

GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



Feeling Accomplished!

WRAPPING UP THE 2024-2025 SCHOOL YEAR

As we wrap up another remarkable school year, it's time to pause and reflect on just how far we've come — together. Thanks to your dedication, expertise and passion, our students have reached incredible heights.

AWLS ranks in the top schools in the state. This distinction reflects your commitment to high standards, innovative instruction, and nurturing support has created a learning environment where excellence isn't the exception — it's the expectation. But the achievements don't stop there.

This year, our student-athletes brought home 16 league championships and made several trips to the state level of competition. Our music programs have been well represented at the district and state level. Our student organizations continue to shine, bringing home countless awards and seeing our students elected to prestigious leadership positions.

Individual artists, writers and volunteers have earned awards, scholarships, grants, and recognitions at the local, state and national levels. Many of our coaches and staff members have also been recognized for their outstanding contributions this year.

Behind every trophy, every scholarship letter, and every academic milestone is a team of educators and staff who made it possible. These accomplishments are a direct result of the encouragement, mentorship, and high expectations you model each and every day.

You've made a lasting difference in the lives of our students — and in the legacy of this district.

As we reflect on the year, let's take pride in all we've accomplished together. Here's to a year of excellence!



A Message from Our Superintendent

Dear AWLS Staff:

As I shared at the beginning of the school year: ***We are all in this together.*** Reflecting on the months that have passed, I couldn't be more proud of how true that statement turned out to be.

Much like the spirit of *High School Musical* - despite differences, twists, and turns everyone came together, worked hard, supported one another, and made it to the finale stronger, happier and more united.

Anthony Wayne truly is a special place.

Our students continue to achieve incredible things both in and out of the classroom, and that success is only possible because of the dedication and support from all of you—our staff. I enjoy nothing more than being able to walk through our schools and see students learning, growing and smiling.

Just as fulfilling is seeing you—our teachers, support staff and administrators—taking pride in your work, lifting each other up and making this district not just a place to learn, but a place to thrive.

I believe in building a positive culture through strong, respectful relationships. That doesn't always mean we see eye to eye or agree on every decision. But it does mean we listen, we value different perspectives, and we keep our shared purpose front and center: helping students succeed.

Thank you for the honor of serving as your superintendent this year. ***I am excited about what lies ahead.*** Let's continue working together to prepare our students for bright futures—and let's keep making Anthony Wayne a place where everyone feels safe, supported and proud to be.

Have a great summer!

Kevin Herman, *Superintendent*
Anthony Wayne Local Schools





Bethany Swift
2024-2025



Bob Reyome
2024-2025



Bus Drivers
2023-2024



Roy Young
2023-2024

— *Staff Members of the Year* —

NOMINATION WINDOW NOW OPEN

Each school year, Anthony Wayne Local Schools celebrates a Certified Staff Member of the Year and a Classified Staff Member of the Year for their excellence. We are seeking nominations for individuals who provide exceptional service to our students, their peers and the community as a whole.

There is no limit on the number of individuals you may nominate; however, all nominations must be submitted by the end of the day on **MONDAY, JUNE 30**.

Please submit a separate form for each nominee.

SUBMIT YOUR NOMINATION TODAY!



***New!* LINK UP ON LINKEDIN**

VISIT > FOLLOW > SHARE > CONNECT

In an effort to make connections with future employees and and stay connected to our recent graduates, AWLS is now on LinkedIn! We hope you will [connect with us](#) and share District news and open positions with your professional network.

***Year-in-Review:* UPDATING YOUR PERSONAL INFO**

Summertime is a great time to be sure that your personal information is up-to-date with the District. If you are moving, getting married, changing financial institutions or federal withholding, you can find the forms you need on the [Staff Forms and Information page of the website](#).

Reminder: You may wish to refer to the [CAO SUPPORT STAFF GUIDE](#) if you aren't sure who to call with questions.

Survey Says: NEWSLETTER FEEDBACK RESULTS

DO YOU READ THE **GENERALS BULLETIN**?

EVERY ISSUE **74**

SOMETIMES **23**

RARELY **1**

NEVER **2**

"I truly appreciate the collection of information, reminders, and staff spotlights. It is all great stuff!"

PREFERRED FREQUENCY?

QUARTERLY **16**

MONTHLY **59**

BI-WEEKLY **12**

WEEKLY **9**

NEVER **3**

"It seems somewhat repetitive given we also have a district newsletter. Perhaps a shorter version that doesn't overlap at all?"

MOST VALUABLE / ENJOYABLE CONTENT

NEWS & UPDATES **52**

EMPLOYEE NEWS **30**

GENERAL INFO **10**

CALENDAR **4**

TIPS & RESOURCES **2**

"More information about staff and more highlights of the staff. Whether it is achievement or just having fun!"

