

GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



— *Planting Seeds and Growing Together* —

Welcome back! We hope summer break gave you the opportunity to rest and recharge and that August finds you ready to begin a brand-new school year. This year, we will focus on planting seeds of curiosity, compassion, resilience and growth — not only in our students, but within ourselves and our school community.

Just as gardeners nurture tiny seeds into strong, flourishing plants, we as educators have the power to grow an excitement for lifelong learning in our students. Each lesson, conversation and moment of connection is a seed planted, with the potential to transform a child's future.

And just as each seed grows into a different kind of plant — each offering its own beauty, purpose, and fruit — every student will blossom in their own time, in their own way, bringing unique strengths and gifts to our school community.

Throughout the year, we will explore what it means to plant these seeds intentionally: fostering belonging, encouraging curiosity, supporting social-emotional growth, and celebrating the joy of learning.

Let's dig in! Together we will cultivate an environment where everyone can grow.



WHAT KIND OF PLANT ARE YOU?



Take our quiz on page 8 to find your plant personality!

A Message from Our Superintendent

Welcome Back!

As we come together to kick off a new school year, I want to share the theme that will guide our Opening Day and, I hope, carry us through the months ahead:

Planting Seeds and Tending to Them to Help Beautiful Things Grow.

Just as farmers prepare their fields with care and intention, we will begin this year by preparing our classrooms, our buildings, and most importantly, our hearts—ready to meet each student exactly where they are. **We know that success doesn't happen overnight.** It takes consistent tending, nurturing, and adjusting to the conditions. We are preparing each seed—each student—for success not just academically, but socially, emotionally, and in life.

And like any growing season, our work will be shaped by the climate we create. In farming, weather can make all the difference. **In education, climate—the tone we set, the culture we nurture, the relationships we build—is just as powerful.** We hope for many sunny days ahead: days filled with joy, discovery, laughter, and connection. But we also know that storms will come—challenges, tough conversations, setbacks. Still, I believe that together, we are strong enough to weather anything.

No matter what this year brings, we will face it side-by-side. And when the last bell rings in the spring, I know we'll look back and be proud of the yield—the growth we see in our students, the bonds we've built, and the progress we've made together.

Each year brings new seeds to tend. Some will sprout quickly. Others may take more time. Some may challenge us more than others—but often, those are the ones that grow into the most beautiful and meaningful stories. I know that every student in Anthony Wayne has someone in their corner, ready to help them thrive—because they have you.

The pride that this community has in our schools is no accident. It is a direct result of the care, commitment, and compassion you show every day. **You are the ones out in the fields—planting, nurturing, and sometimes pulling weeds—because you believe in what can grow.**

So, as we begin this new year together, let's stay grounded in our purpose. Let's focus on cultivating not just strong minds, but strong hearts. Let's remember that our work today leads to something far bigger tomorrow. And most importantly, let's do it together—with optimism, with gratitude, and with pride.

I am grateful for all that you do and excited to grow alongside you this year.

See you soon!

Kevin



You're Invited: Please Join Us!

AW FAMILY PICNIC - *Presented by the Wellness Committee*

Thursday, Aug. 7 • 1:00 - 2:30 p.m.

Sidecut Metropark, Riverview Shelter

Bring the whole family and enjoy geocaching, canoeing and archery!

WALK & TALK WITH THE SUPERINTENDENT

Tuesday, Aug. 12 • 9:00 a.m.

Anthony Wayne High School

Lace up your walking shoes and join Superintendent Kevin Herman for casual conversation about the district. Open to our community, stakeholders are invited to bring their questions and ideas.

» OPENING DAY 2025 «

Thursday, Aug. 14 • 7:30 a.m.

Anthony Wayne High School Auditorium

Join us for the official start of the school year! Start the day off right with breakfast courtesy of Cedar Creek Church, followed by opening remarks from Kevin, a keynote from a special guest speaker, and the announcement of our Classified and Certified Staff Members of the Year.

NEW SOCIAL MEDIA ACCOUNTS

Connect with us!

We are excited to expand our social reach beyond X and YouTube to include [Instagram](#) @aw_generals and [LinkedIn](#)! We hope you'll follow along for news, photos and more!



Let's give a big welcome to our newest team members and those stepping into new roles! Whether you're just joining us or taking on new challenges, we're excited to have you on this journey. Thanks for being a General - we're glad you're here!



