSrVYzlZS_vZGy0QI?loadFrom=DocumentDeeplink&ts=1152.91)):

Do you

Daylene Long ([19:13](https://www.rev.com/transcript-editor/shared/D8B7N7YDezME81KqIyntlWn8He8xfAJO_RencrgnD3UvKjSJkehDblFXUCGHeUEUNRglEBjSZJJD8dd06HNK5v4jFjo?loadFrom=DocumentDeeplink&ts=1153.27)):

Typically buy your stuff all upfront or do you piece it out through the year? I know you mentioned that the stuff that you got for your new apes curriculum you got upfront,

Robert.Lehman ([19:24](https://www.rev.com/transcript-editor/shared/G0Iznk0KwaQnmQDBzP3dw8G111uHEetpp8qymC9SxDis_9SdEKpi8yzcGfvkLYsg1UEdWpjeLDj2aeZoPFyCRBXb8XQ?loadFrom=DocumentDeeplink&ts=1164.69)):

But

Daylene Long ([19:24](https://www.rev.com/transcript-editor/shared/E_qInaTEQq1KIiBojzfVjVQyDb8YEB3trjDlRvpn7Lap6iquTGinvGUJlnQUZ6JfU-_ON58js0ambc5cRNJng2zuWqc?loadFrom=DocumentDeeplink&ts=1164.9)):

Typically when you're buying out of your department budget or your district budget, is it at a particular time of year?

Robert.Lehman ([19:31](https://www.rev.com/transcript-editor/shared/aSGvKAwIhaf-lwiGp4HjoOz-0j-aS1Ee_t6GV3T98RanLLYnxlNQWWDHa_IM2vxhvUPmZ1eVBRDkaQ_F1fw4gKBWqtY?loadFrom=DocumentDeeplink&ts=1171.23)):

Yes, there's an expectation that whatever funds that you have available to you that usually you have use them all up by the 1st of November because if you don't use them then you lose them.

Daylene Long ([19:47](https://www.rev.com/transcript-editor/shared/vbW3gxLWUJ86_Ry3Sq8TxQu2dFdNxD5FTQSh0aXfX8ZfE_dF2zbWXKZkw_dibsngOlzrhtQYCnQyjjD7MdLaAhuy3ZQ?loadFrom=DocumentDeeplink&ts=1187.64)):

Okay. Just so I understand, so for the 20 23 24 school year, you

Robert.Lehman ([19:55](https://www.rev.com/transcript-editor/shared/twexvfchAD-cuKS8xZpkCabGtYSZhTl-pcQEPmCLMFzMMtOXzqEJx09X_ec6gCST3J-UdKrep8UV5Djk4ZJMg5jhC5o?loadFrom=DocumentDeeplink&ts=1195.11)):

Had

Daylene Long ([19:55](https://www.rev.com/transcript-editor/shared/qRAk4wcVQH5NhFXLK8V5FSY4Kx7knX4hWSLPc6v9e78c7nD2w0LftFb5fSr9OZal8wi9brRqUxvQD-XhuczUosUjkWs?loadFrom=DocumentDeeplink&ts=1195.33)):

To use up your funds by November of 23? Correct. Okay. All right. And then when you look at the next school year, when you're looking at 24, 25, when do you typically get funds to use for that?

Robert.Lehman ([20:11](https://www.rev.com/transcript-editor/shared/rTD9tgnNFekw2Tsm3ZDE0FkjI4t9yXhcWmKzNUpW_HZ9HnnZuqFmAV-omJCI_NFbW9_zHs8pyRPK5uCqLAWb9Z4_p6g?loadFrom=DocumentDeeplink&ts=1211.85)):

Technically, when you talk to the person who does the billing at the school is that if you know in August that you need something and you've cleared it with your department lead is you could start ordering stuff like in August. But for the most part it doesn't start in terms of full earnest until we get back at the end of August, 1st of September in terms of purchasing things for that year. Okay. And your

Daylene Long ([20:40](https://www.rev.com/transcript-editor/shared/t6VubqFQeRZz8fznUsxkgNkaxSFFJEYTgVjkQ9Rs8kYU_NjOSuSmND9bRCB57tUWrQ6cYTWI1guSLULJ2oXK079DOmo?loadFrom=DocumentDeeplink&ts=1240.11)):

Fiscal year starts in July I'm assuming then?

Robert.Lehman ([20:42](https://www.rev.com/transcript-editor/shared/uMhxZcHDzQcYyIKsbL8A8iFxB2WLVZgP9DbVRhyEhHFIqEI9d4N6FnWSpCwdum_BJeRfX00Taq07Jce8JEpxCXhdYDE?loadFrom=DocumentDeeplink&ts=1242.6)):

Yes, yes. All I know is that we have monies that are available August, early September with an expectation that we have used them up by the 1st of November.

Daylene Long ([20:55](https://www.rev.com/transcript-editor/shared/Jy-hyE_ioA8TH2h0zsCCHo-gJ2luhkL9dLZeV67t6QnUUwZsMaILxsUgvKLXOhXvlkO-YytK0glnNrH01mLtFrLcr6c?loadFrom=DocumentDeeplink&ts=1255.84)):

Okay, that makes sense. Lemme see, I'm just flipping through my questions here. So talk to me about what your district, then, I think I understand the curriculum portion of it and some of the consumables you get. Where does the district purchasing come into things? The

Robert.Lehman ([21:22](https://www.rev.com/transcript-editor/shared/ckUPA-8Xuy_dJDMbA_Sn0qZjs2OfPbo4RNTbBwebadKWaS6BpsEC4sLR02_xAuAw_5YaoPO_IJr50vLKnmfnDKec_Kg?loadFrom=DocumentDeeplink&ts=1282.27)):

District purchasing is the textbooks and whatever consumables that may or may not come with those textbooks. I mean if you go back from teaching environmental science, when I first started teaching it 10 years ago is you got the textbook, you got the teacher edition, and then you usually got some sort of consumable workbook. Okay. It is now trended in terms of whatever the new textbook is is that you probably will get, if you're lucky, one classroom set of books, you'll have digital access and then you'll have your digital platform that will be integrated into your learning management system, which for PGT PS, the school system is Canvas. Okay.

