Let's Hope the Weather Outside Doesn't Get Frightful....

If you need help getting in the Holiday Spirit this month, just come on up to Campbell Ridge! We have many events and parents are always welcome. Here’s your list, check it twice:

☐ Dec 4-7 - Santa Shop - students can shop and buy gifts for parents and family.
☐ Dec 8th - The 8th Annual PTO Santa Breakfast - FREE breakfast, FREE Santa pictures (bring your own camera), kid crafts, SpiritWear for sale, 9am—11am —what else could you ask for?
☐ Dec. 13th—CRES Chorus performs at the Cincinnati Museum center, 12:00 lunch
☐ Dec 16- Winter on the Ridge - our Chorus, Dulcimer, Piano, and Guitar students will perform selections they have learned. The piano students perform at 6:30, there will be a short intermission and the dulcimer and guitar students will perform at 7:30pm.
☐ Dec. 18th—Yes, Virginia! The CRES Drama Club and Chor:us will perform this holiday favorite at 7:00pm.

Recycling Reminder
The green Abitibi recycling dumpster at CRES is available to be filled 24 hours/day, 7 days/week. Bring your paper recycling and throw it in the dumpster; CRES gets paid every time the dumpster is unloaded. It is located behind the school near the playground.

Mid-Year MAP Testing

We begin mid-year MAP testing in December. All students take MAP tests in Reading and Math, students in grades 3-5 also take Science tests. We use these tests for several purposes: to evaluate the progress that each student has made so far this year, to plan ongoing instruction for students, classrooms, and grade levels, to plan intervention and remediation services, and to check on individual student and classroom learning goals.

Remember, MAP tests are taken on the computer and are designed so that the test adjusts to how well each student is performing. If a student is getting answers wrong, the test lowers the difficulty of the questions; if a student is getting answers correct, then the test raises the difficulty of the questions. In this way, the scores we receive give us very detailed and individualized information on each student.

Individual student results will be sent home in January once the entire school has completed testing.
Vote Until Dec. 19th!

CRES is taking an exciting step toward bringing our students the walking/fitness trail they have been waiting for! Earlier this year, CRES was nominated for a *Power a Bright Future* grant from The Clorox Company and can win up to $50,000.

With these easy steps, we can finish our fundraising for our fitness trail, a 1/2 mile blacktop trail around the entire school!

→ **Text to vote—Text 985pbf to 95248** Vote one time every day! Spread the word!
→ **Vote online!** Log on to [https://powerabrightfuture.clorox.com/nominees/detail/?nid=985](https://powerabrightfuture.clorox.com/nominees/detail/?nid=985). Vote one time every day!

**You can also help with simple acts like:**
→ Posting on Facebook to encourage your friends and family to vote.
→ Tweeting the link to our voting page so your followers can vote.
→ Sending an email to your family and friends, letting them know the great news and telling them how to vote!

**VOTE VOTE VOTE VOTE VOTE VOTE VOTE VOTE VOTE VOTE VOTE VOTE VOTE VOTE**

The holiday season is here and we have finished our first trimester for this school year. Time is flying by! Report cards have recently gone home and whether you were happy with the report, or feel there is more work to do, these study tips can help:

**Effective Study Habits:**

*The following time management strategies can be used to improve study habits. Help your child pick two or three to practice. Once these are mastered, choose a couple more.*

1. Study difficult or less interesting subjects first! If a certain subject is hard or puts you to sleep, tackle it first when you are fresh.
2. Use waiting time effectively! Ten minutes waiting on a bus or five minutes between classes can add up. Write short study tasks on 3x5 cards, e.g. formulas or definitions, and pull them out to study while waiting.
3. Use a regular study area! When you use the same place to study day after day, your body and mind become trained. It should help you focus better.
4. Don’t get too comfortable! Easy chairs, the bed or a sofa are dangerous places to study. If too comfortable, your body may get the message “time to sleep” rather than “time to study”.
5. Avoid noise distraction! Don’t study in front of the television. If you do study better with music, make sure you select a kind that doesn’t interfere with your concentration.
6. Avoid the smartphone, the iPod, the iPad……! Just text, “I can’t talk right now. I’m studying.”
PTO News...