New Faces & New Spaces

New Employees

Kayeann Batanian	FTMS	6th Grade Teacher
Meghan Booth	AWHS	Special Education Aide
Jon Burke	AWHS	Principal
Thomas Burzine	AWJH	Health / PE Teacher
Michelle Cline	AWJH	Special Education Aide
Andrea Freudeman	Whitehouse	Secretary II
Jessica Gast	Waterville	Intervention Specialist
Emily Geiwitz	AWJH	8th Grade Science Teacher
Steven Morrison	AWHS	Study Hall / Monitor Aide
Mike O'Shea	Transportation	Bus Driver
Leigh Pancoast	FTMS	Assistant Principal
Boskey Patel	AWHS	Special Education Aide
Melissa Pavlovic	Transportation	Bus Driver
Megan Rowan	AWHS	Intervention Specialist
Jennifer Sigmon	AWHS	Food Service Worker

New Positions

Becky Bethel	AWHS	Counseling Secretary
Kim Clayton	Whitehouse	2nd Grade Teacher
Kelley Coronado	Whitehouse	1st Grade Teacher
Lisa Dick	Monclova	2nd Grade Teacher
Amy Eckert	FTMS	6th Grade Teacher
Devin Filip	TECH	Lead Technology Supervisor
Laura Lochtefeld	CAO	Secretary
Amanda Lovejoy	Waterville	Cafeteria/Playground Aide
Amanda Moreno	Waterville	Special Education Aide
Jody Nagle	AWHS	Secretary II
Jacqueline Neff	Whitehouse	Media Center Aide
Kevin Pfefferle	CAO	Assistant Superintendent
Rebecca Sanford	CAO	Director of Communications
Lauren Schwieterman	Waterville	3rd Grade Teacher
Molley Stachowiak	Whitehouse	Secretary I

Wellness Committee News

BE A PART OF THE TEAM

If you have a great idea for promoting social, physical, intellectual and emotional wellness, we'd love to hear it! [Reach out to Brad Contat](#) to see how you can get involved with the Wellness Committee.

FREE BIOMETRIC WELLNESS SCREENINGS

Get a base-level look at your physical wellness with a free health screening on Opening Day, Thursday, Aug. 14. Watch your email for more information about times and locations coming soon!

SET A GOAL TO BE YOUR BEST SELF

The start of a new year is the perfect time to set goals that bring out the best in you. As you strive for personal growth, increased wellness, or better balance, the [Employee Assistance Plan \(EAP\)](#) is here to help. Explore a variety of free wellness and personal development resources available online anytime to help you define where you want to go—and how to get there.

NEED MORE SUPPORT? You're not alone.

Free, confidential help is just a phone call away at **800-252-4555**.

HEALTHY MEALS SERVED DAILY

Don't forget to eat! Adult meals are available in the school cafeterias every day. Breakfast is \$2.50 and lunch is \$5.00.

WORK OUT BEFORE WORK

Open to staff Monday - Friday from 5:15-7:15 a.m., the AWHs Fitness Center is a convenient way to focus on your physical health.

If you plan to take advantage of this service, please complete the [Fitness Center Use Form](#) to gain fob access via the Athletics Lobby entrance.



School Safety Reminders

BUILDING SECURITY

Building security is of utmost importance throughout the district --not only during the school day but also after-normal hours, nights and weekends. Please review these important safety reminders.

- **Building Access Times**

As a general rule, building access is closed between Midnight and 5:00 a.m. at AWHs and 10:30 p.m. - 6:00 a.m. at all other buildings, seven days per week. If you need access during these restricted times, please contact your building principal.

- **Keep all exterior doors closed and locked throughout the day.**

No exterior building doors should be dogged or propped open during the day. If circumstances require a door to be dogged or propped after students are gone for the day (i.e. practices or events), the person requesting the use of the buildings is responsible for allowing access. If dogging is needed then first choice would be to dog door with electronic lock dogging locations.



- **Do not share your keys, fob or security code with students or others.** You are responsible for anything that happens when your accessibility items have been used to enter a building.

- **Keep your teacher lock down keys with you while in the building.** These special keys will you to lock down doors inside a room if the need arises. Leaving these special lock down keys on a hook next to your doors will not allow you to duck in a room and lock door behind you. All lock down keys should work on inside of any door, and will also give you access to teacher break rooms and teacher workrooms.

- **Post your emergency flip book near the door.**

It keeps it close at hand for you, and easily accessible to substitute employees or anyone else who must respond in an emergency situation. Need one? See your building principal.

