

GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter

MID-YEAR RESOLUTION CHECK-IN

Traditionally, January is known for starting a new year and making resolutions. In education, the new year starts in August. As we approach the end of the second quarter, we thought now would be a good time to check in on the goal set on opening day - to keep things BASIC.



What progress have you made in keeping these intentions at the forefront of your work?

**B**

BELIEVE

- The work you do is important and matters to others.
- You have the opportunity to make a difference in the lives of your students every day.

**A**

ACADEMICS

- Be intentional in your instruction: plan > teach > assess > reflect
- Meet your students where they are and engage them in the learning process.

**S**

STUDENTS

- Keep students at the center of your planning and decision-making.
- Consider ways to both celebrate and support students.

**I**

IMPACT

- Think about how your mindset and actions impact others.
- Remember you have an incredible opportunity to make an impact on our community and world through our students.

**C**

CARE

- Help each other find success through caring for them.
- You have the opportunity to make a difference in the lives of your students every day.

KEVIN'S CORNER: A Message from Our Interim Superintendent

Dear AWLS Staff:

As we step into the new year, it is a perfect time to pause, reflect, and celebrate the progress we have made together during the first half of this school year. At the start of the year, I shared a message about returning to the BASICS and outlined several goals I set for myself—one of which was to "look back and be proud of what we accomplished together." Today, I can honestly say that I am incredibly proud of all that we, as a District, have achieved.



Students are excelling both in and out of the classroom, and these accomplishments are a direct reflection of your dedication, hard work, and support. Each of you plays a vital role in helping our students succeed, and I am grateful for the opportunities you create every day to motivate our students.

At the beginning of the year, I emphasized a few priorities that were important to me: showing gratitude, building trust and support, fostering a positive environment, and improving communication. I have worked diligently on each of these goals:

GRATITUDE I want to express how thankful I am for each of you. The commitment you demonstrate to our students and the care you show in meeting their individual needs is remarkable. I enjoy the conversations we have as I visit our buildings, and I am inspired by the positive and productive environments you foster in every building in our District.

TRUST & SUPPORT Our success is built on trust, collaboration, and teamwork. I believe our community stands with us, even though the levy fell short by only four votes. Their pride in our students, staff, and the District as a whole is evident, and it encourages us moving forward.

POSITIVE ENVIRONMENT A supportive and uplifting atmosphere is key to our success. The culture you have built within your classrooms and buildings is something to be proud of. Your efforts to engage and encourage every student do not go unnoticed.

COMMUNICATION I continue to reflect on my communication and ask myself if I am sharing too much or not enough. My hope is that you feel informed about what is happening across the District. Open, clear communication remains a priority for me as we move forward.

As we look ahead to the remainder of the school year, I am energized by the passion, care, and commitment you bring to your roles each day. You are the reason AW is such a great place—a place where students thrive, staff excel, and the community takes pride.



I am truly honored to serve as your interim superintendent and remain committed to working hard to earn your continued trust and support. Together, we will finish this year strong and continue to accomplish great things for our students, our schools, and our community.

Kevin Herman,
Interim Superintendent

STRATEGIC PLAN GOALS REMAIN AT FOREFRONT OF OUR WORK

AWLS adopted its [Strategic Plan for 2022 - 2027](#) in the fall of 2022. This document outlined the District's plans for accomplishing its mission of empowering students to be future ready.

Our district's strategic plan is a shared responsibility, and by aligning our daily efforts with the plan's goals, we can collectively make a tremendous impact on our students. Through your efforts, we are making a difference in student learning, community engagement and personal growth.

Together, we are bringing the strategic plan to life and achieving meaningful progress. Thank you for all you have done, and continue to do to make our District one of the best in the state!

OUR MISSION

Anthony Wayne Local Schools empowers students to be future ready!

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.

OUR 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

Anthony Wayne Local Schools 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

Anthony Wayne Local Schools will continue to work with the community to provide the necessary resources to ensure all Generals are future ready.



STUDENTS & STAFF READY TO LEARN

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.

TECH IN YOUR BUILDING

Fallen Timbers Middle School
Thursday, Jan. 2 | 7:00 a.m.

AW Junior High
Monday, Jan. 6 | 7:00 a.m.

Monclova Primary
Monday, Jan. 13 | 8:00 a.m.

Waterville Primary
Tuesday, Jan. 21 | 8:00 a.m.

