



## BACK TO SCHOOL

STRATEGIC PLAN UPDATE

STAFF CHANGES

DISTRICT CALENDARS & EVENTS

LEARNING OPPORTUNITIES

# GENERALS BULLETIN

ANTHONY WAYNE LOCAL SCHOOLS EMPLOYEE NEWSLETTER | AUGUST 2022

*From the Superintendent's Desk*

## EMPOWERING STUDENTS TO BE FUTURE READY

Over the last seven months, the District has worked with various stakeholders to develop a strategic plan that will guide all of us in working towards preparing our students to be future ready!

Through collaborative working sessions, engaging discussions and surveys, the District created a draft of the core beliefs, mission statement, vision statement, goals and strategies to achieve those goals.

I'm pleased to share that today, the Board of Education approved the Strategic Plan, and our new mission statement, *"Anthony Wayne Local Schools prepares students to be future ready."*

### **What is a future-ready student?**

Students that graduate from Anthony Wayne High School should have the academic knowledge and personal skills to be successful in life.

The world that our graduating students will enter is quickly changing and students, and

the District, need to be able to adapt and be flexible to the changing skills we need to be successful.

Today's graduates are estimated to change jobs 10-11 times in their careers and will have to navigate new tasks, relationships, technologies and more in our ever-evolving world.

Each shift will require strong academic, cognitive and interpersonal skills such as critical thinking, adaptability and flexibility, collaboration and communication, creativity and curiosity, the desire for continual learning and empathy to be responsive to their environment and meet their personal goals.

For the District to have future ready students upon graduation, we must purposefully integrate rigorous academic content with educational experiences that intentionally cultivate skills and mindsets for stu-



dents to become lifelong learners and community contributors. In addition, the District must provide experiences that generate hope within students that they can be successful.

I look forward to working with all of you to achieve the goals of the strategic plan. I want to give a big THANK YOU to all who participated in the process to create this collaborative document.

I hope all of you have an AWesome school year!

Go Generals!!

Dr. Jim Fritz, Superintendent

More information about the Strategic Plan will soon be available at [anthonywayne-schools.org/strategicplan](http://anthonywayne-schools.org/strategicplan).

## AWLS MISSION

**Anthony Wayne Local Schools empowers students to be future ready.**

## AWLS VISION

*Driven by our core beliefs and rich traditions, Anthony Wayne Local Schools will be among the best school districts in the state and our future-ready Generals will be prepared to march forward with a foundation that will allow each individual ultimate success.*

## AWLS GOALS

### Student Learning

*All Generals will be provided a comprehensive and engaging learning experience whereby each can demonstrate the Portrait of A General competencies.*

### Curriculum & Instruction

*All Generals will experience an innovative and engaging curriculum with instruction that is personalized, promotes creativity and application, and provides real-world experiences that facilitate deeper learning.*

### Community Engagement

*AWLS will engage in two-way communication and collaboration with stakeholders to promote community engagement and develop partnerships and relationships for the purpose of providing outstanding opportunities to all Generals and to strengthen school and community pride.*

### Resources for Student Success

*AWLS will continue to work with the community to provide the necessary resources to ensure all Generals are future ready.*

### Students and Staff Ready to Learn

*All AWLS students and staff will have access to personalized services to allow them as Generals to be successful academically and grow personally in all that they pursue and do each and every day.*

## ADAPTIVE PLANNING

# CRITICAL THINKING

## A PORTRAIT OF A GENERAL & STRATEGIC PLAN

### PREPARING STUDENTS FOR LIFE BEYOND GRADUATION

The AWLS Portrait of a General was developed by our staff, students, families and community members to identify the skills and characteristics our students need to be successful as they pursue their goals beyond K-12 education.



These competency areas are:

- Learner's Mindset
- Critical Thinking
- Collaboration & Communication
- Adaptability & Flexibility
- Empathy

The Portrait of a General and goals proposed in the new District Strategic Plan align to provide the framework to guide our work, ensuring our students are academically, socially and personally prepared to take on the challenges they will face in our ever-changing world.

Anthony Wayne Local Schools has a tradition of success,

and by collaborating with our stakeholders and remaining responsive to the changing needs of our community, we can help ensure

Our greatest achievement as a community is to have citizens who remain open to learning new skills, work collaboratively to problem-solve and explore new ideas, while being receptive and compassionate to those around us.

