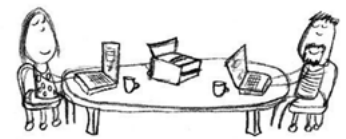


GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



HAPPINESS IS



...having a co-worker who becomes a friend.

I'll be there for you
 (When the rain starts to pour)
 I'll be there for you
 (Like I've been there before)
 I'll be there for you
 ('Cause you're there for me too)
 - *The Rembrants*

"You can't go in alone, everybody needs help. You gotta find your people, then you'll find yourself."
 - *Drew Holcomb & The Neighbors*

"If you've got troubles, I've got 'em too. There isn't anything I wouldn't do for you. We stick together and can see it through. Cause you've got a friend in me. You've got a friend in me."
 - *Randy Newman*



THE ONE WHERE THEY WORKED IN A SCHOOL

THE IMPORTANCE OF FRIENDS AT WORK

Workplace comedies are a hit because we can relate to the way the characters navigate the ups and downs of work life - commiserating through challenges, celebrating wins, and sharing inside jokes that only make sense to those who experience the daily grind together.

Office friendships make for great sitcom story lines, but they also contribute to your job satisfaction, career success, and health - in fact, [Work Friendships Can Change the World.](#)

Research also shows that social support from close and casual friendships at work reduces loneliness and depression and promotes wellness. [Why Work Friends are Crucial for Your Health](#) discusses how connections like receiving advice or help from a co-worker, can buffer against the negative effects of stress.

Friendships also have a positive impact on your career. The article [Why It's Good to Have a BFF at Work](#), shares that people who have friends at work are more engaged, produce higher-quality work and are more confident because they can count on others to help brainstorm and solve problems.

[Why You Should Nourish Workplace Friendships](#), backs this by sharing that survey respondents indicated 91% greater personal growth and 101% greater professional growth when they have workplace friends.

So how do you make friends at work? Turn to page 4 for advice.



LEFT: Theresa holds a copy of the August 2, 2012 issue of *The Mirror*, featuring a 1940s photo of her grandfather with his bus outside Monclova Primary School. RIGHT: Theresa speaks with WTOL about back to school bus safety. She was also interviewed by *The Mirror* newspaper.

STAFF SPOTLIGHT: THERESA FROST TAKES THE WHEEL AS TRANSPORTATION DIRECTOR

Accepting the challenge of overseeing the safe transportation of more than 2,400 students and leading a team of more than 60 staff members seemed like the natural next step for Theresa Frost, who has more than 24 years of experience in the AWLS Transportation Department.

Theresa first started as a substitute driver, moved into a full-time bus driver position, and later became the department secretary. She was hired to the Director role when Tammy Tapley retired this summer.

And she hit the ground running - setting routes and taking phone calls from parents and working with her mechanics, secretaries and drivers to get ready for a new school year. She even oversaw the installation of a fun, new interactive sign outside the Transportation Office. [See page 8 for more.]

She's been putting in long hours, but Theresa says she is loving the job so far, but may still see her driving a bus from time to time.

"I really enjoy it. I want to get out there and see the kids," she said. "And I feel it's a part of my job. When there's a need, I will definitely be on the bus."

MORE ABOUT THERESA

LEADERSHIP PHILOSOPHY

Show respect, have a positive attitude and love what you do.

SHE'S AN AW GRADUATE

Theresa attended Monclova Primary starting in the 4th grade and graduated from AWHS.

HIGH HOPE FOR THIS SCHOOL YEAR

I hope every driver, aide and student are respected and feel important. Our drivers and aides love their jobs and AW is fortunate to have such compassionate people driving for our district.

BUCKET LIST GOAL

Theresa would love to fly in a helicopter and visit Aruba someday.

BEST WAY TO UNWIND AFTER A BUSY DAY

She likes to spend time with her husband Mark and their weimaraner, Ehmer.

KEVIN'S CORNER: A Message from Our Interim Superintendent

I hope this letter finds you well.

As we embark on a new school year, I want to take a moment to express my deepest gratitude for the incredible support and enthusiasm you have shown. The start of this school year has been marked by so many wonderful events and opportunities for our students, **thank you all for making this happen.**



In the short time since we have been back in session, I have witnessed firsthand the **positive impact** that our collective efforts have had on our students. My personal belief is that for students to excel academically, they first need to **feel safe and have a sense of belonging.** With this in mind, we made the decision to bring our fifth, seventh, and ninth-grade students into our campus buildings before the other grades. This **intentional step** allowed our staff to build **strong relationships** with these students and ease any anxieties they may have had about their transitions to new environments. It also allowed for our staff to work together in order to make this happen. The day was filled with fun activities, and I believe it set a **positive tone** for the rest of the year.