Daylene Long ([22:11](https://www.rev.com/transcript-editor/shared/MD0R_Jh9S6AIyUVQwrXRydm048dLda4yFrDePx_K-HjZ5BxPPdafY07vk45GeQqOizVtiHqTQPb1l7UcLCQ3eMLRn5Q?loadFrom=DocumentDeeplink&ts=1331.02)):

So you mentioned digital simulations and that type of thing. Does that typically come with the textbook or do you typically look for outside sources, like Fed The ones, and I've done a few of these sort of surveys and that's one of the things is that there's always this sort of, we

Robert.Lehman ([22:29](https://www.rev.com/transcript-editor/shared/FrRqpgLLSa5GUfzEe1oDycaWx2pkcjVeql8s1ES1RB3e920aX5Kz4rQj2aqxQXNLv2fSyEAqlIw6ehLliFC_7su4K_g?loadFrom=DocumentDeeplink&ts=1349.86)):

Would really like to be able to integrate simulations and things with our textbook. What would you like to see? Well, I think there's still sort of a learning curve, a learning curve for textbooks, but we have used the gizmos, if you're familiar with that. We've used gizmos, we use FETs because they're free. Some of the stuff that we had with no longer having the Adobe player are no longer available to us. I mean you could do simulations for phishing and things like that. Some people have gone through and rewritten the code on them so you can use different or different programs with them. But usually when it comes to those things, if they are, I should say at least the ones that I have found the most sort of interesting and the ones that are most student friendly have been gizmos for that. And it sort of depends upon what the department, for example, when we were totally virtual, it was our department's choice to use the money to do gizmos so that we could do that since we weren't going to be able to do any sort of other kind of laboratory, that was the closest thing to laboratories that we could do.

Robert.Lehman ([23:51](https://www.rev.com/transcript-editor/shared/DrU3LoLoLvzO8qFxJJxQJDomfrdAzpaMDqqMraHaNtso8DA1PJ_oL0amoC5V9NewxmOvbZOk3P2s7wy2MDaFIFAgvw8?loadFrom=DocumentDeeplink&ts=1431.14)):

So

Daylene Long ([23:51](https://www.rev.com/transcript-editor/shared/DUAjWq7jUNTpycIcGqkdV6dGcClJ27Nv82QuOuVuIqqq2qkA8eoxp881dvkZOTE2S_5vfsvvv94ciAI6wrMo24B2UfQ?loadFrom=DocumentDeeplink&ts=1431.14)):

Gizmos, are they free? I can't remember.

Robert.Lehman ([23:54](https://www.rev.com/transcript-editor/shared/tbM0TBKxEbeHNSGweEpLYdcln0ehQZX2MNsSZwvG3UdskFhnQUYmy2aqQos8g6aExZTTxzkVTHTagpZ37n1PHZH1S7c?loadFrom=DocumentDeeplink&ts=1434.35)):

No, not at all. You have to subscribe to them.

Daylene Long ([23:57](https://www.rev.com/transcript-editor/shared/E64xQfG3C-KiXaFR-2C2JIH48ot4rL3Z6GwWFd3pvJGORuSOEvkBrHwlwIElkv9Nb13R6PUHSN2rqorEAkvecgJJNGI?loadFrom=DocumentDeeplink&ts=1437.38)):

Okay. And does that happen on a school basis or on a district basis?

Robert.Lehman ([24:01](https://www.rev.com/transcript-editor/shared/OCy44SSpaGORu9jwsT5PGaVVDH5bCm8etcJAT97WqhYD_VCHkwkS1iuk1sV9Hx3mrBrdu0rudf0fou7rZ578_LipUeM?loadFrom=DocumentDeeplink&ts=1441.22)):

It can happen either. You can pull your monies together as a department, you can pull your monies together as a school or counties will do it. New school systems will do it, but sometimes they don't do it for everybody. They'll do it for the freshmen science course, whatever you want to call it at that moment in time or with all the biology students. But usually it's not sort of a broad base sort of thing in terms of that

Daylene Long ([24:29](https://www.rev.com/transcript-editor/shared/L7dn1gUnpr829JZVwPatPe_LxxtR6b6RXyqWgKlFzkYgJ9zov6xgEd42gGmd-LtvTlmU4Jt-RRZ0Fil8D6MJ_aGFmTk?loadFrom=DocumentDeeplink&ts=1469.75)):

You sound like you're definitely a hands-on get out in the field and learn things. And

Robert.Lehman ([24:37](https://www.rev.com/transcript-editor/shared/9LkQhlzl_IvciHaI8KkteBPZyLO45G6k6Awscjfqjxr5jYooaGPBFXX3SdzifV7JYlMypjgRYtd93PSc2hGjOikEH7E?loadFrom=DocumentDeeplink&ts=1477.49)):

That has been more of an emphasis the last few years after we got back from Covid is just to get the kids out of the classroom. And for example, there are again free things and if kids are already on their phones for most things, for example, there's an organization called iNaturalist and they have just one that is just totally internet based. They don't have to download anything, they don't have to create a password, but she can go out and do identification of different types of plants and bugs and things like that. And seven of my kids, they would put plastic bags on their $500 Nike Air Jordans to go out into the yard when I tell them that we're going to go out into the grass. So anything to get them outside of the classroom. And even though they sometimes say they do, they don't really want to go out because it's sunny or it's hot or it's cold,

Daylene Long ([25:41](https://www.rev.com/transcript-editor/shared/OY_RgtDqlX_DZDcF1pc522SI-Rz4rbyg2tzLPtzmb7nvjna7uRdkMQWZh3_6OUEtyPS6oz_2hHciWVrt-ntdjm8dMkQ?loadFrom=DocumentDeeplink&ts=1541.66)):

It's got to be 70 and perfect if they're Not going

Robert.Lehman ([25:44](https://www.rev.com/transcript-editor/shared/xsRygO3VrH8wsQay6OHgBurlf3IN76vu7ds4TQnsOW1g2jmhmU980Zf34H_Qwg4mflCekL5O_8evf4CsfN3oBcThuv0?loadFrom=DocumentDeeplink&ts=1544.12)):

Out. Exactly.

Daylene Long ([25:45](https://www.rev.com/transcript-editor/shared/gHeNrEmmiLjaLRJYzYQcQ-7PZQBpphitHxtft6Uovl_tVaBMdMvWb8OonBGFg5KppD6ASBwuBE-z_6IHgv8cSVTOIjU?loadFrom=DocumentDeeplink&ts=1545.98)):

So then how do you use, if you're trying to get kids out and stuff, then how do you use the things like the simulations, like the gizmos or whatever, how did those become part of the learning?

Robert.Lehman ([26:01](https://www.rev.com/transcript-editor/shared/riopJo5qUW1ZxcFNshkHdL-cT6AVh1ohNbhGikGcA-7U4MGSVqDA9EsiXKUL4weHv1ktxKCJgsQP4Vt2GpQE1aHU4cg?loadFrom=DocumentDeeplink&ts=1561.52)):

Again, it sort of depends upon the time of the year. And let me backtrack just a little bit in terms of whatever the textbook is, is that for the most part, there is usually a curriculum writing committee that goes along with the textbook that gives you a sample curriculum, but sometimes it's not really aligned logically. For example, if you're talking about trees and photosynthesis, it's January in the state of Maryland and if you're a deciduous tree, you have no leaves, there is no photosynthesis going on outside. So in terms of trying to do any sort of experiment in terms oxygen or carbon dioxide or whatever is that, then you go to the simulations. And that's why I said in terms of the gizmos, they have some super ones where you can adjust in terms of the amount of light and the color of light and see how much oxygen is being produced and it'll show you how to graph it and you can do all that kind of stuff, which is good because again, as an aside is that kids need more practice with math all the time, but it's really hard around here for our kids.

