

GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



GROWING AS EDUCATORS

It is Career Development Month and our fall professional development day is tomorrow. A full schedule (and maybe a little DEVOLSON) may have you thinking, "AWLS is already one of the best districts in the state -- why do we need all this focus on PD?"

Teacher professional development is crucial because it directly impacts the quality of education and, in turn - student success. Here's how:

ENHANCING SKILLS & KNOWLEDGE

PD helps teachers stay up-to-date with new teaching strategies, curriculum changes and research. This ongoing learning helps teachers incorporate best practices, improving their effectiveness in the classroom.

ADAPTING TO NEW STANDARDS

As educational standards and expectations evolve, teachers need to as well. PD provides opportunities to understand these changes and adjust teaching methods accordingly, ensuring students receive a relevant and high-quality education.

SUPPORTING ACHIEVEMENT

When teachers improve their skills and understanding, they can provide more engaging and meaningful instruction. Research shows that effective PD can significantly boost student achievement, as teachers are better equipped to address students' diverse needs.

As Generals, we don't rest on our laurels. So we need to keep learning in order to continue to provide outstanding educational opportunities for students. We hope you have an enjoyable PD day and take away tips and tools that will make your EXTRAORDINARY TEACHING EXTRA-EXTRAORDINARY!

ENCOURAGING INNOVATION & CREATIVITY

PD introduces teachers to new technologies and resources, leading to new ideas and methods for engaging students with the curriculum.

BUILDING CONFIDENCE & REDUCING STRESS

With high-quality PD, teachers gain confidence in their abilities, and confident, supported teachers are more likely to stay in the profession and provide positive learning environments.

FOSTERING COLLABORATION & COMMUNITY

PD days often involve collaboration, giving teachers a chance to connect, share ideas and solve common challenges. Building a collaborative culture among teachers contributes to a positive school environment.



ARE YOU SUFFERING FROM DEVOLSON?

What is it?

The Dark, Evil Vortez of Late September, October and November

Teacher and writer, Kelly Treleven coined the acronym to describe the long stretch of teaching between Labor Day and Thanksgiving.

Overcoming DEVOLSON

Treleven offers tips for identifying the signs and how to cope with this annual phenomenon in a recent article for [We Are Teachers](#).

Seeking Support

Her approach is light-hearted, but if you find that you need support, please take advantage of the District's EAP for free, confidential counseling.

[This flyer provides more details.](#)

PORTRAIT OF A GENERAL LEARNER'S MINDSET

A GENERAL curiously pursues new experiences and ideas to develop, learn, and contribute as global citizens; while also embracing their core values and opportunities to progress through the cycle of learning, failure, growth and reflection with integrity.



STAFF SPOTLIGHT: CAREER DEVELOPMENT MONTH

The District's Strategic Plan states "all Anthony Wayne Local Schools 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 to do each and every day." But what does that mean? On November 5, watch for a Staff Spotlight with Interim Superintendent Kevin Herman and Human Resources Director Brad Contat as they share how the District is focusing on providing high-quality professional development opportunities for staff.



EARN A GRANT FOR PROFESSIONAL LEARNING

PreK-12 teachers with a minimum of three years classroom experience are invited to apply for up to \$10,000 for self-designed fellowships through Jennings Fund for Teachers. You can plan a learning experience and travel alone, or with a colleague as you learn ways to enrich your career, support student success and strengthen schools.

The application deadline is January 23, 2025. Apply online at fundforteachers.org

FREE ONLINE COURSES FROM HARVARD

What do you want to learn? Chances are, there's a class for that at Harvard University. Whether you are looking to strengthen your leadership skills, boost your parent engagement efforts, build personal resiliency or explore the science of cooking, there are hundreds of topics available. [View the course catalog.](#)

HARVARD
UNIVERSITY



ADVANCE YOUR PERSONAL SKILLS

From aromatherapy to website building ... the list of things you can learn about through Udemey is endless. If there is a hobby you are wanting to try or a skill you want to fine-tune, you take a course for free. Already a subject-area expert? There are opportunities to teach a course too. Check it out Udemey.com.



KEVIN'S CORNER: A Message from Our Interim Superintendent

Professional development (PD) is an essential, ongoing process through which educators continually refine their skills, deepen their understanding of effective teaching practices, and stay informed about educational innovations and trends. PD is not a one-time endeavor but a sustained commitment to enhancing one's craft in order to equip educators with up-to-date tools, knowledge, and skills to enhance student learning.



The ways students learn today are very different from how previous generations were taught. The integration of technology, the rise of personalized learning approaches, and the need to help students be ready to learn. Keeping current with these shifts through PD allows educators to create engaging, relevant lessons that engage students' interests and meet their unique needs. Moreover, as mental wellness becomes an increasing concern, it is vital for teachers to learn strategies that support students' emotional and psychological well-being. Addressing mental health challenges in the classroom not only helps students feel supported, but also prepares them to be active, attentive learners.