Another highlight was our district-wide celebration of Start with Hello Week. This initiative was designed to help our students and staff **build connections** with one another and **feel welcome** in our buildings and the District as a whole. It was heartwarming to see the students and staff fostering a sense of **community and belonging** that will serve us all well throughout the year.

I am so **honored** to lead our AW family and enjoy nothing more than going around the District, seeing the great things happening, and talking with each of you. I truly believe that AWLS is a wonderful place to go to school and work and that is because of **all of you working so hard to make it great!** I am excited about all that we will accomplish together this year!

Kevin Herman, *Interim Superintendent*

YOU ARE
AWESOME!

COMING SOON: SPRING TESTING RESULTS &

ACADEMIC ACHIEVEMENTS

We are proud to share that Anthony Wayne Local Schools continues to see high achievement on State assessment outcomes. Preliminary achievement data from 2023-24 OST results indicate that 86.2% of all tests taken met state proficiency requirements and 64.6% of all tests taken resulted in scores in the three highest performance levels of: advanced plus, advanced, or a



The District can expect an overall 5-star rating for achievement on Preliminary data also indicates 5-star ratings in the areas of gap closing a 4-star rating in the early literacy component.

THE REST OF THE STORY

The Quality Profile is an annual report that highlights the activities and ac students and staff, and demonstrates the many ways that the District pro tunities for students to learn and grow. Watch for the Quality Profile to be September 13.



AW
2023 - 2024

Anthony Wayne Local Schools
Annual Quality Profile

Our 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.

Last year's Quality Profile has been viewed over 29,000 times! [You can](#)

WILL YOU BE MY FRIEND?

FIRST QUARTER WELLNESS FOCUS: SOCIAL WELLNESS TIPS FOR MAKING FRIENDS AT WORK

The first step to making a new connection is to be approachable: Smile, make eye contact, and say hello to people. Sound familiar?

We encouraged our students to forge new connections during Start with Hello Week, because we know that these connections make for a more positive school environment, but it's not always easy to make new friends - even as an adult.

When making new friends at work, keep the Portrait of a General in mind!



JOIN IN: Keep a **LEARNER'S MINDSET** and try something new when a work activity is happening. You may learn to love pickleball, or you may just love the atmosphere.

Find Common Ground: **COMMUNICATE** a little about your hobbies, latest book or favorite TV show. It can spark a longer conversation that leads to connection.

Offer Help: If someone needs assistance with a project or task, offer to help out. **COLLABORATION** can naturally lead to friendships.

Be Respectful: Respect boundaries and be mindful of others' willingness to open up right away. A little **EMPATHY** goes a long way.

Avoid Drama: Gossip can be tempting, but **THINK CRITICALLY** and evaluate the direction of the conversation, before engaging in office politics.

Be Consistent, but FLEXIBLE: Share experiences and regularly check in with people, but know that building relationships takes time and not all connections result in strong friendships.



THE BEST OF FRIENDS:

Whitehouse Primary's Rachel Meinert, Occupational Therapist and Becca Schroth, Intervention Specialist say that their similar educational philosophies are what connect them at the core, but their sometimes opposing viewpoints offer opportunities to think differently. They value their friendship and feel fortunate to work together every day.

MORE RESOURCES

[The secret to making new friends as an adult](#)

[How teachers can build professional relationships with each other and themselves](#)

[Casual friendships, coworkers, and even your outer circle influence your health.](#)



TEACHER BESTIES:

Nichole Siravo and Theresa Ernsthause both teach second grade at Waterville Primary School and proudly celebrate the friendship that they have found in working with each other.



CALLING ALL TEACHER BESTIES:

Who makes your day a little brighter? Who can you always count on? Snap a photo with your work friend(s) and share what makes them special with communications@anthonywayne-schools.org to be featured in a future issue!



SCHOOL SAFETY STARTS WITH HELLO

by Brad Contat, Human Resources Director

The District's recent Start with Hello Week offered a timely reminder of a simple yet effective way for us to interact with others and uphold safety within our school community. This straightforward greeting can empower us to contribute to a safer school environment in a few simple ways.

Developing relationships and a climate of care with those around us. Relationships of trust and understanding among all school stakeholders lead to better communication and a sense of well-being, decreasing the chances of unsafe environments.

Enhancing our situational awareness. If we are genuinely connected to those around us, we will be more aware of daily routines and behaviors, leading to a better sense of knowing when something could be a safety risk.