- **If you see something, say something.** Take a moment to acknowledge any unfamiliar people in or around your building and do a quick security check. Are they wearing a visitor sticker or ID badge? Are they being escorted by a known staff member? Report all suspicious individuals or behaviors to your building administrator or law enforcement.



- **KEEP YOUR DEVICES SAFE**

- Lock the screen when not in use.
- Do not share your password or device with others.
- Do not leave your laptop or other devices in your vehicle.
- Do not send requests for money or share Venmo information via email. Complete these requests in person.
- If you receive a suspicious email, do not click any links or reply. Instead, report it to the Technology Department and mark it as spam.

SEE SOMETHING DAMAGED OR BROKEN?

[Place a maintenance request using FMX.](#) This helps the operations team prioritize repairs and track ongoing concerns and/or repeated issues with equipment and systems.

PREPARING YOUR CLASSROOM

- Keep tops of all unit ventilators clear and free from all items that may block airflow or have the potential to burn or melt.
 - Do not bring in personal-owned furniture and furnishings into the school buildings. Fire code is very specific on what is allowed and what isn't.
 - Avoid plugging in an outlet strip to another outlet strip. Extension cords should be used for temporary use only and unplugged when not in use.
 - Do not block fire extinguishers, pull stations or electrical panels.
 - Store chemicals out of student reach or in locked cabinets.
 - Shelving units over five feet must be secured to the wall.
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Plant Personality Quiz

Just like our students (and plants) we are unique, contribute to the greater ecosystem, and need varying nutrients to be healthy and fruitful. Answer the questions below and score your results (page 11) to reveal your plant personality and identify your unique gifts and the conditions where you thrive best.

When working on a team, you are most likely to:

- A. Step up and lead the charge
- B. Offer creative ideas and challenge the status quo
- C. Support quietly and make sure things get done
- D. Ask thoughtful questions and seek clarity
- E. Cheer everyone on and keep morale high
- F. Observe first and jump in when you're ready

Your ideal working environment is:

- A. Fast-paced and filled with people
- B. Unstructured and I can explore new ways of doing things
- C. Behind the scenes where I can focus without drama
- D. Calm, predictable and emotionally safe
- E. Energetic, collaborative and upbeat
- F. Supportive with clear expectations

Others often describe you as:

- A. Dependable and grounded
- B. Passionate and persistent
- C. Caring and intuitive
- D. Insightful and thoughtful
- E. Enthusiastic and inspiring
- F. Creative and different

When facing a challenge, you:

- A. Push through with quiet determination
- B. Speak out and suggest a different path
- C. Listen, empathize, and try to understand all sides
- D. Reflect and research before responding
- E. Rally others to work together and solve it
- F. Think way outside the box

Your communication style is:

- A. Honest and practical
- B. Direct and bold
- C. Gentle and supportive
- D. Reserved but meaningful
- E. Outgoing and magnetic
- F. Quirky and original



What motivates you most?

- A. Making a real difference quietly
- B. Changing systems for the better
- C. Helping others feel seen and supported
- D. Finding meaning and sharing insight
- E. Inspiring and energizing others
- F. Being free to be yourself and explore

Classroom Cost-Cutters

TAX-FREE SHOPPING HOLIDAY

Enjoy shopping without the sales tax now through August 14 on eligible purchases up to \$500. Many items from electronics and home goods to clothing, books and even food are included. [Full details here.](#)

CLASSROOM SUPPLY GRANTS AVAILABLE

Open to K-12 educators and school employees, the LifeChanger of the Year program is offering \$500 grants for school supplies. Applications are accepted through August 15. [Learn more here.](#)



Events Calendar

THURSDAY, AUG. 7

8:00 a.m.

AWLS Board Meeting

1:00 - 2:30 p.m.

AW Staff & Family Picnic

SATURDAY, AUG. 9

10:00 a.m. - Noon

Back 2 School Bash

at Cedar Creek Church

MONDAY, AUG. 11

12:00 - 7:00 p.m.

Primary Registration Day

TUESDAY, AUG. 12

9:00 a.m.

Walk & Talk with the Superintendent

10:00 a.m. - 6:00 p.m.

Campus Registration Day

WEDNESDAY, AUG. 13

Certified PD Hours Due

Noon

InstantConnect Test

THURSDAY, AUG. 14

Payday

Staff Work & PD Day

7:30 a.m.