As a District, we will continue to pursue resources, relationships and opportunities that prepare and empower our students take on any challenge they encounter with confidence.

## FACILITIES PLAN UPDATE

In June, the AWLS Board of Education approved working with The Collaborative to complete a facilities assessment and facilities master plan. The firm has started operational reviews and walkthroughs of each school building and District facilities. We expect this review process to continue through August.

The planning process will continue this fall, and will include gathering input for students, parents, staff and community members on the academic, extracurricular and programmatic needs of the District.

Once complete, and approved by the Board, the Facilities Master Plan will provide direction for the District over the next several years.

## ABOUT THIS NEWSLETTER

# COMMUNICATION & COLLABORATION

## TOOLS AND RESOURCES TO KEEP OUR SCHOOL COMMUNITY INFORMED

The *Generals Bulletin* is the new employee newsletter for Anthony Wayne Local Schools.

It is our goal to help you stay up to date on news about the District's events, policies and services. You will also find important information and reminders, updates from your colleagues across the District and other news you can use.

The *Generals Bulletin* will be distributed via the NEWS

email list each month.

The *Generals Bulletin* is intended for internal staff and employment related information.

Watch for updates from our schools, upcoming events, student accomplishments, school community and more on our website at [anthonywayneschools.org](http://anthonywayneschools.org), on Twitter at [@awlsgenerals](https://twitter.com/awlsgenerals), and in our AWLS school community

newsletter (coming soon).

Time-sensitive and emergency communications will be delivered via the universal InstantConnect email, call and text system. Be sure to opt-in to receive text messages; instructions are below.

If you have a submission or story idea for *Generals Bulletin*, please contact [Rebecca Schwan](#), *communications specialist*.

## DISTRICT WEBSITE: A STORY OF CONTINUOUS IMPROVEMENT

WE INVITE YOU TO SEE WHAT'S NEW

Earlier this year, we introduced our new website, and since that time we have worked hard to ensure it is a useful tool for our students, staff, families and community.

Visit [anthonywayneschools.org](http://anthonywayneschools.org), look around, and refamiliarize yourself, so you can point stakeholders to the information they need.

If you find old information or a broken link, or have ideas for improvement, please contact [Rebecca Schwan](#), *communication specialist*.

## OPT-IN TO RECEIVE IMPORTANT TEXT MESSAGES

NEVER MISS AN ANNOUNCEMENT: SIGN UP FOR INSTANT CONNECT TODAY

The District made the switch to Instant Connect for important communications such as emergency notifications and school delays.

You will continue to receive email messages, but Federal law requires users to OPT IN to receive text messages from a mailing list. If you want to get these important announcements, you must:

1. Reply YES to the District test message, OR
2. Text **YES** to **87569**



## PLEASE COMPLETE: COMMUNICATIONS SURVEY

WE WANT TO HEAR FROM YOU. TELL US ABOUT YOUR COMMUNICATIONS PREFERENCES BY SEPTEMBER 2.

The District uses many communications tools and methods to provide staff, families and community members with options in how you receive information about student progress, building events and activities and district-wide initiatives, but we want to know which ones you find to be most effective and useful.

Please provide your feedback by completing a brief survey:

[Click to complete the Staff Communications Survey >>](#)

**STAFF UPDATES****ADAPTABILITY & FLEXIBILITY****LEADERSHIP CHANGE AT ANTHONY WAYNE JUNIOR HIGH**

FAMILIAR FACES TAKE ON NEW ROLES WITHIN THE DISTRICT



**DR. BRAD CONTAT**  
**HR Director**

After serving as the principal for AWJH for the last three years, Brad was selected to fill the District's new Director of Human Resources role.

"I am most looking forward to serving the staff of AWLS to ensure they have the resources and positive work environment they need to best meet the needs of our students," Brad said.

An Army Veteran, Brad also served as Assistant Principal at both AWJH and FTMS, and as a 5th grade science and social studies teacher.



**JORDAN LEFEVRE**  
**AWJH Principal**

As the new AWJH principal, Jordan says he is most looking forward to "supporting our students in becoming the best versions of themselves and supporting the staff to provide the safe environment in which that is possible are a top priority for me. I am really looking forward to the culture of positivity that we will grow with our entire Junior High community."

