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GENERALS BULLETIN

ANTHONY WAYNE LOCAL SCHOOLS EMPLOYEE NEWSLETTER | AUGUST 2023

From the Superintendent's Desk

WELCOME TO THE 2023-24 SCHOOL YEAR

AWLS Staff,

I'm excited to welcome you to the start of another school year and look forward to all of the promise a new beginning holds.

Last year, we made significant strides toward defining our Strategic Plan goals and identifying the action steps to achieving those goals. This year, we can begin to act upon those action steps to help us reach our mission of empowering students to be future ready.

Every day, we are fortunate to get the opportunity to make a profound impact on the lives of our students.

We know we will see challenges along the way, but I'm confident that when we put the Portrait of a General competencies into practice in our own work, we will build upon the momentum started last year and continue to see success from our hard work.

I am honored to be on this journey with you, as we work to overcome obstacles

together and, as Generals, march toward success!

Dr. Jim Fritz, Superintendent



District Mission

Anthony Wayne Local Schools empowers students to be future ready!

District Vision

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

Core Beliefs

To help our students reach their highest potential, Anthony Wayne Local Schools believes:

Adaptability and **Flexibility** are necessary to be future ready.

Collaboration and **Communication** are essential between student, family, school and community to strengthen partnerships.

Critical Thinking drives engaged academic and personal growth.

Empathy is foundational in all we do.

A **Learner's Mindset** is fundamental for growth and future success.

Anthony Wayne Local Schools empowers students to be future ready!

PORTRAIT OF A GENERAL: CRITICAL THINKING GOALS + PATHWAYS + AGENCY = HOPE

Chan Hellman is the co-author of *Hope Rising*, the book the administrative team is reading this summer. In his [TEDTalk](#), [The Science of Power and Hope](#) Hellman says:

- . hope is the belief that future will be better than today and you have the power to make it so
- . goals are the cornerstone of hope
- . pathways are the ability to identify routes toward goals
- . agency (willpower) is the ability to sustain motivation

Hellman's research demonstrates when children, families and adults experience adversity, they are more likely to set avoidant short-term goals, but when they have higher levels of hope, they are more likely to set long-term, achievement-oriented goals.

QUESTION TO CONSIDER

As we live out the District's mission of empowering students to be future ready, how can we help our students: develop a hope mindset, set goals, identify pathways to reach those goals, and find ways to stay motivated in the face of adversity?

hope

Essay: Hope is Not Enough by Menno van der Land

"Hope, perspective and courage. Those three together, interconnected and affecting each other, can inspire, motivate and stimulate you to get (and keep) moving. . . [it's] "the belief that what we do matters." "

Hope, Cynicism and the Stories We Tell Ourselves by Maria Popova

"Critical thinking without hope is cynicism. Hope without critical thinking is naïvete."



ANTHONY WAYNE LOCAL SCHOOLS & STAFF SOCIAL MEDIA USE

If you wish to create a social media account for an Anthony Wayne academic, activity or athletics purpose, please make sure that you email the following information to your building principal and CC Chris Hamady, *Technology Director*:

1. The social media platform used. (Twitter, Instagram, etc.)
2. The name / handle of the account
(i.e. *Chris Hamady / @chamady, AWHS / @awlshs, etc.*)
3. The username to log into the account.
(ex. *chamady, awlshs, etc.*)
4. The school email address used to create the account.
Please do not use a personal email address to create a school-affiliated social media account.

Please do not send the password. It is not needed, and should never be sent via email for security purposes.

SOCIAL MEDIA & BOARD POLICY

Staff must comply with:

- [POLICY 7544](#)
- [POLICY 7540.04](#), and
- [POLICY 7530.02](#)

when using District Information & Technology Resources to access and/or use District-approved social media platforms/sites.

