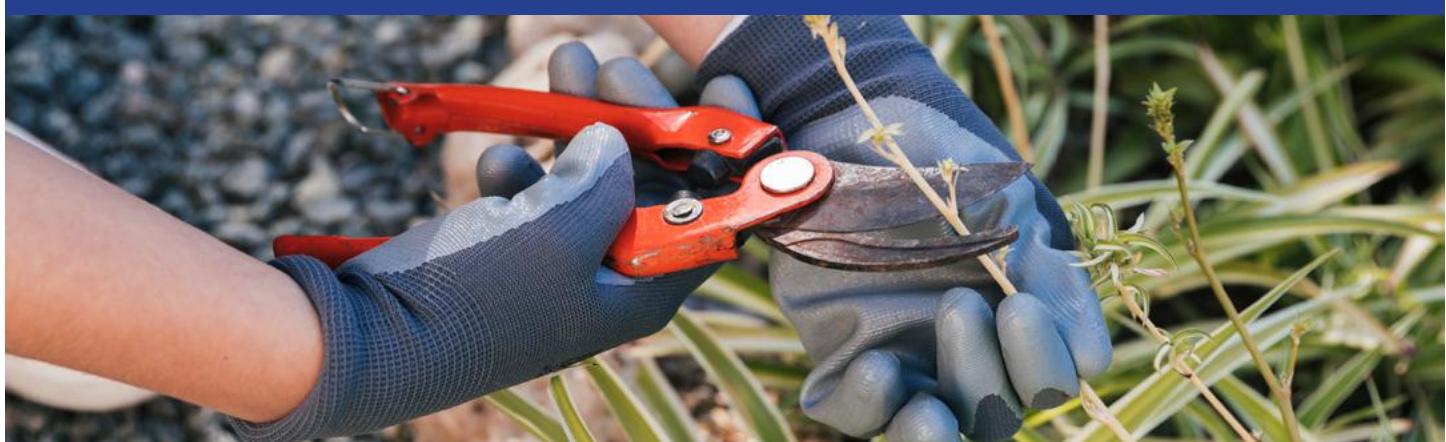


GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



Managing Weeds Without Losing Sight of the Garden

Every garden encounters weeds—especially when growth is underway.

Right now, it may feel like the weeds are starting to win: increased scrutiny of public education, heavy mid-semester workloads, weather-related delays and closures that interrupt learning, personal challenges, and the seasonal blues that can drain energy and focus.

**These weeds are real, and they deserve to be acknowledged.
But they do not define our garden.**

Last month, we focused on fertilizing—intentionally providing the right mix of strategies, supports, and mindsets to nourish growth. That work continues, even when conditions feel less than ideal. Growth often happens quietly, beneath the surface, before it becomes visible.

**Weeds don't mean learning has stopped.
They mean attention is being tested.**

By naming challenges honestly while staying focused on what is taking root—learning, resilience, connection, and progress—we keep our eyes on the purpose of our work and the growth already underway.

**Turn the page to find tools that help us nurture what's growing
even as we work to keep the weeds under control.**

A Message from Our Superintendent

This time of year can be especially challenging. The cold temperatures, gray skies, and limited opportunities to get outside and recharge can take a toll on our energy and spirits. Many of us miss the warmth of the sun, fresh air, and the simple boost that comes from being outdoors. It's important to recognize that these seasonal changes can affect everyone differently, and for some, this stretch of winter can feel particularly difficult.



As we move through these colder weeks, let's remember that the snow and frigid air won't last. Before we know it, signs of spring will begin to appear, new life emerging, longer days, and sunny skies returning. There is something hopeful about this seasonal shift.

In the meantime, it's important that we take care of ourselves and look out for one another. A kind word, a check-in with a colleague, or a small gesture of encouragement can go a long way. During seasons that feel gray, we have the power to create warmth and brightness for others through our actions and attitudes.

There is also much to look forward to in the coming months beyond the weather. Spring brings renewed energy to our work and exciting opportunities for our students. The impact we make each day continues to shape their growth, confidence, and success. Even during this quieter, colder stretch, the work we do remains meaningful and powerful.

So as we push through the remainder of winter, let's stay focused on what lies ahead—brighter days, fresh momentum, and the many opportunities we will have to support and inspire our students. Until then, let's continue to lift each other up and find ways, big and small, to make life a little warmer and brighter for those around us.