Robert.Lehman ([27:24](https://www.rev.com/transcript-editor/shared/_M1YT-7wP6OBWa-nxyE7_smr_g9MGEQncTdRQSi8QK4nB34W3Mre-J2n0Xjuz4Ge9sZbkSIVsUbNXghQHy2iT4Vz6P8?loadFrom=DocumentDeeplink&ts=1644)):

So

Daylene Long ([27:24](https://www.rev.com/transcript-editor/shared/YIINABwuVN-s8dOWPY1jm1jbP_tRz1xlxgsVyii7I04AMJySlf8u7q816ZYGpcHU9Lt5ySLQVgodXEnz8CLtyAzpyg0?loadFrom=DocumentDeeplink&ts=1644)):

It helps give them more practice with math. And then what I'm also hearing too is it lets you teach science concepts whether or not that physical phenomenon is actually happening in your area at the time.

Robert.Lehman ([27:38](https://www.rev.com/transcript-editor/shared/DDe8MCJDEukt03gB3LaxYtIXxqVlh1EtwA2cOBimgQLaMHDM-b1wETwT16rQ0QJMayv-qGFO6cUjshVojfS6YO8tuws?loadFrom=DocumentDeeplink&ts=1658.4)):

Correct. Right.

Daylene Long ([27:40](https://www.rev.com/transcript-editor/shared/Nc7cnyklLo3kJ04cvLlcqtndRmZ_VGXeL946GAVDIZr2psn2puzePZ_wr35LrB6YQSueHg4r2VXM-JaHZOGKzIlHi0c?loadFrom=DocumentDeeplink&ts=1660.23)):

That makes sense. The last one is one I haven't heard from an educator before, so that's an interesting one to put in there. And it makes sense because every district, every city, every school has different resources to work with for environmental science. I'm flipping through, let me just see. I want to talk about your vendors again. You did. I thought your summary of what the new Apes curriculum was for you, the supplemental piece was really good. Between your supplier vendors, the Carolinas, the Flynns, that kind of thing,

Robert.Lehman ([28:24](https://www.rev.com/transcript-editor/shared/qjQFIu6OzgrjF4PdGqC1HxajmN5E61f2pcQN3FvqrhY9VpcwI8ntdRb43SGQ44rMGzGX4YcmNJwZQcCMWsejjeFOQkM?loadFrom=DocumentDeeplink&ts=1704.33)):

Do

Daylene Long ([28:24](https://www.rev.com/transcript-editor/shared/XmeY7mlWnlrak_uTeclP0N_ZRQ1PnuG415Hi7AVD0wH2KhR9kCukwi0UhHDicNXPEJwjM6P41UnFu2QDwwqNUIOzrt4?loadFrom=DocumentDeeplink&ts=1704.54)):

You have any things that you love about either one of them or things that you wish were better about? Either one of 'em?

Robert.Lehman ([28:34](https://www.rev.com/transcript-editor/shared/o7BzurVbBPqLW24BoPOqfa00VTUnzD60IkA4EpLO9RESoCXBsQcK-tN5bmos8g_hkJbsPUpvm_RAevLJkjLOdQEvR6w?loadFrom=DocumentDeeplink&ts=1714.41)):

No, because no, I mean it's like the tried and the true. I mean, you're either a Pepsi person or you're a Coke person. I mean seriously, because I'm really not really aware of other vendors. And again, it would be nice to be able to do something like Amazon where you could get it and you could get it in three days instead of having to order it through, do your purchase order, have your district or have your department sign off on it and then send it in and then they do the purchase order and then it comes in and then you got to check your inventory and all that sort of stuff. It's a long tedious process. Yeah.

Daylene Long ([29:20](https://www.rev.com/transcript-editor/shared/mWMwb8jtvq4sZYgghPOzKlDqb3mchvS--tWSaVtZqrbqgudO1Zu0Vr9fL3yAYU0J78uMp0x5-N5NM_YN0VPNWesHoXk?loadFrom=DocumentDeeplink&ts=1760.58)):

Why do you think it is then that the district prefers to go with these science education companies rather than an Amazon?

Robert.Lehman ([29:29](https://www.rev.com/transcript-editor/shared/dWNaICvwMKtXM_PVE0-rXwpdsCI96h3KxBduUf5tzQJqYAqRjQ2HQyw44EZc2DcB9BCKdOSJnQIZLAi7vXFdfpr5Sgs?loadFrom=DocumentDeeplink&ts=1769.82)):

I don't know. That is a good question because that's a question of many teachers to the district about that. Well

Daylene Long ([29:37](https://www.rev.com/transcript-editor/shared/BlWFyfkCMEWLAhiil9K8P735SVRVPZgZ1qXk3oyZf548BbH1hFmqNI1iFaHM0Ih0jPZ0PXn8lxgPQK0cTM1ReEEMrhA?loadFrom=DocumentDeeplink&ts=1777.56)):

That's interesting, but you don't have a personal preference. If you could, you'd get things from Amazon.

Robert.Lehman ([29:43](https://www.rev.com/transcript-editor/shared/zBXhhDB3uKmIJn4upkFYRfEU3_igPzgRUkSEPMS5W-O13tzKcOjcR-B3CjkQgUbGPoqG0gGNQnGjMpgrZIoEzeAlA0g?loadFrom=DocumentDeeplink&ts=1783.9)):

Oh yeah, absolutely. Even with, we have a little tiny little budget of funds that are ongoing. We call it quite a slush fund, but it's sort of like monies that sort of get accumulated for various things is that that can be used. But again, that's used for something 20, $30. This isn't like some sort of big order that you're going to order off Amazon In regard to that. So

Daylene Long ([30:14](https://www.rev.com/transcript-editor/shared/Xyj6l0_lhMJz5vVM7vUFfc1y4L64XIqe0Gult-K2BnVkAlJtM3ivmGRyebGheL7zSvWFiOx0w8zPHTyjAZezbmXAuHI?loadFrom=DocumentDeeplink&ts=1814.95)):

Just thinking of those three vendors, again, Carolina, Flynn and Amazon, is there anything in there that if, I don't know if one of the companies gave, I don't know, donated money to teachers or was run by teachers or any other kind of altruistic kind of a thing that was part of their community that would make a difference or is it just more transactional At

Robert.Lehman ([30:49](https://www.rev.com/transcript-editor/shared/TDW_A-FWnrXhLZTEPzdl7f3ETq4ZWuJs2ZcPijDyKD-CgOG8GmvKKtTKv8jKzGg2tXKowbw5utDaCV_atrS9AT-WkS0?loadFrom=DocumentDeeplink&ts=1849.06)):

President has been mostly transactional. I mean, one of them, if you do so many dollars worth of order, you get free shipping. Free shipping becomes sort the thing that pushes it over the edge to go with one company over another or just in terms of availability. Sometimes you'll look at one and Flynn will have it, but then Carolina will have it or vice versa. Okay.