IF YOU READ RARELY OR NEVER: PLEASE TELL US WHY



I DON'T HAVE TIME



CONTENT ISN'T USEFUL



I FORGET / OVERLOOK IT



FORMAT ISN'T ENGAGING

". . . It is very small on the screen and it is not possible to zoom or enlarge. . ."

SHOULD THE NEWSLETTER CONTINUE?

84

YES

13

NOT SURE

4

NO

102 employees responded. Thank you for your participation!

Be Well: WELLNESS COMMITTEE NEWS

Our Generals Marched!

SPRING WALKING CHALLENGE RECAP



TEAM

AWHS

9,814,529

AWJH

14,708,075

FTMS

7,632,198

MONCLOVA

8,458,025

WATERVILLE

4,419,308

WHITEHOUSE

9,322,890

CAO, TRANSP., OPER., TECH. 3,536,686

**57,891,711
TOTAL
STEPS**



We walked
around the
world!

Congratulations Walking Challenge Drawing Winners!

WEEK 1

Adrian Soli

WEEK 3

Chloe Binger

WEEK 5

Sara Boerst

WEEK 2

Jill Meeker

WEEK 4

Laura Lochtefeld

WEEK 6

Jillian Stawicki

Life Doesn't Take Summer Break

THE EMPLOYEE ASSISTANCE PLAN IS HERE FOR YOU

While we hope that you can find some rest and relaxation during summer, we know that life has a way of throwing a curve ball at any time of year. Free wellness and personal development resources are available year-round to all AWLS staff and your family through the EAP. Help is just a phone call away: 800-252-4555.



**[BENEFITS
SUMMARY](#)**



**[TALKSPACE
GO APP](#)**



**[EAP
COUNSELING](#)**



**[MEMBER
LOGIN](#)**



The Juggle Struggle:

MULTI-TASKING VS. MONO-TASKING

In today's busy world, multi-tasking is seen as a badge of honor - but maybe we should reconsider when to use each strategy for increased productivity and wellness.

HAVE YOU EVER:

- Watched TV while scrolling on your phone?
- Helped your child with homework while making dinner and waiting on hold?
- Ate a meal while reading email and supervising a classroom full of students?
- Driven your car while texting and eating a burger?

Obviously, some of these tasks are okay to double up, but others can increase mistakes, strain relationships, or be very dangerous.

The Science

Cognitive Cost of Multitasking: [A study from Stanford University](#) found that frequent multitaskers perform worse in task-switching and memory retention.

The Power of Deep Work: Cal Newport’s book Deep Work argues that the [ability to focus without distraction](#) is becoming increasingly rare—and valuable.

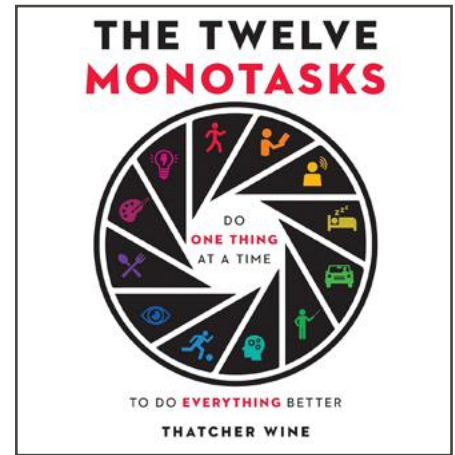
The Brain’s Limits: [Research by the APA](#) shows the brain isn’t wired for simultaneous tasks; instead, it switches rapidly—inefficiently—between them.

SINCE THERE ARE ONLY 24 HOURS IN A DAY, and our to-do list seems endless, here are a few instances when you should, or should not double up.

OKAY TO MULTI-TASK	BEST TO MONO-TASK
Waiting on hold while replying to emails	Planning and decision-making
Folding laundry while watching a movie	Learning a new skill or producing creative work
Organizing computer files while listening to a podcast	Driving, using tools or other potentially dangerous situation

Summer Challenge: **MONOTASKING**

Thatcher Wine's book, [The Twelve Monotasks: Do One Thing at a Time to Do Everything Better](#) suggests that you can become more productive, produce higher quality work, reduce stress and increase happiness by focusing on one task at a time. He suggests starting with the 12 basic areas below - giving them the attention and focus they deserve for greater wellness. Click the headers for tips on improving each area.



LIKE THIS ONE? [OTHER TITLES TO TRY](#)



READING

increasing focus



EATING

savoring the moment



TEACHING

sharing knowledge



WALKING

being more aware



GETTING THERE

enjoying the journey



PLAYING

rediscovering creativity



LISTENING

giving undivided attention



THINKING

contemplating



SEEING

observing the world



SLEEPING

prioritizing restorative rest



LEARNING

expanding talents & ideas



CREATING

bringing ideas to life

Tools for Increasing Focus



POMO- FOCUS

Set a timer.
Focus on work.



FOREST APP

Grow a virtual tree by staying focused.



COLD TURKEY

Block distracting websites and apps.