Our District recognizes the importance of professional development by supporting PD committees that give teachers a voice in shaping the learning opportunities that best meet their needs. These committees serve as a bridge between administration and educators, ensuring that PD offerings are relevant, meaningful, and impactful. By listening to teachers' feedback and focusing on areas of high interest and need, the District creates a PD culture that is responsive and beneficial. It is our hope that Tuesday's PD will be valuable to all, providing fresh insights and actionable strategies that will enrich our teaching and ultimately benefit our students.

I truly appreciate working alongside the committee members and all of you to provide meaningful PD. You all put the "Extra" in Extraordinary! Thank you for all and enjoy Tuesday's Professional Development.

Kevin Herman, *Interim Superintendent*

NOVEMBER 5 PROFESSIONAL DEVELOPMENT DAY SCHEDULE

LOCATIONS

Youth Mental Health First Aid: Whitehouse Primary School

Grades K-4: Fallen Timbers Middle School

Grades 5-12: Anthony Wayne Junior High School

SCHEDULE

Wellness: Yoga (FTMS Gym): 7:00 - 7:45 a.m.

Wellness: Mythbusters (FTMS Media Center) 7:15 - 7:45 a.m.

Session 1: 8:00 - 9:45 a.m.

Session 2: 10:00 - 11:45 a.m.

Lunch: 11:45 a.m. - 12:30 p.m.*

Wellness Compassion Fatigue (virtual): 11:45 a.m. - 12:30 p.m.

After lunch, please return to your buildings for afternoon sessions.

* If you signed up for the taco bar, it will be available at Whitehouse, FTMS and AW Junior High. The cost is \$3.00. Please try to have exact change.



CHECK YOUR EMAIL

Please refer to your email for the full schedule of events for our Professional Development Day. Questions can be directed to [Kevin Herman](#).

DON'T BE A TURKEY: THANK A SUBSTITUTE!

by Brad Contat, *Director of Human Resources*

November is a time of thanks, and we would like to thank our substitute employees. November 22nd is Substitute Educators Day, but we are grateful every day that a sub assists our district.

SUB AWARD NOMINATIONS

Our substitutes are valued AW team members and help keep us moving forward when our regular staff members need to be out. We consider them "S.U.B's" or *Someone Unbelievably Beneficial*. So, please thank a sub and nominate them for the S.U.B. Award by emailing me at bcontat@anthonywayneschools.org.



SUPPORTING OUR SUBS

In a survey of 4,000 substitute teachers by Red Rover (2023), a staffing software company that assists with the placement of subs, they indicated that reliable, accessible, and easy-to-follow lesson plans were a number one draw in accepting assignments.

Many of the subs noted that with the amount of technology, many classes do not leave lessons but simply share that student's work on the computer or in the Google Classroom. This leaves the sub needing a clearer understanding of what the students are working on or knowing how to assist in managing the flow of the class period. Another challenge was not enough work, leaving students unengaged and a challenge to manage.

With this insight, we can look to continue to ensure a quality experience for our subs and students by ensuring we have quality lesson plans prepared, along with an emergency "evergreen" plan or two on hand.



STAFF SPOTLIGHT: SUBSTITUTE EDUCATORS DAY NOVEMBER 22

Get to know two of our AWLS substitute teachers, Samantha Hemmert and Shannon Mead in a story celebrating Substitute Educators Day.

The story to be [AWLS News web page](#) and X account on November 22.



SOMEONE UNBELIEVABLY BENEFICIAL S.U.B. AWARDS

We would like to recognize Betsy Syrek, nominated by Matt Smith and Aimee D'Clute, nominated by Angela Gardner, for their contributions this school year. Your assistance and dedication have not gone unnoticed. Thank you for being unbelievably beneficial!





MONDAY, NOV. 4	NO SCHOOL: CONFERENCES
TUESDAY, NOV. 5	NO SCHOOL: STAFF PD DAY ELECTION DAY
THURSDAY, NOV. 7	BOARD OF EDUCATION MEETING
NOVEMBER 11-15	VETERANS WEEK
WEDNESDAY, NOV. 13	WHITEHOUSE 4TH MUSIC PROGRAM
THURSDAY, NOV. 14	MONCLOVA 4TH MUSIC PROGRAM AWHS FALL PLAY: RUMORS
FRIDAY, NOV. 15	AWHS FALL PLAY: RUMORS
SATURDAY, NOV. 16	FALL PLAY: RUMORS GENERALS MADNESS BASKETBALL
NOVEMBER 18 - 22	DISTRICT WIDE FOOD DRIVE
MONDAY, NOV. 18	WATERVILLE 4TH VETERANS PROGRAM
MONDAY, NOV. 25	NO SCHOOL: STAFF PD DAY
NOVEMBER 25 - 29	CLOSED: FALL BREAK