Daylene Long ([31:16](https://www.rev.com/transcript-editor/shared/cewaBpHeCR14iUMiHnTerZGcblYQ_Zm3K5p1P49fV2TohLXS3Vx_Of5ROM0KibB3wuS2z8oOAtuWN2f_3kdnuYxuZpg?loadFrom=DocumentDeeplink&ts=1876.81)):

Let's see. I am just looking through my notes to see what else I have in here. Oh, okay. So one of the questions that we asked in the survey was about reliability and trustworthiness and can you talk a little bit just from an ideal standpoint of what it is that makes a vendor reliable to you and trustworthy to you where you're like, I can always count on them

Robert.Lehman ([31:57](https://www.rev.com/transcript-editor/shared/6P-AN7ei1CxXjr5yzBXSxBPqFxSBAZtsz5mDmrheoO3fuXfe5caYUQYlzl-ugYf2X9vDuGXV-tBh2fF58bxdlreU0zM?loadFrom=DocumentDeeplink&ts=1917.34)):

Basically that if you call them up and you order on the phone that they have the product available and you can get it to you in quick quarter? That in of itself it is. I really ever seen a whole lot of mess ups on orders where they sent something that was wrong. So I couldn't speak to that in terms of what any of these big companies, because since none of them are really located near where we are and they just sort of seem like some big mail order house that their willingness or ability to give to the community. I don't know where they would quite start. I mean it'd be better just if they were lower their prices if that were the case or free shipping, if that's what it is, it's free shipping sort of deal.

Daylene Long ([32:54](https://www.rev.com/transcript-editor/shared/qxqQhZJ4n-4F8OLaAy07ixWKMGylySqD63CVGIK37uf9qaiEvSzpvyoFlS2H9yPGageO5FAD3KmxhK3Zrx3YhjUfE_8?loadFrom=DocumentDeeplink&ts=1974.68)):

Okay, that makes sense. I want to invite Kim back to join us and see if she has any questions for you.

Robert.Lehman ([33:03](https://www.rev.com/transcript-editor/shared/268b6IlwzcrcMGhcocAvbKq_xK_nEsxpok74b1m8R5jeOW64kUtZYQUCshyeMZHt3piuq3ergwXFEwccnjOrTxylT6Y?loadFrom=DocumentDeeplink&ts=1983.32)):

Alright.

Kimberly Herder ([33:03](https://www.rev.com/transcript-editor/shared/2VJTWLehL7oJK6_vyBMtxhwekWyoPyHnPiMyJsKUZeSeFqr2yR5C0a4HsSZPrAJfn6OZiBP0nVAwTP_oThvYdwW1W5Y?loadFrom=DocumentDeeplink&ts=1983.5)):

Hello. This has been fantastic. I actually had a couple and they're not necessarily exactly on topic, so thank you. No, that's fine.

Robert.Lehman ([33:12](https://www.rev.com/transcript-editor/shared/ZEiIvvkCAbpRAS8jBpR14TnxjM6VStWPBBBBdxWzyVcktv_BNAovumxn-NUt9R7k0o3s_7cYcK5oagRwpyjmborPLh4?loadFrom=DocumentDeeplink&ts=1992.3)):

Daylene.

Kimberly Herder ([33:12](https://www.rev.com/transcript-editor/shared/7ajGAL6zSiGzKxkxo_IAATj7yU5KSNlcPL-GcVSl06NH-pOOmxwX9wSbscHg8Di2VHZsnZhYC_1rglG3K_9_TMphmQ4?loadFrom=DocumentDeeplink&ts=1992.98)):

So well, it's more, I got to get it from Daylene the thumbs up, but

Daylene Long ([33:16](https://www.rev.com/transcript-editor/shared/rHVQegF_FRMYb5R_s9fuCzhbGcRTjtU6AfUYEaxphHk0_lh3V8yWl79texx83tKRQPBa_Pf2sbd-rwstmV2Pg30ojaI?loadFrom=DocumentDeeplink&ts=1996.9)):

It's

Kimberly Herder ([33:17](https://www.rev.com/transcript-editor/shared/DX9enmMJyAH7Db9cRfwPCb_TAyGMKGLcY11KIm83BZyb8fXQybLAeJfwUoHo2ov1tvxCdYtg6aIMZWK0KloXn7sr4cc?loadFrom=DocumentDeeplink&ts=1997.18)):

Good. When you talked about your Apes house, is that a closed group? That was really, really, it made me very curious. To me It is. All I can say is it's like a

Robert.Lehman ([33:31](https://www.rev.com/transcript-editor/shared/j5MSyWracHsxgLsnkgaxbHri3euNDOR0TwgWnXebbHkOjT58xX5_FuctCAH8AiM3kdcH2SmX0Z-En86htaEy_O0UAQs?loadFrom=DocumentDeeplink&ts=2011.16)):

Consortium of teachers. So for example, a lot of times when you find out about some sort of a specific curriculum, it's because, hey, that teacher used it or that teacher came from a different district and they used it. Or

Kimberly Herder ([33:46](https://www.rev.com/transcript-editor/shared/i7ni3U3kW-OgKD0agz9wwgupSww_95LP7rAIrgWpAf90Ojk5JrYXWtZW8KtMIIqMkp-d71Medv_YY2Ftcnyfme7UlSw?loadFrom=DocumentDeeplink&ts=2026.43)):

For

Robert.Lehman ([33:46](https://www.rev.com/transcript-editor/shared/GQnikLC7gU_02U65WwAnaWepsh4Wc_Zt7jRuSHWZmuHQq5PaaUGI84Bt8zJKkURFL9ubR82x6NY5tcYBhZp0KXVtgp4?loadFrom=DocumentDeeplink&ts=2026.52)):

Example, one of my colleagues who taught in one county over, they were using it. He was it. He didn't do a lot of the planning of it, but he was in the ground floor of it when it was being created. So he brings it over to our county. I use bits and pieces of it previously, but again, it's like when you have a big 500 piece puzzle and you only have 265 pieces of it is sometimes you got to pay to play with that. So I thought, I'm going to spend my money, I'm going to know where all the pieces are. I'm going to be able to put the big puzzle together for myself and if somebody else wants to use it, I'm all well and good with that. But in trying to ask my friend who teaches it also in terms of where's this and where's that? He's a brilliant teacher. He's a great sort of planner of curricula, but he is the first one to say is he's scattershot in terms of trying to find things because he's doing 10,000 different things and it's better just to have it access to yourself. So that's how I got ahold of that.

Daylene Long ([35:01](https://www.rev.com/transcript-editor/shared/jX_YfkBvX3vbpkgrmipf2x_8Q_dsFmMYnafP_TMFOrdtRPZikqIkolDgynIhq4P3rFWDeZadDu7qVkn35EqFfuLSWhw?loadFrom=DocumentDeeplink&ts=2101.37)):

Can I ask too, is it a teacher's pay teachers thing or is it Has now moved to teachers pay? Teachers is where I got my complete set, but before that I think they were just sort of word of mouth independent sort of things, but that's how I got my copy. Okay, that makes sense. Kim, what else?