#ABCConduct

The Ohio Department of Education's [Office of Professional Conduct](#) has important reminders regarding school staff etiquette when using both personal and professional social media accounts, as well as proper use and appropriate communications with your smart device. [Please take two minutes to review the #ABCConduct Tip Sheet.](#)

WELLNESS COMMITTEE WELCOME

The AWLS Wellness Committee welcomes you to the start of a new school year! We hope your summer break was rejuvenating and that you are optimistic about all this year holds.

Watch for news, information and activities throughout the school year to promote your mental, social, physical and intellectual wellness. Reach out if you have questions or suggestions. I hope you have a fantastic year!

[Brad Contat](#), HR Director and Wellness Committee Chair

PORTRAIT OF A GENERAL: ADAPTABILITY & FLEXIBILITY // EMPATHY SELF-CARE AND BUILDING RESILIENCY

As exciting as a new school year can be, we also know that some students will return to class with physical, mental and emotional wellness struggles that could result in negative behaviors as they adjust to a new routine. Navigating new relationships with this fresh set of students can be challenging and stressful for you as well.



We know you have an AWesome heart and want to help your students have a successful school year. Please know that there are supports and resources available to help you --- even as you help them.

Our school counselors and school social worker are always here assist you in working with students, and there are many organizations listed in the [AWLS Community Resource Guide](#) that can help you (and your students' families) manage a number of life's challenges.

In addition, the Ohio Department of Education offers the [Supporting School Wellness Toolkit](#) to help teachers, administrators, students and families and the community at large to help build resiliency.

- Video: [Regulate Yourself to Regulate Your Classroom](#)
- Tip Sheet: [Recognize the Signs of Compassion Fatigue](#)
- Checklist: [Take Steps Toward Self-Care](#)
- Reflection: [Monitor Your Feelings & Seek Support](#)

CONFIDENTIAL SUPPORT 24 / 7

Feeling anxious about the start of a new year? Distressed by family concerns? Thanks to a partnership with ProMedica, a free counseling service available to you and your family members. [The Employee Assistance Program](#) is completely confidential. No personal information is shared with AWLS, only the number of people who have accessed the service.

Call 866-327-3759 to learn helpful ways to navigate life's challenges.

HEALTH SCREENINGS

Paramount/ProMedica will provide free health screenings for all staff on the following dates. Watch your email for more details.

Certified Staff

Monday, August 14
7:00 - 10:00 a.m. & 1:00 - 3:00 p.m.
AWHS Auditorium Lobby

Classified Staff

Tuesday, August 15
10:00 a.m. - 1:00 p.m.
Operations Building

ADD TO YOUR PHONE:

**Emergency & Crisis
Support Hotlines**



You are not alone.



WELCOME NEW GENERALS!

Last month, we shared the names of 11 new employees and seven others who are taking new positions within in the District.

Unfortunately, there was a typo in a new staff member's name. Our apologies to Emma Rees who will be a 4th Grade Teacher at Whitehouse.

We are excited to welcome the Taylor Nickeson! She will teach music at AW Junior High.

We also welcome to AWJH Officer Jeff Siebenaler, who will serve as the School Resource Officer. We look forward to this continued partnership with the Whitehouse Police Department.

There are still opportunities to work with AWLS as substitute staff member. [If you know of someone who is looking for flexible employment, direct them to the Human Resources page of the District website.](#)



SNAP & SHARE A SELFIE!

SMILE! We want to see your first day of school photos! Snap a photo and tweet it, making sure to tag @AWGenerals or use #AWFirstDay.

Not a Twitter user? [Click here](#) to send your photo, and we will share it for you!



DISTRICT COMMUNICATIONS TEST

The District will conduct its annual test of the InstantConnect school communication system on **Monday, August 14**. You should receive a text message, phone call and email.

InstantConnect is the system the District uses to communicate school delays and closings, emergency information and to share newsletters and other relevant information. Remember, you must opt-in to receive text messages. You may do so by responding yes to the test message, or texting **YES** to **87569**.