**2024
BOARD MEETINGS**

November 7
December 9

[Meeting Agendas,
Policies & Livestream](#)

**2024 - 2025
LPDC MEETINGS**

November 11
January 12
February 10
March 10
April 7
May 5
May 19

[Materials Deadlines &
Representatives List](#)

2024-25 DISTRICT CALENDAR

GENERALS ATHLETICS

AWHS DRAMA DEPT. PRESENTS: *RUMORS*

Rumors is a riotous comedy by Neil Simon that takes place during an elegant dinner party that quickly turns to mayhem when rumors, cover-ups and mistaken identities spin out of control.

Performances are at 7:00 p.m. on Thursday-Saturday, November 15-16, with an additional matinee show at 2:00 p.m. on Saturday. [Presale tickets are available online.](#)



NOVEMBER IS FAMILY LITERACY MONTH

STAFF SPOTLIGHT: MEET ANDREA DONLEY AND EMILY RODRIGUEZ

Later this week, hear from these Whitehouse Primary teachers as they discuss their roles in supporting students' literacy development and share insights on how families can foster a love for reading at home. Their story will be posted on the [AWLS News web page](#) and X account on November 6.



VIDEO SERIES PROMOTES LITERACY

During the month of November, AWHs students will be featured in a special video series to encourage families of primary students to enjoy a story together.

Encourage your families to watch for new videos to be posted on the District's [YouTube channel](#) and [website](#) several times each week. If you know of an AWHs student who would like to represent their team or organization by participating, please contact [Rebecca Schwan](#).



WHY LITERACY MATTERS FOR FUTURE READY STUDENTS

An article in the October issue of the The Atlantic, entitled "[The Elite College Students Who Can't Read Books](#)" dives into the topic of reading stamina and the overwhelm that many college students feel when assigned reading material for class. It stresses that excerpts, poetry, news articles and short stories are not enough and students must be able to read a book cover to cover to be successful.



GET AND STAY HEALTHY

Get access to wellness tools and resources to maximize your health [[like this tip sheet for staying healthy during cold and flu season](#)] by creating or visiting your [Share Care account](#). It's free for Paramount Insurance account holders.



ENJOY A THANKSGIVING FEAST

The AWLS Food Service Department will prepare a holiday meal during the week of November 18. Staff members can enjoy turkey and all the trimmings, dessert and bottled water for just \$5.00. The best part? There are no dishes to do!

OHIO EDUCATOR APPRECIATION DAY

Teachers are invited to attend [Ohio Educator Appreciation Day](#) at the Cleveland Cavaliers on Saturday, January 25th vs Houston Rockets. Every educator that attends will receive a free lunch tote bag. Other games that will be included for an educator discount are:

Friday, Nov. 15 vs. Chicago Sunday, Feb. 2 vs. Dallas
Friday, Feb. 21 vs. New York Sunday, Mar. 2 vs. Portland





NEKORANEC PREPARES FOR DEPLOYMENT

Our thoughts are with AW Junior High's Jake Nekoranec as he was called to active duty to prepare for deployment. In addition to his duties as an 8th grade science teacher, he is also an ordained minister and a chaplain with the U.S. Army Reserves. Wishing you safety and a speedy return!

BE ON THE LOOKOUT FOR MORE NOVEMBER STAFF SPOTLIGHTS

This month also offers us the opportunity to celebrate the hard work of our school psychologists and classroom aides on November 12 and November 21, respectively. Many thanks to all who give so freely of themselves in support of our students with special needs. Your commitment knows no limits. Thank you!



NOVEMBER 11-15
School Psychologist Week
Katie Hart
AWHS School Psychologist



NOVEMBER 20
Educational Assistants Day
Jody Gyurasics, Whitehouse
Bryce Douglas, AWJH

AWEF GRANTS AWARDED

AWHS

Katie Pollock
Jennifer Naujock
Andrea Riggerbach

AW Junior High

Jessica Clouse
Laura Eubanks
Janet Hamilton

Fallen Timbers Middle

Meredith Carver

Monclova Primary

Brianne Black
Chris Buehrer
Lisa Dick
Elena North
Lauren Whalen

Waterville Primary

Jennifer Liber
Tai Knoll

[Click to learn about their projects.](#)

WATERVILLE PRIMARY AWARDED OLSN STEAM GRANT

Students in grades K-4 will learn even more about environmental stewardship thanks to a \$5,000 grant to fund a project entitled, "Conservation Starts from the Ground."

[Click to keep reading.](#)



HAVE NEWS TO SHARE?

Send your announcement or achievement to rschwan@anthonywayneschools.org to be included in next month's *Generals Bulletin* staff newsletter.