Kimberly Herder ([35:24](https://www.rev.com/transcript-editor/shared/Ey02dtjJjVJvMIHjCJ_OTA_pegQ8DtUOR8g6SrU_g-gA6YpLE49DqbX-1CbEtkg1trbnjbHHpXB1xC_494wSUi_ZW8Q?loadFrom=DocumentDeeplink&ts=2124.56)):

Yeah, the other one was what did you do before teaching? You've hinted a couple of times that you've been teaching for 10 years or at least eight.

Robert.Lehman ([35:33](https://www.rev.com/transcript-editor/shared/vjl6c6DiRInt91CbOG88eVqzRXvY2cknHP4NLDcLrM8QhNaL0AJkC3VJu1lKkdE8tbZsO2An9xRKRCCvVVG6Y7fKZo0?loadFrom=DocumentDeeplink&ts=2133.07)):

See that's good you're catching up. Teaching is my second career. Prior to that I was ordained clergy for, well this last year would've been 35 years, so I'm still part-time at that, but I teach school. I just needed, I needed a different congregation.

Daylene Long ([35:55](https://www.rev.com/transcript-editor/shared/uE9YI0HDyRBb1G3DwMcV76ipO35P3S7GkygDfjqF7jJbS-FrgmBmPxvLe3VRFfTxOrJ3SvzmXRsZ8IMNtI_DSJBrjRQ?loadFrom=DocumentDeeplink&ts=2155.08)):

I think it's wonderful that these days people don't just have one career. I

Robert.Lehman ([36:01](https://www.rev.com/transcript-editor/shared/tftMlogrvPOn4aLf7InOb3RUZWH6lzEStQDGYbd6auRIVxLBkCu3yYX0jGelFia3B8wbS4LXyGDhuTtRow01iFifJBY?loadFrom=DocumentDeeplink&ts=2161.38)):

Think it's

Daylene Long ([36:01](https://www.rev.com/transcript-editor/shared/_uVsSQh_IszXQvG9DKxPzRdVfvyLf-mpdYZzPCStKxCIoPdQBVIVHKZv9w04jWzki3TlVqRPmwl6PUNcn4YOJzvhVQU?loadFrom=DocumentDeeplink&ts=2161.92)):

Nice to be able to say, I trained for this, but I'm going to take a left turn here or right turn here. I'm going to get back by teaching. I like that it wasn't that way when I was growing up and I like the fact that it's that way now.

Robert.Lehman ([36:16](https://www.rev.com/transcript-editor/shared/vKxrO-2HiQyfGP_e_klE1Qo7WzhGvM-t-0K0V-hU9BVrLn_6mZD-InrPVwvwBD75_NcmaAUx9L-yOoFevqKFe8EudqY?loadFrom=DocumentDeeplink&ts=2176.02)):

Yeah, I mean a different age. My dad who's now in his eighties, he was with the same company for 40 years, retired from there. There wasn't a sort of branching out into anything else. So yeah, it was time for a change and I went from, I'm associated with the Lutheran church, ELCA Lutheran church, but my population is 70% African-American, about 20% Latino, 10% other things including Caucasian. But again, how things are changing is that we're getting a lot more Latino Spanish speaking students or multi-language learner, what they used to call ESL, multi-language learners. So again, I sort of see myself sort of needing to redefine myself is that I think I need, that's probably my next sort of track within my content area is probably be able to do some more ESL or MLL sort of stuff. So that's where Within

Daylene Long ([37:27](https://www.rev.com/transcript-editor/shared/VAGP2BrhhJLAWEyKXfSp3PFTY1S7swrIa_PGLqxOInKisn8ccqrkrYw1JQprSRti9HR-f-RNFRgT2ZtJil5v3VCbvRY?loadFrom=DocumentDeeplink&ts=2247.69)):

The context of environmental science or

Robert.Lehman ([37:30](https://www.rev.com/transcript-editor/shared/L1yb1K5Do-LTZ0UJsmLZRIIG8FYuY3cNbw5PzwhClKEXTXIxP92MKNZH2o4WC5J4aVPp_ZRb8uHKzG23awhmrh5ZYi8?loadFrom=DocumentDeeplink&ts=2250.09)):

Yes. Yeah, yeah. Making sure, because that's the next step is going beyond just in terms of having students learn English in general is finding ways for students who know very little English ways to teach them that doesn't always rely upon the spoken or the written word.

Daylene Long ([37:53](https://www.rev.com/transcript-editor/shared/xO9Z7QRN-7xzd-pFCoj1UMxAN2HTM_2y-USkM-xgDiE6pg2ou2gizGzGjwT6Uu6H_xLxDfISYR5yOM1On8QXxiydMj8?loadFrom=DocumentDeeplink&ts=2273.43)):

Interesting. Have you seen resources available for that

Robert.Lehman ([37:56](https://www.rev.com/transcript-editor/shared/33ddP7ORFXywiIhzGQ9SbXW-j4gWor92EB8DBxnTV6WaQvc9O3Rw4-hbaiVAFMRxF_wcP7V3WkX2XJShF05psB9HphY?loadFrom=DocumentDeeplink&ts=2276.94)):

That I'm just now starting to inquire myself about? Okay, If you find something

Daylene Long ([38:03](https://www.rev.com/transcript-editor/shared/izlfp_tjx7dqvMqRvt3gyLYDkxiS_jMVeze4n4r9Xgr1dmZZjR6GlHJNQFedJl1MhoVzEAJAPBb4Z0YBgYg8XetbmH0?loadFrom=DocumentDeeplink&ts=2283.18)):

Wonderful, send it our way because I think that's just a wonderful way of teaching it. Kimberly, I forgot to ask the question that I usually ask at the end, and that's got an opportunity, Robert, to talk directly to product developers and people who are trying to figure out where to invest money to make science and environmental science better for teachers and for students. So is there anything out that you would love to see changed or developed or created just in general?

Robert.Lehman ([38:46](https://www.rev.com/transcript-editor/shared/89Jg-7VsLjn1tl4EgKlGbqUTN7MUqvwCspeuSARu96KwfneeAMZOnr_F0E26UWwsItlrU5WbF-kHDERHbAPvfMNlAVc?loadFrom=DocumentDeeplink&ts=2326)):

It's hard to tell at the moment, so I want to give you more of the context of everything is that this year has been the worst year for students and their personal electronic devices that is their phones. I know that some age groups, especially up through probably middle school and other counties or other districts and other states where they're a little bit more rigid, but it's the distractions in the classroom that come from those things. So until those are addressed by people who have a lot more authority than me is that's the tough part of teaching right now is competition and even trying to keep them interested on something in terms of population studies using lima beans is that you can use your phone to either if you're English language learner to do translation or you can use the calculator function, but you shouldn't be watching and figure out what your next TikTok should be or anything like that. So in terms of where curriculum and materials and stuff like that is that, I just think that education's going to change again drastically in the next five years and I couldn't give you any sort of headway as to what that might look like.