Next Meeting—December 11th, 5:00pm

PTO Officers:
President - Chris Couch
Vice President - Christy Eby
Secretary - Donna Cox
Treasure - Laura Brown
Events/Volunteer Coordinator Michelle Raney
Teacher - Melissa Clark

PTO News—Have you bought your holiday SpiritWear gifts yet? You can support the PTO and save “shopping time” over the holidays all at the same time. SpiritWear will be on sale at Breakfast with Santa on Dec. 8th at 9AM.

SANTA
Santa comes to CRES on Saturday, Dec 8th from 9:00-11:00. Bring your camera, bring your appetite, bring your kids!

Nurse’s Notes
Here are some hints to help you and your student survive the long cold winter as the weather turns cold and the Holidays approach.

- The most important part of preventing disease spread is to wash hands thoroughly and often. Soap and water is the most effective way to clean hands. The steps that I teach students include: Wet your hands under running water. Scrub your hands…Fronds…Backs and …In between with soap. It is the rubbing and the friction that kills the germs. Scrub for at least 20 seconds or sing Happy Birthday or the ABC’s twice. The next step is to rinse your hands under running water and let the water run from your wrist to your fingertips. Finally, dry your hands (not on pants or shirt) on a paper towel or clean hand towel. If you do not have access to water, hand sanitizer is the way to go. Remember hand sanitizer contains alcohol and should not be used on children who constantly have their hands in their mouths.

- The next best way to protect you and your student is with a Flu Vaccination. The vaccine is made from the killed flu virus and will not cause you to get the flu. Flu vaccinations are given at most supermarket clinics and some pharmacies. It is never too late to get the vaccination. For more information contact your Doctor or the Health Department.

- If your child wakes up and complains about a sore throat or stomach problems, please take a temperature before giving medicine. If you administer medication before taking a temperature you may be masking the problem and your child will be passing the problem to all the people he comes in contact with throughout the day. Remember, a temperature of anything over 100 degrees is considered a fever and the kids must stay home until fever free for 24 hours without medication. Please do not send any medication to school with your child. Any medication, even over the counter cough drops, must be brought in by a parent or guardian. I will also need an order from the Doctor to give any type of medication, even over the counter meds. I keep “Magic Mints” in my office that soothe sore throats, tummy aches and stops coughing. If symptoms persist I will phone you to see what you would like to do next.

Hopefully following these few steps will help you and your student get through the season in good health. If you have any questions, feel free to call me at 859-448-4780.

Nurse Linda
Are You Keeping in Touch?

There are multiple ways to stay in touch at CRES, choose the way that fits you.

Twitter!  https://twitter.com/campbellridge

Facebook!  http://www.facebook.com/pages/Campbell-Ridge-Elementary-School/144430075570015#


Infinite Campus
Do you have access to your child’s account on Infinite Campus? Access to Infinite Campus allows you to:
⇒ See your child’s attendance
⇒ See your child’s grades and assignments for grades 4 and 5
⇒ See your child’s daily schedule
If you do not have a password for your child’s Infinite Campus account, you MUST come to school to get one (we have to see a driver’s license or other identification).
You can also access the Infinite Campus mobile app on iTunes and at infinitecampus.com/mobile

December Theme and Character Word

Each month Campbell Ridge focuses our attention on a theme and a character word. The theme for December is “What Are My Gifts?” and the character word is “Compassion.”

Given the holidays this month, these are timely indeed. You can reinforce these messages at home by talking about generosity and reinforcing what it means by adopting a family, taking an ornament off the Giving Tree, or finding a way to give at your church or in your community.

The 5 I Will statements for Compassion are:
1. I will stop to help
2. I will listen when others want to talk
3. I will give of my resources to help those in need
4. I will look for lasting solutions
5. I will comfort others without regard to race, gender, faith, age, or nationality.
FRC Information:
Coordinator: Ms. Evans, LSW/MSW
Phone: (private line) 859-448-4789
Location: Main Office far right corner

Services provided:
Child Care- Refer families to adequate care for their children
Basic needs: Refer families in need of food, clothing, shelter, school supplies Eye Exams, health care, dental care, educational support, referrals for adult education and parenting classes. Prevention programs such as Red Ribbon Week, Girls on the Run, Family Literacy Night and more...