Engaging with others. Engagement is a simple yet effective way to ensure our buildings are safe. All staff and guests should have identification at all times when in our buildings so they can be easily identified. If someone we have not met is in a school building and does not have identification, start with "hello" and ask them their name and if they need assistance. If needed, direct them to the main office. If you need a new ID badge, please say hello to Jill Schwanz at the CAO; she will gladly help you.

Remember, the safety and security of our schools are our top priority. And it all starts with a simple 'hello.' Let's all commit to this initiative and ensure our school remains a safe and welcoming place for everyone. So, as we embark on this new school year, let's remember the power of a friendly greeting and its role in our safety and security.



"So far this semester, he has been absent nine times..." - Ferris Bueller's Day Off

SHOWING UP MATTERS

STUDENTS

- Starting as early as kindergarten, chronic absence is a sign that children will be off track for reading by the end of third grade, achieving in middle school and graduating from high school.
- When students are chronically absent, they miss opportunities to learn, build relationships, develop their mental health and well-being, and access critical resources at school.

[- ODEW Attendance Guide](#)

TEACHERS

- When a teacher is absent, students may miss key instruction, which can affect understanding of the material and ability to perform well on exams or assignments.
- Teacher absenteeism can have non-academic impacts on students, such as reduced motivation, decreased attendance, and increased behavior problems.

[- The Impact of Teacher Absenteeism on Student Achievement](#)

ATTENDANCE AWARENESS MONTH

PROMOTING REGULAR ATTENDANCE

Regular school attendance is essential for a child's academic success and personal growth. It helps build a strong understanding of key subjects, develop important life skills like discipline and responsibility, and friendships with peers. Consistent attendance also prevents learning gaps and ensures students remain on track with their educational goals. Ultimately, attending school regularly empowers students to be future ready.

DID YOU KNOW? According to ODEW, 11.1% of AWLS students qualified as chronically absent during the 2022-23 school year.

HOW WE CAN PROMOTE STUDENT ATTENDANCE:

Build Strong Relationships: Positive connections with students, helping them feel valued and understood promote wanting to be at school.

Create Engaging Lessons: Lessons that are interactive and relevant to students' lives, sparks interest and enthusiasm for learning.

Recognize Good Attendance: Acknowledgment and praise can support positive relationships and promote attendance.

Communicate with Parents: Maintain open communication with parents about the importance of attendance and work together to address any barriers their child might face.

Set a Good Example: Show that school attendance is a priority with regular work attendance and full engagement in the work day.



2024-25 DISTRICT CALENDAR

FOR YOUR PLANNER

MONDAY, SEPT. 2	NO SCHOOL: LABOR DAY
MONDAY, SEPT. 9	BOARD MEETING
MONDAY, SEPT. 2	NO SCHOOL: LABOR DAY
FRIDAY, SEPT. 20	HOMECOMING
SATURDAY, SEPT. 28	SHOWCASE OF BANDS



2024 BOARD MEETINGS

- September 9
- October 7
- November 7
- December 9

[Meeting Agendas, Policies & Live stream Link](#)

GENERALS ATHLETICS



September 17 is National IT Professionals Day and September 26 is Human Resources Professionals Day. Many thanks to David Hadley, Chris Hamady, Nickie Sattler, Devin Filip and Brad Contat for your positive contributions to AWLS!

2024 - 2025 LPDC MEETINGS

- September 9
- October 7
- November 11
- January 12
- February 10
- March 10
- April 7
- May 5
- May 19

[Materials Deadlines & Representatives List](#)

SEPTEMBER IS NATIONAL SCHOOL PARENT GROUP MONTH

Anthony Wayne Local Schools is fortunate to have vibrant parent organizations that support staff and students. Whether they are hosting fun events, organizing fundraisers, offering grants and scholarships, or advising school leaders, our parent groups help create an environment where our students can thrive. We deeply appreciate their engagement and support.

The AWLS parent and boosters organizations will be recognized at the September Board Meeting. Please consider attending to express your appreciation.

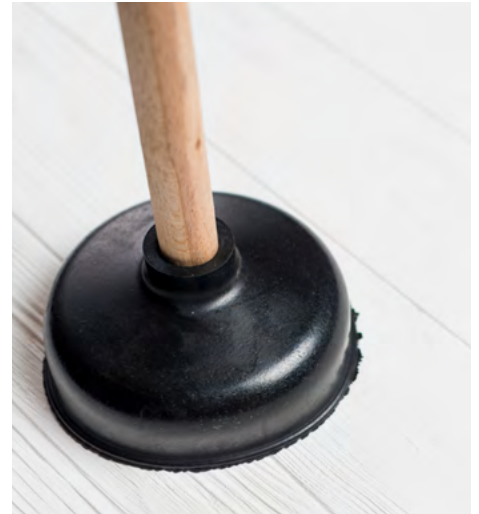
IS SOMETHING BROKEN? FMX IS YOUR FRIEND

Have a skibbity toilet? A janky window?