Together, we've got this!
Kevin

Resources to Help Us Tend the Garden

When weeds begin to crowd our attention, having the right tools helps us refocus, restore energy, and stay rooted in our shared goals. The resources below support well-being, momentum, and clarity during demanding stretches of the school year.

Navigating Change & Criticism of Public Education

AASA – The School Superintendents Association
[Framing the value of public schools](#)

Learning Policy Institute
[Research-based insights on student success](#)

Rebuilding Momentum After Delays or Closures

Panorama Education Blog
[Engagement and Belonging Strategies](#)

ASCD
[Instructional Practices & Community Building](#)

Managing Mid-Semester Workload & Focus Fatigue

Edutopia
[Teacher & Student Well-Being](#)

Harvard Graduate School of Education
[Research and Ideas](#)

Supporting Mental Health and Seasonal Wellness

Mental Health America
[Stress and Seasonal Wellness Tools](#)

Headspace
[Mindfulness Practices for Adults and Students](#)

Re-Centering on Purpose and Growth

Cult of Pedagogy
[Reflection on Teaching and Leadership](#)

Greater Good Science Center
[Research on Resilience and Connection](#)



News You Can Use

TECHNOLOGY: TECH IN YOUR BUILDING

Having device trouble? Looking to learn something new? The AW Tech Team is at your service! [See the full schedule](#) of days that you have assistance available before school.

Monday, Feb. 9	8:00 a.m.	Whitehouse Primary	Devin Filip
Tuesday, Feb. 17	7:00 a.m.	Fallen Timbers	David Hadley
Monday, Feb. 23	7:00 a.m.	AW Junior High	Nickie Sattler

PAYROLL: PREPARING FOR RETIREMENT

AWLS offers employees the opportunity to save for retirement by participating in either a 403(b) or 457 Plan. You can participate in these plans by making a pre-tax contribution. The District also offers Roth 403(b) and 457 after-tax plans. [Please refer to this letter](#) for more information, and reach out to Cindy Brahier if you would like a list of approved providers.

PLUS: PERSONAL INFORMATION UPDATES FOR 2026

Please ensure that your address is up to date in the payroll system. [\[Change of Address Form.\]](#) Report any city or school district tax changes for 2026 so they can be updated right away.

HUMAN RESOURCES: SUPPLEMENTAL POSTINGS 2026-27

A list of available supplemental positions for the 2026-27 school year was shared [via email on February 2 and is available to view here](#). A few items to note:

- Building-specific positions (and a few others) will be limited to candidates from that building due to best support students and navigate scheduling and accessibility considerations.
- Preference is given to those currently holding positions.
- If internal candidates do not meet the required criteria, the position will be posted externally for five days.

[Contact Brad Contat](#) with any questions about these openings.

Wellness Committee News

Q3 CHALLENGE BOOST YOUR INTELLECTUAL WELLNESS

Our next challenge is all about intellectual wellness! Explore the learning and wellness resources available through our Employee Assistance Program (EAP).



HOW TO PARTICIPATE:

Complete a scavenger hunt on the EAP website using the instruction sheet available on the [Staff Wellness page](#) of the website. Submit your completed scavenger hunt to [Brad Contat via email](#) or inter-school mail by April 6.

BONUS OPPORTUNITIES

- EAP Webinar – Attend a webinar via [Talkspace Go](#) and log your participation.
- Peak Performance Coaching – Complete a coaching session and log it.

PRIZE DETAILS

- All submissions earn a wellness dress-down day and entry into a prize drawing.
- Complete the scavenger hunt and/or a bonus activity for exciting wellness prizes!
- Complete all three activities (the Trifecta) for a chance at top-tier prizes like a vibration plate, heated foot massager, or home workout system.

Learn more and access resources:

www.anthonywayneschools.org/staffwellness



NEW! PEAK PERFORMANCE COACHING FROM EAP

The EAP now offers one-on-one personal coaching! You can connect by phone at 800-252-4555 from 8:00 AM to 8:00 PM, Monday through Friday. You will have access to one-on-one advice across a range of areas, including wellness, finances, student debt, work-life balance, and more.