Watch D.O.G.S (Dads of Great Students!)
Calling all dads, grandpas, uncles, and male role models of our CRES students!
Interested in becoming a watch dog and signing up for a day?
Already signed up but need a date to come in?
Contact Ms. Evans for more details @ 448-4789.

Resources of the month:
United Way! Call: 2-1-1
Website: http://www.uwgc.org
Callers can get or give help 24 hours a day, seven days a week by dialing 2-1-1 for connection to services that address issues in their daily lives such as health concerns, counseling, child care, help for an aging parent, employment issues, and much more.

FRC is wishing all our CRES Families a happy holiday!

Tips for Parents:
The holidays can be a stressful time for parents, especially if you're wondering where to get the money to buy holiday gifts. Here are some tips to help parents deal with holiday stress and build resilience:
Set expectations. Talk to your kids about expectations for gifts and holiday activities. Depending on a child's age, parents can use this as an opportunity to teach their kids about the value of money and responsible spending.
Keep things in perspective. Avoid blowing events out of proportion. And teach your kids how to keep things in perspective, including what type of and the number of gifts they receive.
Make connections. Good relationships with family and friends are important. So, view the holidays as a time to reconnect with people. Teach your kids about the value of helping others.
Take care of yourself. Pay attention to your own needs and feelings during the holiday season. Engage in activities that you and your family enjoy and find relaxing. Taking care of yourself helps keep your mind and body healthy and primed to deal with stressful situations. Consider cutting back television viewing for kids and instead, get the family out together.
This article was from the American Psychological Association website.
http://apahelpcenter.org/articles/article.php?id=132

KEEP VOTING!
Help Campbell Ridge win $50,000. Vote online at powerforbrightfuture.clorox.com or text the following to 985pbf to 95248. Voting ends on December 19th.

Angel Tree

If anyone would like to sponsor a child for the Holidays you can pick up an ornament on the tree in the lobby. Make sure you sign the binder. Happy Holidays! Much appreciation 🥰

Quote of the month:
Be thankful for what you have; you'll end up having more. If you concentrate on what you don't have, you will never, ever have enough.
-- Oprah Winfrey
Counselor’s Page
Greetings from Ms. Otto
December Important Dates

**Character Education**
**December’s Word of the Month**
**Compassion**

Compassion—Being genuinely concerned for the welfare of others.
I will:
- stop to help
- listen when others want to talk
- give of my resources to help those in need
- look for lasting solutions
- comfort others without regard to race, gender, faith.

Cleaning out your craft bin or game closet? Counseling program is in need of new or gently used games or arts and crafts!

**Guidance Curriculum**

During the month of December:
K/1—Students will know how to...
    ask for help and encourage others to make good choices.
2/3—Students will know how to...
    Listen with their eyes, ears and heart.
    Identify anger and how to identify strategies to handle anger.
4/5—Students will know how to...
    Demonstrate stress management techniques, describe how personal responsibility and good work habits are important at home, school and work.

Fifth Third Bank
Student Bank
Thanks to Ben Dietz and Gabe Gerble, for being our 53 Student Tellers for November’s Student Bank!
December Bank Date—
**DECEMBER 12** at
8:00am
Remember to make deposit!

Work Ethic

On November 18th, 65 students earned the work ethic certificate for Trimester 1. They had a great time making a Thanksgiving treat and 30 minutes extra recess with a Ms. Otto and Ms. Evans! Congrats to those students. All students in 3rd-5th grade have the opportunity to earn the award. Trimester 2 community service duc in mid February!

**Girls on the Run**

CONGRATS to all the girls, coaches, and running buddies for completing the GOTR 5K on November 17th! We had a blast and very proud of our girls!!!!!
### Lunch Menu for December