Daylene Long ([40:17](https://www.rev.com/transcript-editor/shared/J-I2KqnDPH_A9o8HwPAYIUjK5igo9o4Oj5Bh_zpsdU-Z9kJnMQr_HgXX0IjER_RK3EqU-tIY2wcfTTf04Y_i10HaZpw?loadFrom=DocumentDeeplink&ts=2417.23)):

You think what's behind this drastic change is the fact that you're competing with a student device?

Robert.Lehman ([40:23](https://www.rev.com/transcript-editor/shared/UWD9FCwmk2mFuBbvMCXQ0U320Int2tKlak22K3oPE3J-D_J_CoTEwjwkECoSRTZnn4CmghTfz9apFbfjGexXnzF5QXs?loadFrom=DocumentDeeplink&ts=2423.83)):

Yes. Yes, absolutely. Plus no administration that's willing to enforce it. No consequences in terms of a student being on their phone when they should be learning, especially in the high school setting. And I know I read articles everywhere that there are places where it has become more stringent, but until our administration in our county gets a little more backbone about it, that no students, if there is an emergency, students should not be on their phone. They should be listening to whoever the adult is in the room and doing whatever they need to do in terms of their safety and other student safety instead of texting Mom, oh my god, there's a shooter, blah, blah, blah, blah, blah. Because that's not a reason to have a phone. That makes

Daylene Long ([41:20](https://www.rev.com/transcript-editor/shared/KOODdXSB7Gu-iqkW-NLhiBGMktKosYkCGj28VvJnLJZkniBrZExS_0N8-U9bxbzPB7Rr8HJtE7ptzfcD0LuZsswAosA?loadFrom=DocumentDeeplink&ts=2480.38)):

Sense. Kimberly, anything else from you? We can get Robert out of here a couple minutes early. Do you want to wrap up for us?

Kimberly Herder ([41:31](https://www.rev.com/transcript-editor/shared/VUBGVYJBOOAP67xsVvZMQ_XulkSJf_BlTrZN5gj6F6ry06V5-etLF_Zmafjb_S_s0a3xKZ7ZgkptMRmSsLwxH6uK2Ng?loadFrom=DocumentDeeplink&ts=2491.3)):

So thank you. Thank you very much. I hope I was helpful. I was all over the map this evening.

Daylene Long ([41:36](https://www.rev.com/transcript-editor/shared/kQRRVPdq_nGS5AxCnwOVGrvz-22EFLOMpChX2CwSjXUaose49Tip-E4P8yKYHPEySzrPZaAeeLbWG8zBlCI0n9V0I5w?loadFrom=DocumentDeeplink&ts=2496.95)):

That's actually what we like. We like to know all the kinds of things that you were perfect. It was great.

Robert.Lehman ([41:44](https://www.rev.com/transcript-editor/shared/juX4BW-WhyJ4g2CdQdva1XBOaUIo6Je5otfsaAhKnHcGVeZ9HN_1uVOnDskJW67ZLbTh_ocseF9CqLX57-66qdEUkG4?loadFrom=DocumentDeeplink&ts=2504.3)):

Thank you.

Kimberly Herder ([41:45](https://www.rev.com/transcript-editor/shared/kz9uC2LJnrIq-OO0WgdG6uvFsutwkVUNBXHJQ9wsu5lnK6rjgOS6h0FJvywCywmzSWqpRfYVaZusl46UyMgOnqmWHGw?loadFrom=DocumentDeeplink&ts=2505.53)):

Job well done.

Robert.Lehman ([41:47](https://www.rev.com/transcript-editor/shared/QjTzyjgT9fN6xCTcAr7nhpEO3GjetlNYi1JmKBZlZ5HMtFEG651uesgY7K5hXLVXdwbppHB8KtnXHG9ZS_4Up1_el88?loadFrom=DocumentDeeplink&ts=2507.06)):

Alright, well thank you.

Robert.Lehman ([41:48](https://www.rev.com/transcript-editor/shared/AR6jMklZFtcUfp24AszgmEqpmnBPZv1xdgyvNQqH8c4M-1dxV__6rs9obVtq4Q0njnMdpy9nAuUSuBof6jeJr_odkro?loadFrom=DocumentDeeplink&ts=2508.95)):

I enjoy doing these things, want to be able to talk to people because probably that's the other thing is that teachers, we get into our silos and even though for example, we'll see teachers from other departments and we'll say, we really need to collaborate on this for some sort of project for the school year. And because of all the expectations that go beyond just the classroom and the communication with parents and all the other sort of expectations that all those things go. Oh, so there you go. There's the thing that you could think about. How can different departments within a high school in terms of their curriculum, integrate math, science, English and science and create some sort of a curriculum that would be multidimensional. Okay,

Daylene Long ([42:41](https://www.rev.com/transcript-editor/shared/7a0AVKkQT9IRtUKFLpqfnBZa-BSACE1LqPFEwNqpxJcNKgFNOf1HTpWk99v6SgvlGvckVg3_4pS-PFkEE4efAI19bII?loadFrom=DocumentDeeplink&ts=2561.93)):

That's great. That's a good one.

Kimberly Herder ([42:44](https://www.rev.com/transcript-editor/shared/iYslbWSWAZGpVmt0Y8YqHHj1D9bItfMmqxUyulmPlKuEXUIiIJ-aaVMD8144D-g6SIa6SWcos1MnhVJSKAvDt85eH2k?loadFrom=DocumentDeeplink&ts=2564.54)):

Very much so.

Daylene Long ([42:47](https://www.rev.com/transcript-editor/shared/8gH-AJ9Q3CfQ9iem-5NDfcTkkAtnROTf3ikym3H1ex8aHMnyYI36bhsdIRCthXYouKJSgP90RGTVhv5Qime9kb1nPxE?loadFrom=DocumentDeeplink&ts=2567)):

Kim, you have other

Kimberly Herder ([42:48](https://www.rev.com/transcript-editor/shared/FMXVHbmPMsjGYgId7KvTYwEXqOL_IzWeib6sBFeRvDbouPc-Owva0_CHFMWYwoFimZrempk9zOFKT3a_EooQ7rVEEv4?loadFrom=DocumentDeeplink&ts=2568.59)):

Yes. So by the end of the day tomorrow or midday tomorrow, you'll get a thank you note from me, but thank you. Right now as well, embedded in there will be a couple of things. One of 'em, it will have liens, LinkedIn address and that if you would check that out because we'd like to stay in contact that way. And then also, well, you just kind of told me that you would be willing to do something like this again, but if you can email me back to, I would happily

Robert.Lehman ([43:18](https://www.rev.com/transcript-editor/shared/tzj4t8qemLjigi6EPzwIUMiUJRYqNgx5904pMydsEaNb8AYRUWsA7lbhbBeDivaswHqRvJOWwj0dosCqQepw7FUyb3g?loadFrom=DocumentDeeplink&ts=2598.48)):

Do this

Kimberly Herder ([43:19](https://www.rev.com/transcript-editor/shared/mZH5jxSA_vKJ8416Oan_vEnP7YO4UJvPxdj1bDXvpMHhw06OTZydNb6ncPvdfpi-xtrBHTWiBLx0kjjnyk-qt4j0o_s?loadFrom=DocumentDeeplink&ts=2599.52)):

To confirm that. And then also you'll have my email address if you think of any, if this has sparked something that you want to pass it on to me, that would be fantastic. Okay.

