

GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



Waterville Primary Walk to School Day

RELATIONSHIP BUILDING WITH STUDENTS

Last month, we talked about the importance of building connections with your co-workers to improve work culture and promote social wellness.

This month, we are expanding upon the relationship building theme by exploring how positive relationships with students can also make a difference in the school environment.

[Research shows](#) that strong learner-educator connections provide a foundation for student engagement, belonging and learning. The more high-quality relationships students have with their teachers, the more likely they are to be more motivated, engaged and resilient in the classroom.

By demonstrating genuine care, listening actively, and showing interest in their lives, we can create a climate of trust and respect that encourages students to take ownership of their learning and embrace challenges with confidence.

Moreover, positive relationships not only benefit students, but they also contribute to a more fulfilling and dynamic teaching experience for all of us. When we invest in the well-being of our students, we make our schools places where collaboration and mutual respect thrive.

LEARN MORE:

[Building Positive Relationships with Students: What Brain Science Says](#)
[Connecting with Students Through Strategic Sharing](#)

Tips for developing positive relationships:

Be a Friendly Influence

Smile and say hi. Notice a new haircut, compliment those cool shoes, or offer to help open a door. Spread kindness and sunshine where you can.

Know Your Students

Know and use their names and check in after the big game, attend the musical or ask about their beloved dog -- learning about your students' interests starts the connection.

Make Learning Relevant

If you can make the connection between the lesson and your students' interests, they feel valued and more engaged with their learning.

Give Mindful Feedback

Focus on the positive and how students are progressing through the learning process rather than concentrating your comments on what they did incorrectly or have not yet learned.

Be Inclusive

Some connections happen easier than others. Be mindful of engaging with all students, not just those that you have something in common with or that it's easy to talk with.

KEVIN'S CORNER: A Message from Our Interim Superintendent

Welcome to October!

At our opening meeting this year, I shared my philosophy that *"Individuals do not care how much you know until they know how much you care."* I truly believe in this, and I have been working personally to ensure that each of you knows just how important you are—not only to the success of the District, but to me as well.



I am incredibly proud to be serving as the interim superintendent, and this role has given me the opportunity to promote the importance of caring for and building relationships with one another.

A key factor in our students excelling is the extra effort each of you has put into building meaningful relationships with them. Your dedication has made a lasting impact. Just as our upcoming November 5 Professional Development Day will emphasize: you all put the "Extra" in Extraordinary.

Thank you for everything you do and for your tireless efforts in fostering strong relationships with our students, their families, and the entire community. Your hard work is truly appreciated!

Sincerely,
Kevin Herman, *Interim Superintendent*

NOVEMBER PD: CALL FOR PRESENTERS

The AWLS Professional Development Committee knows you put the EXTRA in EXTRAORDINARY and wants you to share your expertise with your colleagues during the Tuesday, Nov. 5 Professional Development Day.

Which instructional strategy has *transformed* the way you teach?
What technology can you use even in your sleep?
What BIG IDEA can you not stop talking about?

Please submit your topic and preferred format by October 4 by using the QR code to the right, or [clicking here](#).

You can choose to advance others by nominating a subject-area expert, be center stage by leading a session, or collaborate with a smaller group in a workshop.

We can't wait to see your EXTRAORDINARY ideas!



OCTOBER IS SCHOOL SAFETY MONTH

We are grateful for the close relationship we maintain with our area police departments to help ensure that our AW School Community is a safe place for students and families. We also recognize our School Resource Officers for keeping our buildings safe and secure, and for serving as part of our students' support system. Watch for their Staff Spotlight to be posted October 10.



October 21 - 25 is National School Bus Safety Week

Many thanks to the bus drivers and mechanics who ensure our students can travel safely to school, home and their many activities each day. Two members of the team share their students-first approach to their work. Meet Judi Wilkerson, Bus Driver and Onboard Instructor, and Gary Vollmar, Head Mechanic in a Staff Spotlight posted on October 21.