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Nutrients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salisbury Steak</td>
<td>Chicken Nuggets</td>
<td>Taco Meat or Chicken Fajita Strips</td>
<td>Whole Grain Cheese Pizza</td>
<td>Mini Chicken Corn Dog</td>
<td>Cal 569</td>
</tr>
<tr>
<td>Brown Gravy Noodles</td>
<td>Whipped Potatoes</td>
<td>Shredded Cheese</td>
<td>WIG PEPPERONI PIZZA</td>
<td>Cheese Soup</td>
<td>T.Fat 11.99 G</td>
</tr>
<tr>
<td>Rot</td>
<td>Chicken Gravy</td>
<td>Salsa/Shredded Lettuce</td>
<td>CORN</td>
<td>Pinto Beans</td>
<td>S.Fat 1.4 G</td>
</tr>
<tr>
<td>COOKED CARROTS</td>
<td>CORN</td>
<td>Sour Cream Pkt.</td>
<td>CARROT STICKS</td>
<td>Broccoli Fresh Fruits</td>
<td>Chol 63.4 Mg</td>
</tr>
<tr>
<td>FRUIT COCKTAIL</td>
<td>Yellow Deli/Cucumber</td>
<td>diced tomato/Black Beans</td>
<td>Spinach Salad</td>
<td>Ranch Dressing Pks</td>
<td>Sodm 1494.66 Mg</td>
</tr>
<tr>
<td>CHOICE OF MILK</td>
<td>Apple Pk.</td>
<td>Tortilla 8&quot; or Baked Scoops</td>
<td>Cherry Tomatoes</td>
<td>PINEAPPLE IN JUICE</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Grapes</td>
<td>Ranch Dressing Pks</td>
<td>MUSTARD</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Peaches diced</td>
<td>Ketchup Pk.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>CHOICE OF MILK</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Nutrients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hamburger/Bun Cheese</td>
<td>BBQ Pork</td>
<td>Whole Grain Cheese Pizza</td>
<td>Roasted Chicken</td>
<td>Grilled Chicken Pot/Bun</td>
<td>Cal 518</td>
</tr>
<tr>
<td>Pickles/Shredded Lettuce</td>
<td>SUN</td>
<td>or WIG PEPPERONI PIZZA</td>
<td>CHICKEN GRAVY</td>
<td>Shredded Lettuce</td>
<td>T.Fat 12.46 G</td>
</tr>
<tr>
<td>Tomatoes</td>
<td>Pickle Patch Pk.</td>
<td>CORN</td>
<td>WHIPPED POTATOES</td>
<td>PICKLES/TOMATOES</td>
<td>S.Fat 0.5 G</td>
</tr>
<tr>
<td>Oven Fries</td>
<td>Coleslaw</td>
<td>Spinach Salad</td>
<td>COOKED CARROTS</td>
<td>Pinto Beans</td>
<td>Chol 39.4 Mg</td>
</tr>
<tr>
<td>Peaches dced</td>
<td>Baked Sweet Potato</td>
<td>Cherry Tomatoes</td>
<td>GREEN BEANS</td>
<td>Broccoli</td>
<td>Sodm 1447.22 Mg</td>
</tr>
<tr>
<td>Mayo/Ketchup Pk. MUSTARD</td>
<td>Cinnamon Spread</td>
<td>Ranch Dressing Pks</td>
<td>Romaine</td>
<td>Fresh Fruit Cocktail</td>
<td></td>
</tr>
<tr>
<td>CHOICE OF MILK</td>
<td>YELLOW DELI/Cucumber</td>
<td>FRESH PEAR</td>
<td>Orange</td>
<td>CHOICE OF MILK</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Nutrients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chicken Fajita Strips</td>
<td>Chicken Fajita Strips</td>
<td>Whole Grain Cheese Pizza</td>
<td>Roasted Chicken</td>
<td>Grilled Chicken Pot/Bun</td>
<td>Cal 509</td>
</tr>
<tr>
<td>or Taco Meat</td>
<td>SHREDDED CHEESE</td>
<td>or WIG PEPPERONI PIZZA</td>
<td>CHICKEN GRAVY</td>
<td>Shredded Lettuce</td>
<td>T.Fat 15.42 G</td>
</tr>
<tr>
<td>SALSA/Shredded Lettuce</td>
<td>Salsa</td>
<td>CORN</td>
<td>WHIPPED POTATOES</td>
<td>PICKLES/TOMATOES</td>
<td>S.Fat 4.8 G</td>
</tr>
<tr>
<td>Pickles/Shredded Lettuce</td>
<td>Pickle Patch Pk.</td>
<td>Spinach Salad</td>
<td>COOKED CARROTS</td>
<td>Pinto Beans</td>
<td>Chol 49.5 Mg</td>
</tr>
<tr>
<td>Pickles/Shredded Lettuce</td>
<td>Diced tomato/Black Beans</td>
<td>Cherry Tomatoes</td>
<td>GREEN BEANS</td>
<td>Broccoli</td>
<td>Sodm 1300.86 Mg</td>
</tr>
<tr>
<td>Tortilla 8&quot; or Baked Scoops</td>
<td>Ranch Dressing Pks</td>
<td>Ranch Dressing Pks</td>
<td>Romaine</td>
<td>Fresh Fruit Cocktail</td>
<td></td>
</tr>
<tr>
<td>Grapes</td>
<td>Orange</td>
<td>Fresh Fruit Cocktail</td>
<td>Orange</td>
<td>CHOICE OF MILK</td>
<td></td>
</tr>
<tr>
<td>CHOICE OF MILK</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Non-Discrimination Statement:** This explains what to do if you believe you have been treated unfairly. In accordance with Federal Law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability. To file a complaint of discrimination, write USDA, Director, Office of Adjudication, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call toll-free (866) 877-8339 (Voice). Individuals who are hearing impaired or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339; or (800) 866-6136 (Spanish). USDA is an equal opportunity provider and employer.