Jordan has been with AWLS for eight years, and most recently served as AWJH assistant principal and athletic director.



**LORI WILLIAMS**  
**AWJH Asst. Principal**

Lori is entering her 20th year with AWLS, and most recently worked to assist with COVID-19 tracking and tracing. She has prior administrative experience, having served as the dean of students at Waterville Primary for five years.

"I'm very excited to be back in the Junior High, where I was lucky enough to teach for seven years in the math department," Lori said. "I'm looking forward to the challenges of a new position that will continue to assist my growth as an educator."

**WELCOME TO ANTHONY WAYNE LOCAL SCHOOLS**

Chandler Adams, *Special Education Aide*  
Lizzie Bachman, *Special Education Aide*  
Rachael Beavers, *5th Grade Teacher*  
Emma Blandford, *Intervention Specialist*  
Elena Boyle, *4th Grade Teacher*  
Sarahanne Breyfogle, *Special Education Aide*  
Liz Davis, *4th Grade Teacher*  
Emily Ellerbrock, *Intervention Specialist*  
Rebekah Hrcka, *Social Worker*  
MaryJane Hughes, *Bus Aide*  
Stephanie Huntley, *Counselor*  
Bridget Juhasz, *Cafeteria/Playground Aide*  
Adam Kane, *Bus Driver*

Jon Kijowski, *Intervention Coach*  
Jillian Ledwedge, *Intervention Specialist*  
Christopher Martin, *Technology Teacher*  
Mercedes McNett, *Intervention Specialist*  
Melissa Pavlovic, *Bus Aide*  
Kelsea Pickens, *Intervention Specialist*  
Michelle Reid, *Counselor*  
Kevin Sarver, *Bus Driver*  
Diana Sporysz, *4th Grade Teacher*  
Kayla Szypula, *Intervention Specialist*  
Sarah Tapley, *Nurse*  
Alexandra Walton, *Intervention Specialist*  
Tricia Yoho, *Intervention Specialist*



## FOR YOURSELF AND OTHERS

# DEMONSTRATING EMPATHY

## THE ROLE OF A SCHOOL PSYCHOLOGIST

REBEKAH HRCKA, LISW JOINS AWLS TO SUPPORT STUDENT WELLNESS

Anthony Wayne Local Schools, like many schools across the country has seen an increase in the number of students who need additional social-emotional and mental health support. In response, the District has increased counseling services at FTMS and AWJH, and has hired a school psychologist. Rebekah Hrcka will serve our students by offering support with mental health concerns, behavioral concerns, positive behavioral support, academic and classroom support. She will also offer consultation with teachers, parents and administration. In addition, she is able to provide therapeutic support in the school setting, primarily in the area of achieving home, school, and community collaboration to further student success across settings.

Beka is a trained mental health professional who holds a LISW (Licensed Independent Social Worker) license through the Ohio Counselor, Social Worker, and Marriage and Family Therapist Board and a Pupil Services license for School Social Work through the Ohio Department of Education. She most recently served as a School Social Worker in Spotsylvania County Public Schools in Fredericksburg, VA.



## PROMEDICA EMPLOYEE ASSISTANCE PROGRAM

COUNSELING HELP IS AVAILABLE WHEN YOU NEED TO GET BACK ON TRACK

When the challenges of day-to-day of life become too much, or when you are experiencing a crisis situation, please know that the ProMedica Employee Assistance Program can help.

EAP counseling professionals are ready 24/7 to help you find the strategies and support

you need to feel more like yourself again.

There is no charge for your EAP counseling sessions. Services are private and confidential.

To schedule an appointment or for more information, call EAP at 866-327-3759.

## EMPLOYEE WELLNESS COMMITTEE

SUPPORTING YOUR GENERAL WELLNESS

Our overall physical health and mental and emotional well-being influence the way we interact with others, approach our work and impact our overall quality of life.

Throughout the year, look for fun activities, helpful resources and support information from the AWLS Wellness Committee to help you find balance, manage stress and care for yourself and others.

Themes for the year include: Social Wellness, Emotional/Mental Wellness, Intellectual Wellness and Physical Wellness.