OCTOBER 2 National Custodial Appreciation Day

Thank you to our amazing custodial staff for keeping our schools safe, clean and welcoming for students, staff and visitors! [Meet Charlene Metzger, Custodian at AW Junior High.](#)



OCTOBER 6 National Coaches Day

AW student-athletes enjoy amazing success on and off the field thanks to the dedicated support provided by our coaches. Meet AWHC Coaches, Ryan Donley, Kevin O'Connor and Katie Pollock on October 6.



OCTOBER 14 - 18 National School Lunch Week

Our cafeteria staff does an AWe-some job in providing hundreds of tasty and nutritious meals for students and staff across the District each day! Toni Baldwin, Cook at Monclova Primary will be highlighted on October 16.

RELATIONSHIPS VS. FRIENDSHIPS WITH STUDENTS

The intent of relationship building with students is not to become their friend, but rather to increase **rapport - or a friendly, harmonious connection**. It comes from a desire to show respect and compassion, and to demonstrate that you care about and are interested in someone as a person.








When looking to build rapport with students, think of the *Portrait of a General*:

- communicate with trust and empathy
- think critically to help problem solve and respond to situations
- choose to remain adaptable and flexible
- maintain a learner's mindset when interacting with students with different needs and backgrounds

PODCAST:
[Take the Time to Build Connections:](#)
[Trust the Research](#)

Resource below from [The Importance of Strong Relationships as a Strategy to Solve Unfinished Learning](#)

| | | | |
|---|----------------------|---|---|
|  | Express Care | Be dependable Listen Encourage Believe in me | Be someone I can trust Really pay attention Praise my efforts and achievements Make me feel known and valued |
|  | Challenge Growth | Expect my best Hold me accountable Help me reflect on failure Stretch me | Expect me to live up to my potential Insist I take responsibility for my actions Help me learn from my mistakes Push me to go further |
|  | Provide Support | Navigate Empower me Advocate Set boundaries | Guide me through hard situations Build my confidence Defend me when I need it Establish limits to keep me on track |
|  | Share Power | Respect me Include me Collaborate Let me lead | Take me seriously and treat me fairly Involve me in decisions that affect me Work with me to solve problems and set goals Create opportunities for me to take action |
|  | Expand Possibilities | Inspire Broaden horizons Connect | Inspire me to see possibilities for my future Expose me to new experiences and ideas Introduce me to more people who can help me |



BEST WISHES TO JON PINGLE

Congratulations to Jon Pingle on his retirement! After 34 years as a 6th grade teacher at FTMS, he is planning to take some time to consider his retirement plans, but knows that they include travel during the school year.

When reflecting on his time with AWLS, he said that the best part of teaching has been the interactions with his students and the relationships he made with his colleagues. [Read more in his interview with The Mirror.](#)



OPERATIONS DEPARTMENT SAFETY REMINDERS

The Operations Department is here to help you maintain a safe and healthy environment for staff and students. If you see any of these safety concerns below, please [place a work order through FMX](#) so they can be fixed as soon as possible.

Please let us know if you see:

- stained ceiling tiles (immediate concern)
- low-flow sinks or drinking fountains with low water pressure
- any frayed or damaged floor mats
- any safety concerns with playground equipment like flaking paint, rust, sharp corners, edges, bolts, etc. This included outdoor wooden and metal benches and shade structures.
- worn district furniture: loose or wobbly legs, chipped tops, or exposed screws or nails can be a hazard

As you go about your work day, please also keep these safety considerations in mind:

- Ensure a thermometer is always utilized to monitor temperature in the consumer sciences classroom refrigerators and freezers.
- Do not store food for human consumption in the science classrooms or storage rooms.
- Store chemicals out of student reach or in locked cabinets. *These items cannot be stored under the sinks in unlocked cabinets.*
- Shelving units 5 feet or taller must be secured to walls; shorter units must also be secured if they are deemed an unsafe tipping hazard.
- Never plug an outlet strip into another outlet strip. Extension cords are for temporary use only and must be removed after use.
- Fire extinguishers, pull stations, and electrical panels must remain visible and accessible. Do not block them with furniture or stored materials.



PROMOTING A POSITIVE WORK ENVIRONMENT FOR ALL

by Brad Contat, *Director of Human Resources*

October can be scary, with ghouls and goblins running amuck. But, the workplace should not be. Creating a safe and collaborative environment where all employees treat each other respectfully and with dignity through civil interactions can ensure our workplace keeps the scary out.