We know it's tempting to text, call or email your building engineer directly, when something is broken, but please [submit work order tickets through FMX instead](#).

This will help balance workload for our teams and better monitor and track equipment with repeating or ongoing issues.

If you need emergency help, please contact your building office to relay the message via portable radio. Thank you for helping to keep the Operations Department working smoothly!

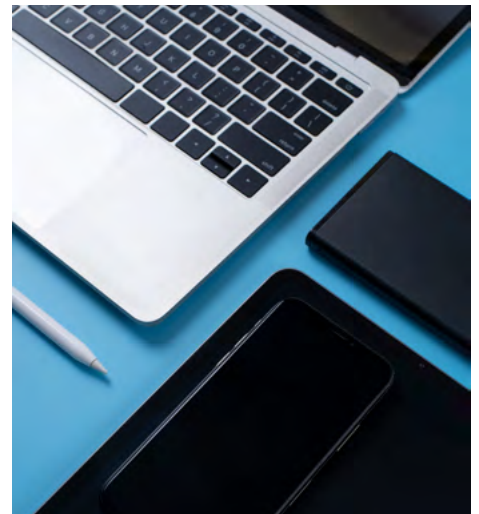


TECHNOLOGY SUPPORT IS AVAILABLE

The AW Technology Team will be available in each school before students arrive to answer your questions and offer device support. Help will be available for campus staff between 7:00 - 8:00 a.m. and primary staff from 8:00 - 9:00 a.m.

Chris Hamady, *Technology Director* will also be available on a rotating schedule to troubleshoot or brainstorm your tech needs. Issues that pop up can also be reported through FMX and someone will get back with you as soon as possible.

[Click here to see the schedule](#)



INTERNET SAFETY REMINDERS

You already know not to share your password or click links in or open attachments from a suspicious email, but there are other ways to protect yourself when interacting online. Consider the following for yourself and when talking with your students about responsible Internet use.

🔒 Avoid posting vacation plans online. *For example: Leaving tomorrow for a 7-day cruise!*

🔒 Do not send money or account information to a non-validated account or source.

🔒 Never share your identifying information (name, home address, school name or telephone number).

🔒 Remember someone's "screen identity" may not match their real identity.



FOR FURTHER READING:

[Federal Communications Commission Internet Safety](#)

[National Cybersecurity Alliance Online Safety Basics](#)



AW TRANSPORTATION ART INSTALLATION

The AW Transportation Team received a surprise when they returned from summer break. Director Theresa Frost, Gary Vollman, *Mechanic* and Walt Wilhoyte, *Driver* had turned the office into an interactive bus! Their talents and efforts have given the space a cheerful and playful atmosphere that helps set the tone for a positive school year. [See more in this video from the unveiling.](#)



BACK TO SCHOOL BASH

THANK YOU to the Monclova Primary and District employees who took the time help our AW families have a strong start to the school year!



HOUSEWARMING PARTY

The 5th grade team at Fallen Timbers held a painting party to connect socially and make classroom signs to get warmed up for the new "houses" system that will promote personal responsibility, collaboration, pride and friendly competition during the school year.



STAFF MEMBERS OF THE YEAR

CERTIFIED STAFF MEMBER OF THE YEAR: BETHANY SWIFT

Bethany is a 5th grade teacher at Fallen Timbers Middle School. She is committed to continuous improvement, reflecting upon her instruction and seeking new ways to engage students in the learning process. Bethany is a creative problem solver who is willing to take on new challenges in the best interests of the District and her students. She encourages students to keep trying and serves as a positive and supportive mentor to other staff members. [\[LEARN MORE ABOUT BETHANY\]](#)

CLASSIFIED STAFF MEMBER OF THE YEAR: BOB REYOME

Bob is the building engineer at Waterville Primary School. He was selected as the Classified Staff Member of the Year for continuously demonstrating the Portrait of a General competencies and for his conscientious care for students and staff. Bob is committed to maintaining the efficient and safe operation of the building and promotes a positive culture in his interactions with students, staff and visitors. Congratulations, Bob! [\[LEARN MORE ABOUT BOB\]](#)

BIRTH ANNOUNCEMENT

Walter William Schwerer
July 29, 2024

Congratulations to Katelyn Schwerer, 4th Grade Teacher at Waterville Primary and her husband Josh on the birth of their son!



HAVE NEWS TO SHARE?

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