Staff News & Recognition

STAFF SPOTLIGHTS



JENNY MINNI
FALLEN TIMBERS



JEN GROSS
WHITEHOUSE PRIMARY



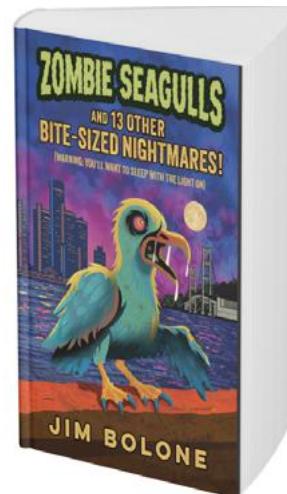
BRIANNE BLACK
MONCLOVA PRIMARY



LAURA HUDSON
AWHS



JASPER IS ON THE JOB!
The District's newest school facility dog has hit the ground running to work with staff and students at AWHS. Meet Jasper and his team of handlers in [this story by the AW Free Press](#).



JIM BOLONE'S LATEST BOOK AVAILABLE SOON

AW Junior High ELA Teacher, Jim Bolone has another book hitting shelves this month. *Zombie Seagulls and 13 Other Bite-Sized Nightmares* is packed with thrilling short stories.

Jim is the co-author of award-winning novel, *The Dockporter* and its sequel books, along with other notable collections of short stories.

HAVE NEWS TO SHARE?
Email [Rebecca Sanford](#) with details!

Events Calendar

WEDNESDAY, FEB. 4

WELLNESS WEDNESDAY

LPDC Materials Due

MONDAY, FEB. 9

WELLNESS WEDNESDAY

LPDC Meeting
Board of Ed. Meeting

THURSDAY, FEB. 12

PAYDAY

SATURDAY, FEB. 14

**AW TRUE BLUE
ALUMNI EVENT**

MONDAY, FEB. 16

**DISTRICT CLOSED:
PRESIDENTS DAY**

WEDNESDAY, FEB. 25

Whitehouse Primary
2nd Grade Music Program

THURSDAY, FEB. 26

PAYDAY

MONDAY, MARCH 2

Kindergarten Reg. Opens

WEDNESDAY, MAR. 4

WELLNESS WEDNESDAY

LPDC Materials Due
Monclova Kdg. Parent Mtg.

MONDAY, MARCH 9

WELLNESS WEDNESDAY

LPDC Meeting
Board of Ed. Meeting

THURSDAY, MARCH 13

End of the Third Quarter

THURSDAY, MARCH 12

PAYDAY

THURSDAY, MARCH 26

PAYDAY

MARCH 30 - APRIL 3

**DISTRICT CLOSED:
SPRING BREAK**

**MONDAY, APR.
DISTRICT CLOSED:
SPRING BREAK**

**2025 - 2026
District Calendar**

**[District Events
Calendar](#)**

**[Athletics
Schedules](#)**

AW TRUE BLUE ALUMNI EVENT: SWEETHEARTS REUNION

Anthony Wayne Local Schools is hosting a True Blue Sweethearts Reunion on February 14, 2026. We're celebrating couples who first met as AW students and are inviting them back for a night of connection, recognition, and community spirit.

The event includes free admission to the varsity basketball game, music, dancing, and a special alumni reception. If you and your partner are AW graduates, we'd love to welcome you home. [**RSVP ONLINE & SHARE YOUR STORY.**](#)



Help us spread the word: Share with your alumni connections!



Weathering Winter Together

We're grateful to everyone for your adaptability, flexibility, and teamwork during the recent winter weather.

From **TECHNOLOGY** responding quickly to power outages, to **TEACHERS & INSTRUCTIONAL** teams keeping learning going with creativity and flexibility, and **MAINTENANCE & CUSTODIAL** teams clearing snow and managing messy floors to keep our spaces safe—your efforts made a real difference.

NURSES & COUNSELORS supported students' health and well-being, addressing both illnesses and emotional needs, while **OFFICE STAFF** patiently fielded countless calls. **FOOD SERVICES** kept students well-fed while managing menu changes, **BUS DRIVERS** navigated slippery roads and endured the cold to do vehicle safety checks, and **ATHLETICS & ACTIVITIES** remained flexible through schedule changes.

Finally, **ADMINISTRATION & LEADERSHIP** guided thoughtful decision-making during closures and delays.

Your hard work does not go unnoticed—thank you for helping us weather the season together!

Showing Some Love & Appreciation

Pick a colleague who goes the General Way.
Add a quick note, rhyme, or pun to show you notice their efforts
and drop it in a their mailbox, on their desk, or in an email.
A little thanks goes a long way!



AW

Lessons, laughter, chaos, and more,
You tackle it all the General Way for sure.
Thanks for being amazing too—
We're lucky to work with you! ❤

(here's why you're AWesome)