Opening Day Meeting

5:00-6:30 p.m.

Primary Open Houses

6:00 - 7:30 p.m.

FTMS 5th Grade & AW Junior High Open Houses

7:00 - 8:30 pm.

AWS Open House

MONDAY, AUG. 18

First Day of School

Grades 1-4, 5, 7 & 9

TUESDAY, AUG. 19

Grades 1-12 Report

WEDNESDAY, AUG. 20

First Day of

Kindergarten

THURSDAY, AUG. 28

Payday

MONDAY, SEPT. 1

Closed: Labor Day

WEDNESDAY, SEPT. 3

Wellness Wednesday

LPDC Materials Deadline

MONDAY, SEPT. 8

LPDC Meetings

MONDAY, SEPT. 15

6:00 p.m.

AWLS Board Meeting

SEPT. 15 - 19

Homecoming Week



**2025-2026 DISTRICT
CALENDAR**



**BACK TO SCHOOL
INFORMATION**



**GENERALS
ATHLETICS**

Staff News



The AW Junior High cafeteria has a new mural thanks to art teacher Megan Woodrum! She shared her time and talents this summer to create the vibrant and engaging artwork with a *Portrait of a General* theme to life.



AWHS Athletic Director, John Snyder hit his first hole-in-one on the second hole at Fallen Timbers Fairways on July 23. He was attending one of the social events hosted by new AWHS Principal, Jon Burke.

RECENT STAFF HEADLINES

[STAFF SPOTLIGHT: Jon Burke](#)

[STAFF SPOTLIGHT: Leigh Pancoast](#)

[STAFF SPOTLIGHT: Kevin Pfefferle](#)

[BCSN COACHES ROUNDTABLE:](#)

[Ryan Donley, Chrissy Graven & Lori Williams](#)

[JEEP FEST PAWS PLAYZONE:](#)

[Aric Christman](#)

[FCCLA NATIONAL CONFERENCE:](#)

[Kay-Lynne Schaller & Amanda Valdez](#)



LET'S SHARE & CELEBRATE!

Send news tips and Staff Spotlight suggestions to [Rebecca Sanford](#).

Your Plant Personality Revealed

MOSTLY A : POTATO OR CARROT OR GRASS

You're steady, dependable, and grounded. Whether you're rooted deep like a Carrot, powering daily life like a Potato, or adapting to any storm like Grass, your consistency keeps our school strong.

POG SKILLS: ADAPTABLE, EMPATHETIC, ADAPTABLE - You are the quiet backbone of the garden - practical, loyal, and essential.

MOSTLY B : WEED OR PEPPER

You're bold, passionate, and unafraid to challenge the norm. As a Weed, you provoke important change and bring essential nutrients to the conversation. As a Pepper, you add color, energy, and creative fire.

POG SKILLS: CRITICAL THINKING & ADAPTABILITY - You are a disrupter for good - expressive, intense, and always stirring things up in a way that makes others think.

MOSTLY C : ALOE OR GRASS

You're the healer or the helper. Like Aloe, you soothe stress and build trust. Like Grass, you quietly hold everything together with consistency and care.

POG SKILLS: EMPATHY & FLEXIBILITY - You are the calm in the storm — emotionally attuned, reliable, and always there when needed most.

MOSTLY D : ONION OR CARROT OR ACORN

You hold depth, insight and long-term vision. As an Onion, you carry layers of wisdom and emotional intelligence. Like a Carrot, your value grows quietly below the surface. As an Acorn, you're a strategic thinker who sees the forest, not just the tree.

POG SKILLS: EMPATHY & LIFELONG LEARNING - You are the legacy builder — reflective, thoughtful, and always playing the long game.

MOSTLY E : SUNFLOWER OR GRAPEVINE

You're a visible motivator and connector. Like a Sunflower, you bring light and leadership. Grapevines reach out, build relationships and spread ideas.

POG SKILLS: COLLABORATION & COMMUNICATION - You are the social sunbeam — lifting spirits, sharing information, and keeping the community engaged.

MOSTLY F : WILDFLOWER OR SEEDLING

You thrive in creativity and change. Wildflowers flourish in their own way, challenging conformity with beauty and brilliance. Seedlings, are eager to grow and full of fresh ideas.

POG SKILLS: CRITICAL THINKING & ADAPTABILITY - You are the emerging visionary — unconventional, curious, and full of promise.