The importance of civility in the workplace can not be overstated. The Society of Human Resource Management (SHRM) reports that out of the 116 million employees in the workplace daily, over 200 million acts of incivility occur. These uncivil interactions can increase in the days leading up to an election due to heightened emotions and firmly held beliefs (Taylor, 2024).

As educators, we pride ourselves on cultivating safe and nurturing environments for our students, and we must also do the same for each other. Here are a few tips to assist in fostering a civil work environment:

- Lead by example and set a tone for civility in all interactions.
- Encourage open and honest communication and ensure others feel comfortable expressing their opinions and feedback.
- Embrace and learn from other's differences in perspectives and opinions.
- Be empathetic to foster understanding and support among team members.
- Be consistent and apply the same civility to everyone, including yourself.
- Establish and foster norms for mutual respect.

By engaging in civility one conversation at a time, we can continue to foster a work environment where all members feel respected and valued.



FLU VACCINES AVAILABLE

Kroger is providing flu vaccines again this year. Please bring the consent form and insurance card with you. No appointment is needed, and you may go to the site and time that is most convenient for you.

You may bring your family, and flu vaccines are available for children age 7 and older. Covid-19 vaccines may be available if Kroger has it in stock (ages 12+).

Other vaccines [Hepatitis B, Shingles (50+), Pneumonia, Tetanus Diphtheria and Pertussis] Let your building nurse know if you are interested.

| | |
|-----------------------|--|
| Monday, Oct. 14 | Monclova, 7:30 - 9:00 a.m. FTMS, 2:30 - 3:30 p.m. |
| Tuesday, Oct. 15 | |
| Wednesday, Oct. 16 | Waterville, 7:30 - 9:00 a.m. CAO, 10:30 - 11:00 AWJH & AWH, 2:00-4:00 p.m. |
| Thursday, Oct. 17 | Whitehouse, 7:30 - 9:00 a.m. |
| Friday, Oct. 18 | Transportation, 8:15 - 10:00 a.m. |



NEW EMPLOYEE ASSISTANCE PROGRAM

With Paramount now under the Medical Mutual umbrella, the District has moved to ESI's Employee Assistance Program.

You can speak with counselors in-person, video call, online chat, phone call or text message for free. Common topics that support is provided for include: marriage & family, stress management, legal problems, debt, child/elder care, mental health, adoption, taxes, wills, etc.

[This flyer provides more details.](#)

In addition, you can watch free webinars and online trainings about effective communication techniques, wellness coaching, leadership, purchasing a home, and many more topics.

[Visit the website](#) for these and more problem-solving resources and self-help tools.

Your EAP is a free, confidential benefit. If you need help of any kind, consider taking advantage of this no-cost, confidential benefit.

FITNESS CENTER AVAILABLE FOR MORNING WORKOUTS

The Fitness Center at AWH is open for staff use Monday through Friday from 5:15 to 7:15 a.m. It is a free and convenient way to increase your cardiovascular fitness, strength and flexibility. Please complete the [Fitness Center Staff Use Form](#) before your first visit to ensure your FOB will work. Enter the HS through the Athletics Lobby for easiest access to the Fitness Center.

HEALTH TIPS FROM PARAMOUNT

Get access to wellness tools and resources to maximize your health [[like this tip sheet for staying healthy during cold and flu season](#)] by creating or visiting your [Share Care account](#). It's free for Paramount Insurance account holders.