If you're passionate about helping your colleagues navigate the challenges of life, and have a little time to spare, consider joining the Wellness Committee. Contact [Kevin Herman](#), Assistant Superintendent to get started.

**RELATED:** [3 Gratitude Practices that Don't Involve Journaling >>](#)

## USING CURIOSITY AS A DRIVER FOR LEARNING LEARNER'S MINDSET

**Lifelong Learning:** It's one of the District's *Portrait of a General* characteristics and *Ensuring Students and Staff are Ready to Learn* is one of the goals in the new Strategic Plan.

Studies show that when we are curious about a subject, we are more likely to remember the information we learned about it.

We know that children are naturally curious, and as educators all we need to do is connect that curiosity with opportunity to gather information, and a spark ignites.

We also know that curiosity can fade as we get older and settle into the routine of daily living, but it is important for us to stop, consider, wonder and ask questions.

### Why?

- Curiosity supports better memory and well-being.
- Curiosity is the foundation for creativity
- Curiosity makes you more empathetic
- Curiosity is essential for career growth

This year's administrative book study focuses on the work of Fred Rogers and how *Mister Rogers' Neighborhood* inspired curiosity, creativity, collaboration and learning in generations of children and adults. We invite you to ask your administrator or department leader about it, or get curious and pick up a copy.

**We're curious.** How do you motivate yourself to learn new things and explore new ideas? What do you wonder? How many links did you click?



### USING YOUR NEW TELEPHONE

In July, the District upgraded its system to a new VOIP service. When you return to your classroom or workspace, you will find a new phone has been installed.

Please take a few moments to familiarize yourself with its features and set up your voicemail message. Instructions are available on the Staff Forms and Information page of the website.

If you run into any problems, please submit a Technology Help Ticket through FMX.

### FOR FURTHER READING

#### INFORMATION AND UPDATES FROM THE WORLD OF EDUCATION

##### OCR, OSERS Release New Guidance on Disciplining Students with Disabilities

New guidance released on July 19 details the school's responsibilities in managing student behavior.

##### Dyslexia Guidebook Updates

Newly passed legislation changed some components of the dyslexia support laws.

##### Updated 3rd Grade Reading Guarantee Criteria

State law requires the annual increase of the promotion score each year through 2024-25.

##### 4 Proactive Steps to Avoid Misbehavior from the First Day of Class On

Focusing on building relationships on day one can help reduce discipline issues.

##### Evidence-Based Strategies to Boost Student Engagement and Success

A whitepaper exploring educational approaches to combating learning loss and drive student engagement.

##### 3 Tips for Effective Classroom Management in Elementary School

Building a classroom community to build self-esteem, teach empathy and inspire leadership.

##### Using Problem-Solving to Build Community from Day 1

The first day of school sets the tone for the year; make an impact with a problem solving challenge.

##### PD: Ohio Family Engagement Leadership Summit

This free, virtual training will help you develop impactful relationships.

## WELCOME TO 2022-23

# BACK TO SCHOOL PREPARATIONS

## COLLABORATIVE PLANNING

### ADMINISTRATIVE RETREAT & PREPARES TEAM FOR NEW SCHOOL YEAR

District and building administrators met on August 1 to kick off the 2022-23 school year with a day of planning, discussion and creative problem solving.

Key topics for the day included:

- a review of the District's Strategic Plan and goals and what it means for our students to be future ready
- recenting on the 'why' we do what we do each day
- working collaboratively to overcome challenges, meet goals and move forward as a District
- the importance of remaining curious and ready to learn



- general updates regarding staffing, safety and student support

Look for more information from your building and department leaders throughout the year as we work together to prepare our Generals for their future paths.



## MAJOR LIFE CHANGE?

LET US KNOW! HELP US ENSURE OUR RECORDS ARE ACCURATE

If you have moved or gotten married, please complete an Employee Change of Address or Employee Name Change Form and return it to the CAO. [Both are available on the District website.](#)

If you are expecting a child, please contact [Cindy Brahier](#), Payroll/Benefits for medical benefits questions and changes.