AWHS
Monday, Jan. 27 | 7:00 a.m.



CYBERSECURITY LUNCH & LEARN

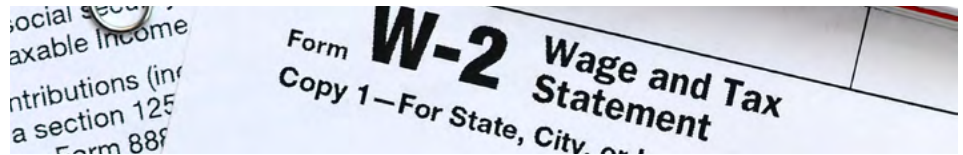
The AWLS technology team will host a free cybersecurity lunch and learn at noon on Tuesday, Jan. 14.

Open to the public, the session will provide an overview of the District's proactive efforts to safeguard its systems and data. Attendees then will get tips for protecting themselves, their families and their businesses from ransomware attacks and identity theft.

Interested individuals are invited to bring their lunch to the CAO and join in the discussion.

Space is limited, and RSVPs are encouraged.

[Click here to sign up.](#)



UPDATES FROM PAYROLL OFFICE

TAX TIME IS COMING

2024 W2 forms will be delivered to schools before the end of the month. Please keep an eye on your mailbox for these tax documents.

JANUARY PAY DATES

Direct deposits will be made on January 2, 16 and 30. Insurance premiums are not pulled from the the third pay.



PLEASE, NO VENMO REQUESTS VIA EMAIL

While we understand the convenience of transferring funds electronically, we ask that you please avoid using the District email or other resources (Google, flyers, etc.) to request funds. As phishing and fraud attempts continue to rise, we do not want to create a culture of responding to Venmo (or other financial requests) via email. Instead, please make these requests in person or confirm them with a phone call to a known and trusted number. Thank you for helping to keep our digital systems and processes secure.



FUND YOUR IDEA WITH A GRANT

Directions Credit Union will provide \$500 grants for teachers to be used during the 2024-25 school year. The funds may be used for books, software, a/v equipment, lab materials, and more. The winter application window closes January 31. Winners will be announced by March 1. [Submit your application online.](#)

REMINDERS FROM THE OPERATIONS TEAM



If you have not already done so, please take down and store (or take home) any holiday decorations.



Report any heating concerns or other necessary repairs [through FMX](#) as soon as you notice them. The team will assess the issue and make necessary repairs as soon as possible.



Watch for puddles and slippery spots in parking lots, sidewalks and floors when we have snowy weather. Report any safety issues so they can be addressed.



PICK UP PICKLEBALL

Learn a new sport in the new year at a pick-up game of pickleball! Come as you are - no equipment or experience are necessary to join in.

Significant others are welcome!

THURSDAY, JAN. 16

7:00-8:30 p.m.

Waterville Primary School

THURSDAY, FEB. 13

7:00 - 8:30 p.m.

Whitehouse Primary School

TUESDAY, APR. 8

7:00 - 8:30 p.m.

Monclova Primary School



FITNESS CENTER OPEN FOR MORNING WORKOUTS

Workout [with your work friends] before work! The AWHs fitness center is open Monday-Friday from 5:15-7:15 a.m. Free to use, it's a great way to improve your physical and social health! Please complete the [Fitness Center Staff Use Form](#) before your first visit to activate your FOB. Enter through the Athletics Lobby for easiest access to the fitness center.

HEALTH TIPS FROM PARAMOUNT



Whether you are tracking your progress on a fitness goal, or looking to make good on a New Year's resolution, Paramount's ShareCare can help you achieve better health. You can track your steps, stress and sleep, receive tips and practical advice and more in a free and convenient app. [Click here and to learn how to set up your account.](#)

BIOMETRIC SCREENINGS

The Wellness Committee is offering free biometric screenings for staff. You can pick the date and time that works best for you!

Friday, Jan. 17

8:00 a.m. - 2:00 p.m.

AWJH Media Center

Thursday, Jan. 30

4:00 - 7:00 p.m.

AWJH Media Center

Tuesday, Feb. 4

10:00 a.m. - 2:00 p.m.

Transportation Building



ANNUAL STAFF & FAMILY WELLNESS DAY

MONDAY, JAN. 20, 10:00 a.m. - Noon

Bowling Green State University Student Recreation Center

Bring your family and enjoy free admission to enjoy the climbing wall, pool, athletic courts and fitness equipment!