FREEDOM

Limit access to distracting websites and apps.



Summer Calendar of Events

JUNE 4	Staff Work Day
JUNE 5	Special Board Meeting Monclova Kindergarten Screening
JUNE 8	Payday
JUNE 9	Whitehouse Kindergarten Screening
JUNE 10	Waterville Kindergarten Screening
JUNE 19	District Closed: Juneteenth **AWHS Power Outage**
JUNE 22	Payday
JUNE 25	Regular Board Meeting
FAMILY WEEK: JUNE 30 - JULY 6	
JULY 3	Payday
JULY 1	Returning Student Registration Opens
JULY 4	District Closed: Independence Day
JULY 16	Regular Board Meeting (if needed)
JULY 17	Payday
JULY 31	Payday (3rd pay: No elective deductions)
AUGUST 4	Regular Board Meeting
AUGUST 11	Primary Registration Day
AUGUST 12	Campus Registration Day
AUGUST 13	Certified PD Hours Due
AUGUST 14	Staff Work Day Payday



SUMMER OFFICE HOURS



2025-2026 DISTRICT CALENDAR



BACK TO SCHOOL INFORMATION



2025-2025 LPDC MEETING DATES

**** PLEASE PLAN AHEAD: THURSDAY, JUNE 19 ****

Electrical system upgrades will require the power to be turned off.

The building will be closed and all daytime events are canceled.

There will also be no Internet connectivity or phone service Districtwide.

Staff News



1 Make a Difference Awards

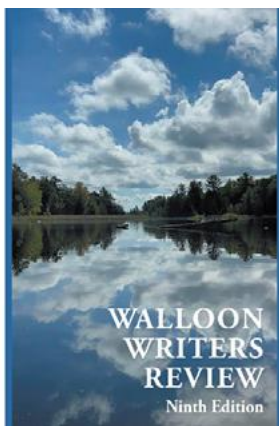
Jeremy Terwilliger and Justin Zemanski, both social studies teachers at AWHs, were recognized by Mallory Rettig and Ryan Sutter during the annual [1 Make a Difference Awards](#) luncheon for their impact on the students' educational experience.



AWHS Track & Field Coach Kevin O'Connor was named the NLL Coach of the Year.



New Varsity Girls Basketball Coach, Chandler Adams was [interviewed by BCSN](#) for Inside the NLL.



Jim Bolone's poem "The Old Men Are Gone" was published in the 9th edition of the [Walloon Writer's Review](#). He is an ELA teacher at AW Junior High and published author.



Birth Announcement

Marriage Announcement
District Communications Specialist, Rebecca Schwan was married to Ken Sanford on May 4. Please note that her new email is: rsanford@anthonywayneschools.org.

Zoe Lefevre, Math Teacher at AW Junior High and her husband Matt on the birth of their son, Wesley Matthew. Their daughter, Emmi was promoted to big sister on May 15, and everyone is settling in well. Congratulations to the Lefevre family!

Best Wishes

It's not every day we get to celebrate five remarkable careers at once! Please join us in honoring the retirements of Pam, Todd, Mark, Jon and Cindy. Together, they represent decades of dedication, leadership, and service that have helped shape the lives of countless students and colleagues.

Each has made a lasting impact through their hard work, expertise and kindness—and while we'll deeply miss their presence, we're excited to wish them well as they begin this exciting new chapter. Thank you for all you have done to help our students learn and grow!

Read on below to learn more about each retiree's career and the legacy they leave behind.

[We also celebrate our four-legged co-worker, Laney as she closes out her time at Monclova!]



PAM FRANKFATHER

6th Grade Science
Fallen Timbers Middle School

33 YEARS OF SERVICE

[Read her Staff Spotlight](#)



TODD HESLET

Industrial Arts
Anthony Wayne High School

33 YEARS OF SERVICE

[Read his Staff Spotlight](#)

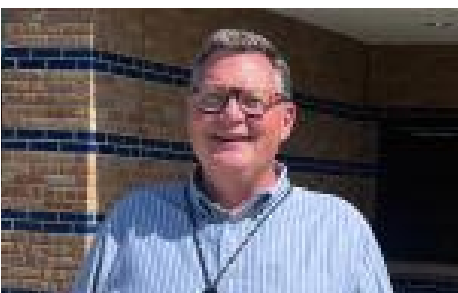


MARK NELL

Physical Education
AW Junior High

25 YEARS OF SERVICE

[Read his Staff Spotlight](#)



JON PINGLE

6th Grade Math
Fallen Timbers Middle School

34 YEARS OF SERVICE

[Read his story in
The Mirror Newspaper](#)



CINDY SWINDLE

Physical Therapist
ESCLEW & AWLS

18 YEARS OF SERVICE

[Read her Staff Spotlight](#)



LANEY

School Facility Dog
Monclova Primary School

6 YEARS OF SERVICE

[Watch her thank you video](#)

& Thank You!