Robert.Lehman ([43:32](https://www.rev.com/transcript-editor/shared/FVoa4niQTYL1qFqvG1K8riPprkXhO-mE3MThfn0cmxKTzjPrtDc73o7Y4LQv5-RS8N3Ge4mD6wUaXrCT-9DdCGR3mWM?loadFrom=DocumentDeeplink&ts=2612.18)):

Alright.

Kimberly Herder ([43:32](https://www.rev.com/transcript-editor/shared/CtLgwKmMCUG6F7U8AjXErhYTX-uF-DZCbIBoS6jkbq6jqrrAGBNrgNkpiNP_E9Y5Zu0rsU5XP9r-W2jA_3lPyWNF6qw?loadFrom=DocumentDeeplink&ts=2612.96)):

And then you're going to hear from Daylene too.

Robert.Lehman ([43:35](https://www.rev.com/transcript-editor/shared/PHETwqdHXQMnnT7fKmyfmlblVC5a_PwfGN2H9hAKpYZPAmmpik3Wr5n1j75ZmmJtyM7w-Yt8SSSP3anwQdpujGqNfz8?loadFrom=DocumentDeeplink&ts=2615.12)):

Alright, very good. And

Daylene Long ([43:37](https://www.rev.com/transcript-editor/shared/UgQ5LGXsfvjNyFHcSKy2wu50WAm9DqLUhpe6rCxvOIPXnKrdLCHyv5Y6FB0SoeHCpbdshDkbREYTDZRLZRhBTWqfjtk?loadFrom=DocumentDeeplink&ts=2617.4)):

Stay in touch. We always kind of having a cadre of educators who want to give feedback and we always only work with clients that compensate for time because we think it's important. So that's the other thing is it will probably be tomorrow you'll get the gift certificate from me sent to your email.

Robert.Lehman ([44:02](https://www.rev.com/transcript-editor/shared/3DVzwQMZuLwI6m6zhLgCuSZa8kTCzFSNreB68vx5_xioLP0ZHHiSi59dImyy6O1gPpU87qnfmBy45tUaze3K-LdZFsM?loadFrom=DocumentDeeplink&ts=2642.3)):

Okay, very good.

Daylene Long ([44:04](https://www.rev.com/transcript-editor/shared/scy8hRjvH0ieczNBMTjYQVlDH54e-hDa5ItewQdUBsrtVHMzMtEI_8tsW2CvsG8jY4VLEYAKgzRd3RUTdeleDNdUG_o?loadFrom=DocumentDeeplink&ts=2644.1)):

Alright, sounds

Robert.Lehman ([44:04](https://www.rev.com/transcript-editor/shared/MNYDD1KYH5scbi5uKLo25_24scCLk1LOVtzQ-HNxA7re3yirhWK645whIWd_6tW83n00ffXg6KiVrF-8IDcu83W_plw?loadFrom=DocumentDeeplink&ts=2644.86)):

Good.

Daylene Long ([44:04](https://www.rev.com/transcript-editor/shared/07G_NmfB42OMrw4Bh2Ktpv9YgOfB3eA1inECgU-qkTIQhkmsXo0aDY1P0Amgat3XSixv9h0lD0G9O0GSRtwoC-OHZBk?loadFrom=DocumentDeeplink&ts=2644.87)):

Alright, thank

Robert.Lehman ([44:05](https://www.rev.com/transcript-editor/shared/Q-m-zoY35vnQm5WOF3_FpGCRCT13mLJ8lQstDRQN6FPDGMLSEM0A9XvEtLnSFkXvO0EYaQZrX454mxeABfAmn_kAIBY?loadFrom=DocumentDeeplink&ts=2645.09)):

You very much. Thank

Daylene Long ([44:06](https://www.rev.com/transcript-editor/shared/gsOMXCVKRMM3H6i_YJzut4BInPaKDTgRdUyDINjhI9OYRGnROPcwopho8Rv8Ypt35nCoYE2Vgizq02xJchoNU3d1ZnA?loadFrom=DocumentDeeplink&ts=2646.38)):

You.

Kimberly Herder ([44:07](https://www.rev.com/transcript-editor/shared/IDxCt3CpHI5gLUS7-8hY2yRC1BOAQmX906MlMFaPMMtbwahYQCOimp98ODqA8Z06byS4799_veO0B4wBWdFkA0gfjrk?loadFrom=DocumentDeeplink&ts=2647.11)):

Bye. Thank you. Bye bye-Bye. Kim,

Daylene Long ([44:09](https://www.rev.com/transcript-editor/shared/PnChMkFGgID8yz7PrZOCqXrjS2xWEHl2oBjRX7D3ayUka6ktHcCSUeP1NyedKp9BMDYy4Jiy3vEWWl9hnomYBOcR254?loadFrom=DocumentDeeplink&ts=2649.59)):

You want to stay on for just a second?

Kimberly Herder ([44:10](https://www.rev.com/transcript-editor/shared/5tAfUAm3DqDaDUTNhBbDmf-K4lRZcvHwNKBgsdP7K0yjJikIaye0hXxCcFoXJwDa-tLnYYSk1Bx1w9roa5F5zUmF-OE?loadFrom=DocumentDeeplink&ts=2650.91)):

Sure.

Daylene Long ([44:16](https://www.rev.com/transcript-editor/shared/_njnsqRd1fZlB6L8hLtUQFpK1mfrAKa5xA4OQ0SJ9XgCK8N2wq8cNcaj7Vtc0_raFt4Zc_KP9CezytI-hCoagILRCsY?loadFrom=DocumentDeeplink&ts=2656.88)):

Before I stop the recording, what were some of the things that we usually go through at the beginning of the interview that you want to tell us about? Robert, I'm sorry, all of a sudden I thought you did go over him. He's at Bowie High School and that's in Bowie, Maryland. He's been teaching for nine, but he had said 10 years. His demographic is 1946 through 64. Very light of anything. I mean, he doesn't have

Kimberly Herder ([44:50](https://www.rev.com/transcript-editor/shared/pOBAGE_9TiBR5iGW1z5HJ0li2YPwScPx64Act1Miml4zDqnyoNxOezCt-Ya7aMeF6GzhjjKxDihmucicuIPIgIFj29k?loadFrom=DocumentDeeplink&ts=2690.73)):

A social media presence really at all. He did say in there that his school is 90% minority, but a 92% graduation rate.