[Click here to learn more!](#)



THURSDAY, JAN. 2	SCHOOL RESUMES
TUESDAY, JAN. 7	BOARD MEETING
TUESDAY, JAN. 14	CYBERSECURITY LUNCH & LEARN
THURSDAY, JAN. 16	2ND QUARTER ENDS STAFF PICKLEBALL
FRIDAY, JAN. 17	NO SCHOOL: STAFF WORK DAY
MONDAY, JAN. 20	CLOSED: MLK, JR. DAY STAFF & FAMILY WELLNESS DAY

2024-25 DISTRICT CALENDAR

GENERALS ATHLETICS

KICKING OFF A NEW YEAR WITH A FRESH START

by Brad Contat, Human Resources Director

A new year brings new opportunities and a chance to reset and renew. This can be done in the workplace by focusing on a few of the following:

TIDY UP: Find ways to purge, organize, and declutter your workspace. Do you have outdated resources, files that need to go, or a stash of keepsakes that are collecting dust? It's time to repurpose or let it go. A more organized workspace can boost productivity and efficiency - not to mention the satisfaction of seeing newfound space (to most likely fill again-ha!).

TAKE YOUR BREAK: It is essential to disconnect from your many work tasks daily to recharge, refocus and ensure you get the nutrients you require to make it through the day. Educators are at high risk of suffering from compassion fatigue - yes, you get worn out from caring for others! To combat this, care for yourself at some point during the day; a lunch break is a great way to do this.

MASTER SOMETHING NEW: A new learning goal gives you a sense of focus and accomplishment. The challenge for the workplace is that something new is always coming your way; it makes it challenging to feel like you are a master of anything, sometimes making you feel out of control. Permit yourself to be selective on what you choose to master. Hone in on one new skill or concept and go deep, be the expert and leverage it to your advantage. This will lead to not only a sense of accomplishment but of empowerment as well.

BOARD MEETINGS

ORGANIZATIONAL MEETING

Tuesday, Jan. 7
6:30 p.m.

Meeting dates for 2025
will be determined at this
meeting.

[Meeting Agendas,
Policies & Livestream](#)

2024 - 2025 LPDC MEETINGS

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

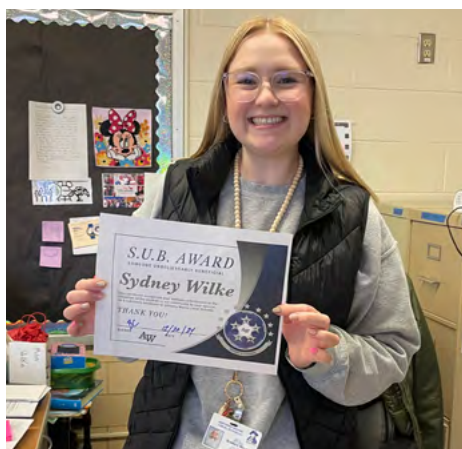
[Materials Deadlines &
Representatives List](#)





JANUARY IS SCHOOL BOARD APPRECIATION MONTH

During School Board Appreciation Month, we wish to thank the members of the Board of Education for their service. Their leadership will leave a lasting legacy at AWLS. Pictured from left to right are: Jeff Baden (VP), Lindsay Hoipkemier, Shellie McKnight, Kyle Miller (President), and Mike Stamm. [You can learn more about the members, and contact them via the District website.](#)



S.U.B. AWARD RECIPIENTS

Susan Bibish (Monclova) and Sydney Wilke (AWJH) received S.U.B. Awards for their commitment to working in our district when our regular staff members are absent. Thank you for keeping our schools running!

If you know Someone Unbelievably Beneficial in their service to our district as a substitute employee, please send a nomination to [Brad Contat](#).

DECEMBER SPOTLIGHTS

Special Education Day
[Angela Gardner & Jennifer Karl-Thompson](#)

Athletic Administrator Day
[Marissa Dazell & John Snyder](#)



Our spotlight stories shine a light on the outstanding work of our employees. If you know someone who should be recognized, please email [Rebecca Schwan](#).