[If you do not receive the phone call, text message and/or email, please report the issue using this form.](#)



CAFETERIAS ARE OPEN TO STAFF

The Anthony Wayne Food Service Department offers staff the opportunity to purchase lunch from the cafeteria for just \$5.00. Adult meals include one entree, two fruits, two veggies and a bottle of water. [You can check out the monthly menu for your building on the Food Services page of the website.](#)



NAME OR ADDRESS CHANGE?

If you have moved or have a legal name change, please let the finance office know so we can keep our records up to date. The Employee Name Change and Employee Change of Address forms can be found on the [Staff Forms and Documents page of the website.](#)



STAFF MEMBER OF THE YEAR NOMINATIONS DUE

The District names one Certified Staff Member of the Year and one Classified Staff Member of the Year for their excellence. Please acknowledge the outstanding efforts of your colleagues by nominating them for these awards. [Click to submit a nomination to a deserving staff member and/or teacher by Monday, August 7.](#)



TAX FREE HOLIDAY: AUGUST 4 - 6

Ohio shoppers will be exempt from paying sales tax on certain items for back to school when purchases are made August 4-6.

Eligible school supply items, workbooks or reference books must be priced \$20 or less, and each clothing item can be no more than \$75. Specific details about what is [and what is not] included are available on the [Ohio Department of Taxation's website](#).



TARGET TEACHER DEAL

From now through August 26, teachers can get a one-time 20% discount on their entire shopping trip in Target stores or online. All K-12, homeschool trade school, university professors and daycare and early childcare teachers are eligible with valid ID.

[Full details are available on the Target website.](#)



MEIJER DISCOUNT

Teachers will receive 15% off their school, home office and kids' apparel purchases at Meijer through September 4. Some exclusions apply, and you will need to stop by the service desk with your ID to get the coupon.

[More information is available on the Meijer website.](#)

DATES FOR YOUR NEW PLANNER

AWLS BOARD OF EDUCATION MEETINGS

Meetings are held at the Central Administrative Office, unless otherwise noted. [A livestream is available for those who cannot attend in person >>](#)

August 7	8:00 a.m.
September 11	6:00 p.m.
October 9	6:00 p.m.
November 9	6:00 p.m.
December 11	8:00 a.m.

[Meeting agendas and policies are available online.](#)

2023 - 24 LPDC MEETINGS

September 11
October 9
November 13
January 8
February 5
March 11
April 8
May 6
May 20

[Check the website for your building rep >>](#)

STAFF HANDBOOK AVAILABLE NOW

[The 2023-24 Staff Handbook](#) is now available for your review. It contains information for both classified and certified employees, quick links and other Human Resources information.

Please [contact Brad Contat](#) if you have questions.



AUGUST EVENTS CALENDAR

AUGUST 1	School Offices Reopen
AUGUST 2	Waterville New Student Tours
AUGUST 7	Board Meeting
AUGUST 9	Campus Registration Day AWJH New Student Luncheon FTMS New Student Tours Monclova New Student Tours Monclova Kindergarten Tours Waterville Kindergarten Open House Whitehouse Kindergarten Open House
AUGUST 10	Primary Registration Day Whitehouse New Student Tours
AUGUST 14	Staff Work Day InstantConnect System Test FTMS 6th Grade Open House Whitehouse Grades 1-4 Open House
AUGUST 15	Opening Day Meeting Staff Professional Development Day AWHS Open House AWJH Open House FTMS 5th Grade Open House Monclova Open House Waterville Grades 1-4 Open House
AUGUST 17	First Day of School (PreK - 9) AWHS Freshman Orientation/LINK Day AWHS New Student Luncheon
AUGUST 18	First Day of School (Grades 10-12)

[Download the
2023-24
District Calendar](#)

[View the
District Events
Calendar](#)

[Download the
Building Daily
Schedules](#)

[View the Fall
Generals Athletics
Calendar](#)

[Access Staff Forms,
Documents &
Information](#)

**First Day of School
Thursday,
August 17**

BACK TO SCHOOL INFORMATION

The [2023-24 Back to School web page](#) has open house and building tour information, school picture details, school supply lists and more available to families. ***Please include a link to the page in your back to school communications to families.***