## BACK TO SCHOOL SHOPPING

SAVE WITH THESE EDUCATOR-FRIENDLY RETAILERS

### **Barnes & Noble Educator**

20% off publisher's price for classroom books

### **Chico's at the Levis Commons**

20% off with [this coupon](#), August 18 - 21

### **Dollar General**

30% off stationery, paper, home cleaning or housewares department items with coupon

### **Imagination Station**

Free science center admission & 10% off memberships and purchases in the gift shop

### **J.Crew**

15% off with a valid ID

### **Joann Fabrics**

15% with valid ID

### **Loft**

15% off with valid ID, in-store only

### **Michaels**

15% off with verified account

### **Target**

15% off through September 10

## SCHOOL SAFETY UPDATES

The District takes school safety very seriously and works with local law enforcement to ensure that our buildings and facilities are as safe as possible.

In June, a letter was sent to our school community identifying some of the ways that Anthony Wayne Local Schools is working to maintain safe and secure educational environment.

A few highlights are provided here, but in case you missed it, the full letter and other useful information is available online at [anthonywayneschools.org/schoolsafety](http://anthonywayneschools.org/schoolsafety).

### Student Support Increases

The District will now have two full-time counselors at FTMS and AWJH, as well as a full-time social worker available to support families district wide.

Brad Contat, director of human resources will also work with the building

administrators and staff to promote a positive climate in each of the school buildings.

### New Resource Officer

A second school resource officer has been hired to work with the resource officer and safety officer currently located on Campus. Police surveillance by the Waterville Police, Whitehouse Police and the Lucas County Sheriff will continue at each of the primary buildings.

### Continued Partnership

The District will continue to work closely with area law enforcement in taking proactive measures to prevent and prepare for emergency situations, build relationships with students and maintain appropriate emergency response plans.

If you have questions about school security and safety, please reach out to your building principal or Dr. Fritz.



## Safer Ohio

School Tip Line

844.723.3764

Report concerns for student safety

### IF YOU SEE SOMETHING, SAY SOMETHING

Please take all reported or observed comments and/or behaviors seriously. Notify your building administrator, the CAO, or law enforcement of any school safety concern.

You can also make a report via the anonymous Ohio school safety tipline. Call or text **1-844-SAFEROH** at any time to report suspicious activity or safety concerns. *If you hear or see something, report it.*

## IS IT CONFLICT, BULLYING OR HARASSMENT?

### NEW WEBPAGE HELPS DEFINE PROBLEM BEHAVIORS

As students learn to work and learn together, disagreements happen, conflicts arise and some students use bullying or harassment as a form of intimidation.

New information about these situations [has been added to our website](#) in order to help our school community identify problem behaviors between students and understand how they are addressed.

You may also find these other resources helpful as you work to help students resolve conflict.

[Anthony Wayne Policy 5517.91 Bullying and Other Forms of Aggressive Behavior](#)

[Anti-Bullying: Strategies and Resources for Educators >>](#)





## LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

PLEASE SEE YOUR BUILDING REPRESENTATIVE FOR THE GOOGLE CLASSROOM JOIN CODE

AWHS	<a href="#">Stephanie Buckenmeyer</a>
AWJH	<a href="#">Janet Hamilton</a>
FTMS	<a href="#">Jim Huddleston</a>
Monclova	<a href="#">Chris Buehrer</a>
Waterville	<a href="#">Robin Buffy</a>
Whitehouse	<a href="#">Brad Rhodes</a>
CAO	<a href="#">Jim Conner</a>

Meeting Date	Materials Deadline
September 12	September 7
October 10	October 5
November 14	November 9
December	No Meeting
January 9	January 4
February 13	February 8
March 13	March 8
April 10	April 5
May 1	April 26
May 22	May 17

## BOARD OF EDUCATION MEETINGS

THE ANTHONY WAYNE LOCAL SCHOOLS BOARD OF EDUCATION MEETS AT 6:00 P.M. AT THE CENTRAL ADMINISTRATIVE OFFICE.

Monday, August 8  
Monday, September 12  
Monday, October 10  
Monday, November 7  
Monday, December 12

Meetings are also streamed live online. More information is available on the District website: [www.anthonywayneschools.org/Board](http://www.anthonywayneschools.org/Board)

## 2022-23 PAY DATES

July 21	December 8	April 27
August 4	December 22	May 11
August 18	January 5	May 25
September 1	January 19	June 8
September 15	February 2	June 22
September 29*	February 16	July 6
October 13	March 2	July 20
October 27	March 16	August 3
November 10	March 30*	August 17
November 24	April 13	August 31

\*No annuities or insurance will come out of this pay.