Beginning this school year, children will be required to select a fruit or vegetable as a part of their lunch meal. Please encourage your child to try new fruits and vegetables as an important part of a balanced meal.
<table>
<thead>
<tr>
<th>Day</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Breakfast Biscuit Sandwich</td>
<td>Biscuits</td>
<td>Egg Patty</td>
<td>Mini Cinnamon</td>
<td>Yogurt Rasp</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Peaches diced</td>
<td>Sausage gravy</td>
<td>Shredded Cheese R/F, R/S</td>
<td>Orange, Grape</td>
<td>Yogurtstrawberry</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ORANGE JUICE (TRAUTH)</td>
<td>Fruit Cocktail</td>
<td>Yellow Delicious Apple</td>
<td>Orange Juice (TRAUTH)</td>
<td>Banana Muffin</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CHOICE OF MILK</td>
<td>ORANGE JUICE (TRAUTH)</td>
<td>Orange Juice (TRAUTH)</td>
<td>CHOICE OF MILK</td>
<td>Blueberry Muffin</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Cinnamon Streus Muffin</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Oranges</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Smoothies</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Party in the case with gifts</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Breakfast Biscuit Sandwich</td>
<td>Biscuits</td>
<td>Egg Patty</td>
<td>Sausage Pancake Sandwich</td>
<td>Breakfast Pizza</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Peaches diced</td>
<td>Sausage gravy</td>
<td>Shredded Cheese R/F, R/S</td>
<td>Orange</td>
<td>Orange JUICE (TRAUTH)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ORANGE JUICE (TRAUTH)</td>
<td>Fruit Cocktail</td>
<td>Yellow Delicious Apple</td>
<td>Orange Juice (TRAUTH)</td>
<td>Orange Juice (TRAUTH)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CHOICE OF MILK</td>
<td>ORANGE JUICE (TRAUTH)</td>
<td>Orange Juice (TRAUTH)</td>
<td>CHOICE OF MILK</td>
<td>CHOICE OF MILK</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Breakfast Biscuit Sandwich</td>
<td>Biscuits</td>
<td>Egg Patty</td>
<td>Sausage Pancake Sandwich</td>
<td>Smoothies</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Apple Sauce</td>
<td>Sausage gravy</td>
<td>Shredded Cheese R/F, R/S</td>
<td>Orange</td>
<td>Party in the case with gifts</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ORANGE JUICE (TRAUTH)</td>
<td>Fruit Cocktail</td>
<td>Yellow Delicious Apple</td>
<td>Orange Juice (TRAUTH)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>CHOICE OF MILK</td>
<td>ORANGE JUICE (TRAUTH)</td>
<td>Orange Juice (TRAUTH)</td>
<td>CHOICE OF MILK</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Non-Discrimination Statement:** This explains what to do if you believe you have been treated unfairly. In accordance with Federal Law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability. To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call toll-free (866) 633-9263 (Voice). Individuals who are hearing impaired or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339; or (800) 845-6135 (Spanish); USDA is an equal opportunity provider and employer.