MARCHING GENERALS PERFORMANCE SCHEDULE

AUGUST

- 12 Swanton Corn Fest Parade
- 19 Pemberville Free Fair Parade
- 25 Home Football: St. John's

SEPTEMBER

- 1 Home Football vs. BG
- 8 Football @ Napoleon
- 9 Put-In-Bay Historical Days
- 15 Home Football vs. Start
- 16 Defiance Band Show
- 22 Football @ Whitmer
- 23 Showcase of Bands
- 29 Football @ Findlay

OCTOBER

- 6 Homecoming
- 13 Home Football vs. Nview
- 20 Football @Perrysburg



GENERALS ATHLETICS OPENS SEASON

The Generals officially opened their 2023-24 athletics season on August 1. Here's what you should know before heading to the game:

NEW NLL TEAMS

You will see some new teams in the Northern Lakes League this year. The 11 member schools are: Anthony Wayne, Bowling Green, Clay, Fremont Ross, Findlay, Napoleon, Sylvania Northview, Perrysburg, Sylvania Southview, Springfield and Whitmer.

SCHEDULES

[Never miss a game! Click here to view the schedules for Cross Country, Golf, Football, Soccer, Tennis and Volleyball.](#)

HOMECOMING - SAVE THE DATE

This year, homecoming is Friday, October 6. Watch for more information about the parade and other festivities as the date draws nearer.

TICKETS & SEASON PASSES

Just like in previous years, athletics tickets can be purchased in advance online through Hometown Ticketing. New this year, the District will also offer cash ticket sales at the gate.

Season passes are on sale now, and also can be purchased online through Hometown Ticketing. [Click here to buy a pass or tickets.](#)

GENERALS PRIDE PASSES

Residents of the Anthony Wayne school district who are 60 years old or better can attend all athletic events free of charge with a Generals Pride Pass. Those wishing to claim their pass need to show their ID at the Central Administrative Office during regular office hours.



ATHLETICS WORKERS NEEDED

Generals Athletics is looking for staff members to serve as admissions and concessions workers this fall. You will be paid, and you can commit to as many or as few events as you would like. If you are interested or have questions, contact [Laura Lochtefeld](#) (concessions) or [Tiffany Tully](#) (admissions).



AWLS EARNS AUDITOR OF STATE AWARD

Anthony Wayne Local Schools was honored for its excellence in accounting practices with the presentation of the Auditor of State Award on June 28, 2023.

The Auditor of State Award is presented to local governments and school districts upon the completion of a final audit that meets the criteria of a 'clean' audit report. The Auditor of State's office audits nearly 5,900 entities and fewer than 8% are eligible for this award. The District had no findings for recovery, material citations, material weaknesses, significant deficiencies, single audit findings or questioned costs.

Thank you to Ray Greene, *Assistant Treasurer*, Julie Pingle, *Accounts Payable Assistant*, Cindy Brahier, *Payroll/Benefits Assistant* and Kerri Johnson, *Treasurer/CFO* for your commitment to excellence in financial management for the District.



TEACHER PUBLISHES SECOND BOOK

Jim Bolone, *AWJH Creative Writing Teacher* and his friend and co-author, Dave McVeigh just released a second book in their fiction series.

Somewhere in Crime is the prequel to their first novel *The Dockporter*. The stories follow Jack McGuinn, a young man who works as a luggage transporter on Mackinac Island.

[You can see the book's trailer and learn more about Jim's work online.](#)



APPLAUSE FOR OUR ADVISORS

Congratulations to Penta-AWLS FCCLA Advisors Kay-Lynne Schaller and Amanda Valdez, for their students' accomplishments at the National Leadership Conference. Thanks to their dedication and compassionate influence, four AWLS students were named national winners and eight others earned 2nd place, Top Ten, Gold and Silver awards. [Full results are on the website.](#)



VIEW BACK ISSUES: Previous editions of the *Generals Bulletin* can be found on the [Staff Forms and Information page of the District website](#) >>