STAFF MEMBERS RECOGNIZED FOR KINDNESS

The Mirror Newspaper is recognizing the people in our community who are making a difference by being kind to others. We are proud to share that the following AWLS staff were nominated for their demonstrated kindness:

BOARD OF EDUCATION
Jeff Baden, *Member*

ANTHONY WAYNE HS
Pearl Fok, *Custodian*

AW JUNIOR HIGH
Karen Helton, *SPED Aide*

FALLEN TIMBERS MIDDLE
Carla Rygalski, *6th Grade*

WATERVILLE PRIMARY
Abbey Foltz, *3rd Grade*
Melissa Gottschalk, *1st Grade*
Amy Shiffert, *Secretary*

WHITEHOUSE PRIMARY
Kim Clayton, *1st Grade*
Jen Gross, *SPED Aide*
Jodi Gyurasics, *SPED Aide*

REVIEWS FROM OUR COMMUNITY: What People are Saying



The comments below were posted by current students, graduates and parents in our community. We hope that you find their positive and supportive comments to be validating and inspiring for your work. You are making a difference every day!

"Our schools are so AMAZING and I'll do everything I can to continue to support them."

Parent - Facebook

"I love my high school, the academics are great. I will be forever grateful for all of the honors and college readiness opportunities it has given me. I will graduate with almost enough CCP credits to get an associates degree at age 17."

Current Student- Niche

"I had a positive experience as a student at Anthony Wayne Local Schools. I attended this school district from 5th grade-graduation. Throughout my time there, I was able to make positive bonds with my teachers and mentors."

Alumni - Niche

"Anthony Wayne was a great experience. It offered a wide variety of programs and opportunities. My only critique would be the lack of an orchestra program for students with an interest in strings instruments as offered by neighboring districts."

Alumni - Niche

"I thoroughly enjoyed my time at Anthony Wayne and frankly couldn't ask for a better school in the area. The schools environment ensured for a sense of welcome and home that I don't believe I would have found in the surrounding towns."

Furthermore, Anthony Wayne's athletics were electric. It was almost as if you were always on the edge of your seat waiting to get up and jump and scream because Anthony Wayne had scored again...

...The sports and feel alone, that Anthony Wayne gave made me realize that I will love the district for the rest of my life."

Alumni - Niche

"I received a fabulous education at Anthony Wayne Local Schools. The teachers there were always willing to assist when I needed support. I was involved in athletics that was also a great experience. The students can be very competitive though so it's tough to stand out. There are a lot of very good athletes and bright students."

Alumni - Niche

"I would anytime recommend the school (AWHS)...the teachers are so hardworking."

Parent - Great Schools

"I went to Anthony Wayne, and I will vouch for that district until the day I die. From kindergarten all the way through high school. Great teachers, community, sports, etc."

Alumni - Reddit

"Anthony Wayne is a GREAT area with amazing schools. My college classes are a breeze compared to my classes there."

Alumni - Reddit

"I really love how involved the teachers and students are within the school, during sports events many of the teachers will show up to support which is nice."

Current Student - Niche

"My high school experience was overall very positive and I had lots of fun. Some of the best parts about my high school experience was getting involved in some of the clubs my school offered such as Spirit Club and Link Crew. Also going to football games, basketball games, and other sporting events to cheer on our athletes in the student section. That was one of the highlights of high school for me. The teachers and faculty members were all so caring and supportive to all the students making the environment at school so welcoming."

Alumni - Niche

"At Anthony Wayne I have had lots of fun. The best moments for me were cheering during the football games, and playing for the hockey team. All the teachers and coaches are very friendly and create a great environment with their students."

Alumni - Niche

"Overall a great high school. Many options to choose from, giving everyone a very curated experience."

Current Student - Niche

"I really love how involved the teachers are within the school, during sports events many of the teachers will show up to support which is nice."

Current Student - Niche



"At Anthony Wayne I have had lots of fun. The best moments for me were cheering during the football games, and playing for the hockey team. All the teachers and coaches are very friendly and create a great environment with their students."

Alumni - Niche

"AWHS overall prepared me very well for a future career in the armed services, as well as preparing me for the rigorous challenges of a military college. I would recommend Anthony Wayne's high academic standards to anyone in the area, and I would especially recommend Anthony Wayne over private schools due to the superior interpersonal relationship development skills our school provides."

Alumni - Graduate Survey

"I love being a part of the Anthony Wayne Community. This school is helping me prepare for the future, and all these amazing teachers are helping me grow and become a better person . . . I enjoy going to this school, everyone treats each other with respect and the teachers are very professional and friendly."

Current Student - Niche