For the full pay schedule, including pay periods, visit [anthonywayneschools.org/StaffForms](http://anthonywayneschools.org/StaffForms)

## THE 2022-23 DISTRICT CALENDAR WAS REVISED DURING THE JULY BOARD MEETING.

[CLICK TO VIEW AND DOWNLOAD THE UPDATED 2022-23 DISTRICT CALENDAR >>](#)

## UPCOMING EVENTS

[CLICK HERE SEE THE FULL LIST OF DISTRICT EVENTS](#)

### WEDNESDAY, AUGUST 10

AWHS REGISTRATION DAY  
AWJH REGISTRATION DAY  
FTMS REGISTRATION DAY & NEW STUDENT BREAKFAST  
MONCLOVA KINDERGARTEN TOUR  
MONCLOVA NEW STUDENT TOUR  
WATERVILLE OPEN HOUSE, KDG.  
WHITEHOUSE OPEN HOUSE, KDG.

### THURSDAY, AUGUST 11

MONCLOVA REGISTRATION  
WATERVILLE REGISTRATION  
WHITEHOUSE REGISTRATION & NEW STUDENT TOURS

### MONDAY, AUGUST 15

TEACHER WORK DAY  
WHITEHOUSE OPEN HOUSE, GR. 1-4

### TUESDAY, AUGUST 16

DISTRICT OPENING MEETING  
PD DAY  
AWHS OPEN HOUSE  
AWJH OPEN HOUSE  
FTMS OPEN HOUSE, GR. 5  
MONCLOVA OPEN HOUSE  
WATERVILLE OPEN HOUSE, GR. 1-4

### THURSDAY, AUGUST 18

FIRST DAY OF SCHOOL,  
GRADES PRE-K - 9

### FRIDAY, AUGUST 19

FIRST DAY OF SCHOOL,  
GRADES 10 - 12

## "I LIKE COMING TO SCHOOL IN SUMMER.."

### AW HIGH SCHOOL

High school staff led three summer learning programs, with 180 students participating in ACT Boot Camp, 42 students earning 58 semester credits in credit recovery courses, and 16 students receiving intervention support.

### AW JUNIOR HIGH

Students participated in four learning blocks per day in ELA, Math STEM and team building. Thirty-one students benefitted from taking part in independent and group learning opportunities.

### FALLEN TIMBERS

35 students focused on foundational math and ELA skills in a fun learning environment that included visits from the Toledo Zoo and other community partners.

### MONCLOVA

Daily STEM activities engaged approximately 70 students in problem solving, and increasing math and reading skills. Community partners enhanced learning with special visits.

### WATERVILLE

More than 100 students received approximately 100 hours of exceptional learning opportunities thanks to the ODE/WPA grant. Campers worked on ELA and Math skills, participated in STEAM projects and enjoyed wellness activities.

### WHITEHOUSE

Reading was the focus of the three-weeks of summer learning for 60 students. Presentations Nature's Nursery, the Toledo Zoo and the Challenger Learning Center made learning fun.



### CAMP INVENTION

Nearly 200 students participated in a summer camp that combined art and STEM to inspire creativity and build problem-solving skills.

Thank you to each of you who took time to give our students AWesome opportunities to learn!



### BIRTH ANNOUNCEMENT

Congratulations to Jillian and Greg Stawicki and proud big brother, Karson on the birth of Baylor Jordan Stawicki on July 14.

Jillian teaches 8th grade science at AWJH.



### FTMS & WATERVILLE HONORED

Each spring, Toledo Area Parent News polls northwest Ohio families on their favorite schools, pediatricians, family activities and more. We are proud to announce that Fallen Timbers Middle School was named best middle school and Waterville Primary earned runner up for best elementary school.

[See the full list of winners in the July issue.](#)



## ANTHONY WAYNE LOCAL SCHOOLS

### Central Administrative Office

6595 Bucher Road, Whitehouse, OH 43571

419-877-5377 | [AnthonyWayneSchools.org](https://www.AnthonyWayneSchools.org) | [@awgenerals](https://twitter.com/awgenerals)