2024-25 DISTRICT CALENDAR

FOR YOUR PLANNER

| | |
|--------------------|---------------------------------|
| SEPT. 30 - OCT. 4 | 6TH GRADE CAMP WEEK 1 |
| WEDNESDAY, OCT. 2 | AW JUNIOR CROSS COUNTRY MEET |
| MONDAY, OCT. 7 | BOARD OF EDUCATION MEETING |
| WEDNESDAY, OCT. 9 | DISTRICT WIDE ANTI-BULLYING DAY |
| TUESDAY, OCT. 15 | AWJH CHOIR CONCERT |
| THURSDAY, OCT. 17 | AWHS CHOIR CONCERT |
| OCT. 21 - OCT. 25 | 6TH GRADE CAMP WEEK 2 |
| WEDNESDAY, OCT. 23 | END OF FIRST QUARTER |
| OCT. 28 - NOV. 1 | RED RIBBON WEEK |
| MONDAY, OCT. 28 | K-12 EVENING CONFERENCES |
| WEDNESDAY, OCT. 23 | END OF FIRST QUARTER |
| TUESDAY, OCT. 29 | 2-HOUR DELAY: STAFF PD DAY |
| TUESDAY, OCT. 29 | MARCHING BAND CONCERT |

GENERALS ATHLETICS

2024 BOARD MEETINGS

October 7
November 7
December 9

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

2024 - 2025 LPDC MEETINGS

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

[Materials Deadlines & Representatives List](#)



2024-2025 PAY PERIODS
Pay date information, including supplemental contract pays is now available on the [Staff Forms and Information page](#) of the website.

CAUGHT ON CAMERA: COMMUNITY BUILDING AT AWLS!



Waterville Secretary, Amy Shiffert was surprised with a decked-out desk in celebration of her birthday. She is pictured with Abbey Foltz, 3rd Grade Teacher. School Counselor, Stephanie Huntley celebrates with a few members of Team Fettari as a part of Fallen Timbers' new house system for PBIS incentives.



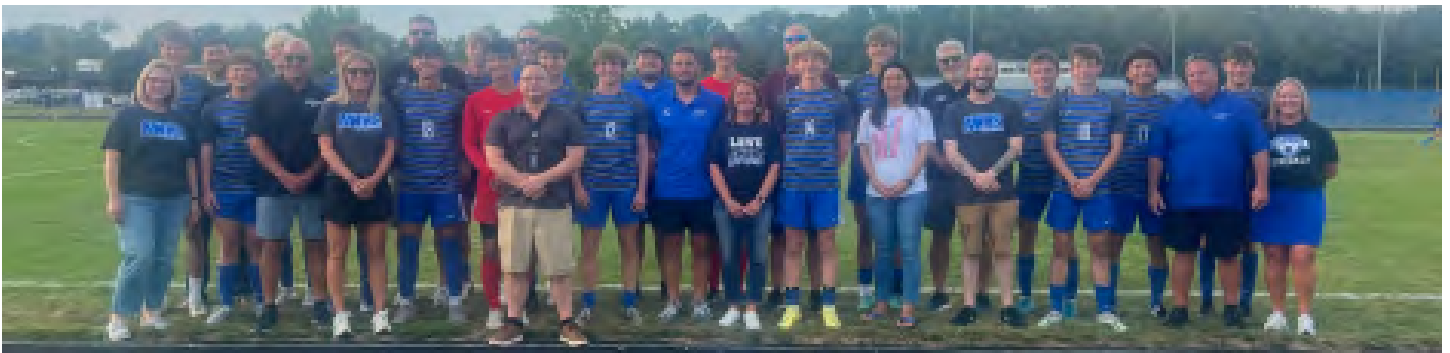
Second grade students in Amanda VanNess's class at Whitehouse Primary collaborate to take on a STEM Challenge to build the tallest possible freestanding tower.



Who says spirit week is just for students? Thank you to everyone who dressed up and joined in to make school a fun and engaging place to be during last month's Homecoming festivities.



Monclova Staff and MAPS parent volunteers hosted their first-ever FUN RUN Fund-raiser - a day that would not have been possible without a TON of teamwork!



STAFF RECOGNIZED AT EVENTS HOSTED BY AW ATHLETICS

The seniors from the varsity girls and boys soccer teams and volleyball team hosted staff recognition nights as a way to say thank you for making a difference in their education. Congratulations to all who were honored as a part of these special evenings!



BIRTH ANNOUNCEMENT

Congratulations to Jillian Stawicki, AWJH science teacher, and her husband Greg on the birth of their twins. Emmy June and Jace Eugene were born on September 16. What beautiful additions to your family!

HAVE NEWS TO SHARE?

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