Daylene Long ([45:05](https://www.rev.com/transcript-editor/shared/6Jc3QExf1XpRoIEkVXtJC8hUAYoygCQd9atnbQK3qFUhMi-j4w1nWZkpr6ylRJWhXD2R3auchTw3CAc0Dy3rjxO1e6o?loadFrom=DocumentDeeplink&ts=2705.43)):

That's good.

Kimberly Herder ([45:06](https://www.rev.com/transcript-editor/shared/W51BUjebSo_UEzjEm8YqvdcbOxnIibGlrtXbnpZV9vgNIQdJrO8QnI1q32P8OfuvuNTUDzdMmBe3PZgb3DM3Ig4FmPg?loadFrom=DocumentDeeplink&ts=2706.3)):

Yes, and the school, in his particular school, it's a 19 to one teacher student ratio, so that's a priority within there. Then really that was it for me that I had behind it. There was a note, I mean I did pick up that he's not a textbook teacher and that was just kind of a comment about him from others that don't expect to have a textbook that you're carrying home every night because he's going to have you out and about doing stuff.

Daylene Long ([45:39](https://www.rev.com/transcript-editor/shared/GNpscEX0_Pk5sP0IQppl0TBTOd6QefaCHYyrHOhtUO2JNmqrn1GceeguhZ_kBzeLvJ6GdjFIPN5H92AUSUUALGxwuQ4?loadFrom=DocumentDeeplink&ts=2739.84)):

Yeah. Okay. I'm going to save this transcript and stop recording in a second. Okay, so what was the other thing I was thinking about? What's interesting is this is the second time that we've heard, and maybe it's been more, but I distinctly remember now two people saying that one of their biggest challenges is competing with the phone. And I didn't bring this up, but the other woman we spoke to who brought that up saw it as her job to be more interesting than the phone to be more of a resource than the phone. So I thought that was kind of an interesting perspective. I don't think that taking the phone away is the right thing. I think what's the right thing is to figure out when and how it can be used and to make sure that what they're getting in the classroom is not anything they could get from a phone.

Kimberly Herder ([46:52](https://www.rev.com/transcript-editor/shared/TNNV1Zc40g6PCG902AcKLlinSbDAgig9yMf3NqprxiuGEwhvbhzh1Tlqq_zRSAsz_5XGDkPo-a0HNth4fzpnn_0JNRI?loadFrom=DocumentDeeplink&ts=2812.89)):

Yeah, yeah. It's actually interesting you said that because I had a conversation, a small conversation with David about that today as we're driving to the airport, Steven brought up Yes, last night about David downloading movie or whatever, that kind of stuff. But David had planned what he was going to read while he a hardback book that he was going to read during the takeoff and the landing or whatever. I mean, so he had a backup, but he was still depending on using his device, but if that failed then he had a backup book. And it was just interesting in that. So when you said that too, it reminded me of that, but that was a different, and same at the same time. So maybe it's an expectation of when you'll be using your phone or computer versus when you are doing these other things and when they cross, what the Venn diagram is is when you use both

Daylene Long ([48:01](https://www.rev.com/transcript-editor/shared/zU_j8DJaNVckXZNhdSxuKq2THPAW1ugmH9m_RkRjHAvSSsSlcCBRmyW21YhXB0XFChp8lqJGS-b3AowfxuV62Y49t9w?loadFrom=DocumentDeeplink&ts=2881)):

And how, and that I idea of making sure that the information that they're getting in a classroom isn't something that they can get from a phone is interesting because it's the feedback, it's the thinking, it's the questioning, it's all that other kind of stuff because kids these days,

Kimberly Herder ([48:25](https://www.rev.com/transcript-editor/shared/JLvhfB52ehuffMsqtK_zsVxA3LXqKwCA6xPa8SkAne_NyUGUPOZm1DZPgisnndNOllPNsCyl6MTkTOobcdeagqkuiKY?loadFrom=DocumentDeeplink&ts=2905.06)):

Kids a little bit, I don't

Daylene Long ([48:29](https://www.rev.com/transcript-editor/shared/XR5LaY14I7fj1i81N3FiV4aciw8nuoPTYdqszSkrvbSwUXOxcFkeeAIBZsOr-v9ffYnX0LSeC5XVzU7AQgHxvJvagf4?loadFrom=DocumentDeeplink&ts=2909.23)):

Want to say lazy because it's not lazy, but they think they can Google anything and they can Google anything, but knowing whether or not those things are well vetted, true, this is the same kind of problem that we're going to have with ai. And so that's an interesting frame set I think for our client to get into when it comes to what did they do next,

Kimberly Herder ([48:57](https://www.rev.com/transcript-editor/shared/H8iHL77ZQR3_e6fOmjA9jHPtAA44mc_Wv9WdWYyG2DkIs3ov3izWikPcf82ZZ3YwLn4l2w6wIjLkfX2QHEMc1oHXLL8?loadFrom=DocumentDeeplink&ts=2937.3)):

And Don go back to David because a sports fanatic, but he only has certain places that he will get his information from. I mean, he looks at other places and then he generally is all geared up to rank on 'em that they don't know what they're talking about. They didn't will in effect vet, they didn't ask the right person the right question because that obviously is the wrong answer and be able to be discerning enough as to yeah, that it's not the first thing that pops up for whoever paid the most to be the first in the search. Yeah,

Daylene Long ([49:41](https://www.rev.com/transcript-editor/shared/nymtXCWuR8EzotCjCXj_L3myjZIWGIDzW9uLE-AfUx3rZOsAy9isFWeVsm8kjnJ_5fjIfjsUryd6yXmXIXHVtoeKKws?loadFrom=DocumentDeeplink&ts=2981.71)):

That's been driving me crazy lately. Things that there's a whole lot of sponsored stuff and I just roll through it, but to me it almost feels like there's more sponsored stuff than there isn't the regular stuff from the algorithm.

Kimberly Herder ([49:59](https://www.rev.com/transcript-editor/shared/eaVedM98YItO-3L1lkAuB-P0edEObnee7N8gnL1OTrlz082xSSGzo4nL0tjZzs0sydshVjNI31rATfeg3-uUXnwR1xI?loadFrom=DocumentDeeplink&ts=2999.2)):

This morning that happened when I was doing, going back and looking at Gary, the one that we didn't do go through, I had to go through two full pages before I actually got to the school. The high school page? Yeah, it was, yeah. Oh,

Daylene Long ([50:20](https://www.rev.com/transcript-editor/shared/weFdMXGws1ekMuY_4OMFWiwSw52ghccQ4btX-IOYgn5qTIR4CCtgeTEGpOstnF8McJfb2mc37eoyIHJu76Kxkcc0T-0?loadFrom=DocumentDeeplink&ts=3020.11)):

We're still recording on that. So I'm going to stop.