



## IN THIS ISSUE

THE SCIENCE OF HOPE  
SUICIDE PREVENTION MONTH  
SAFETY REMINDERS  
START WITH HELLO  
STAFF RECOGNITION

# GENERALS BULLETIN

ANTHONY WAYNE LOCAL SCHOOLS EMPLOYEE NEWSLETTER | SEPT. 2023

## From the Superintendent's Desk

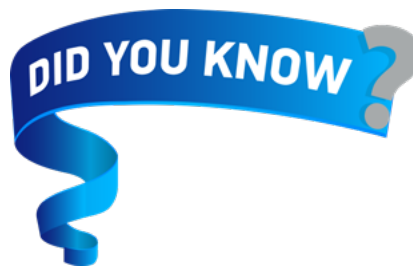
### The More You Know . . . The More We Grow!

I want to thank all of you for a great start to the school year!

In this September newsletter there are a number of important informational items for your review. I encourage you to read through all of them and discuss them with your fellow co-workers.

Also in this edition are important resources to have on hand for students and/or parents, and a variety of ways you can challenge yourself to learn new things and grow.

As always, there are a number of helpful quick-reference communication items in the newsletter to help keep you up to date and informed. For example:



...there is a new local program that connects donors with families with specific needs?

...our counselors have created a guide to community resources?

...September is Suicide Prevention Month and there are easily-accessible resources available to those in crisis?

...when Start With Hello Week is being celebrated in the District and where to find out about our activities?

...which safety precautions should you be considering at this time?

...when are you getting paid this year?

...what's happening this month in the District?

If you have questions about the content of the Generals Bulletin or ideas for resources that may be helpful to your colleagues, please feel free to [reach out to me](#) or our Communications Specialist [Rebecca Schwan](#).

I hope you all have a wonderful month of September!

Go Generals!!  
Dr. Jim Fritz, *Superintendent*

**"Grit depends on a different kind of hope. It rests on the expectation that our own efforts can improve our future. "I have a feeling tomorrow will be better" is different from "I resolve to make tomorrow better."**

~ Angela Duckworth, *Grit: The Power of Passion and Perseverance*

**Anthony Wayne Local Schools empowers students to be future ready!**

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

Hope is the belief that your future can be brighter than your past and you play a role in making it happen.

### HOPE IS A SCIENCE

Psychology says hope is a cognitive practice that involves the intentional act of setting goals and working toward them with purpose.

"Hope requires a person to take responsibility for their wants and desires and take action in working towards them. Optimistic people see the glass as half full, but hopeful people ask how they can fill the glass full."

- John Parsi,  
Arizona State University Hope Center

ARTICLE:

[The Science of Hope: More than Wishful Thinking](#)

### HIGH HOPE → GREATER PROMISE

Our opening day speaker, Jamie Meade said how we think about the future has a direct impact on how we live in the present, and that several academic studies indicate that hope is a more robust predictor of future success than GPA or test scores.

According to research, a more hopeful student will:

- consider the future and set goals
- feel more purpose and drive to succeed
- have more motivation to accomplish their goals, even during difficult times

PODCAST:

[The Power and Promise of Leading with the Science of Hope](#)

STUDY:

[Hope uniquely predicts objective academic achievement above intelligence, personality and previous academic achievement.](#)

### HOW HOPEFUL ARE YOU?

The authors of *Hope Rising*, the admin team's summer book study also maintain a website with opportunities to assess and change your hope levels. Hope is a verb and you can increase your Hope Score by the choices you make and the actions you take in your life. If you are higher in Hope, you need to begin to think about how to maintain high hope through the challenges and adversity of life.

WEBSITE

[Get Your Free Hope Score](#)

**"Hope lies in dreams, in imagination, and in the courage of those who dare to make dreams into reality."**

**- Jonas Salk**



### LOW ON HOPE?

**There is hope:**

**You can retrain your brain.**

Your thoughts, habits, and beliefs literally get wired into your brain as you grow and develop. This includes how your experiences influence your level of hope.

Research shows that the brain is incredibly neuroplastic - which means it can change its activity and reorganize its structure in response to extrinsic or intrinsic factors.

In other words, we can rewire our brains to change our agency and pathways thinking, increasing hope.

**Mind blown?** Learn more by listening to the podcast series below.

#### [Hidden Brain You 2.0: How to Break Out of a Rut](#)

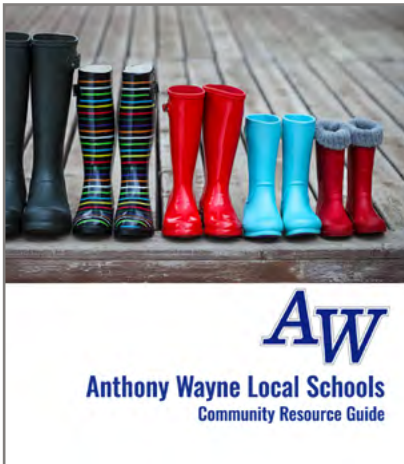
Writers block, fitness plateaus, midlife crisis -- Learn why we can get stuck on the path to reaching our goals, and how to break free.

#### [Hidden Brain You 2.0: The Future is Now](#)

Learn why it can be hard to set yourself up for success by setting goals and sticking to them, and get tools for making commitments that benefit 'future you.'

#### [Hidden Brain Happiness 2.0 Cultivating Your Purpose](#)

Having a sense of purpose can be a buffer against the challenges we all face at various stages of life. Learn how purpose can also boost our health and longevity.



## RESOURCE GUIDE

The AWLS Community Resource Guide is a list of local services, organizations and programs covering a wide variety of needs and scenarios.

Curated by our counselors and school social worker, feel free to reference it for your own needs, [or share the link with families who are seeking information and assistance.](#)

## STAFF SUPPORTS

The ProMedica Employee Assistance Program offers a wide variety of articles, videos and resources to provide you with information to face the challenges that come with parenting, caring for aging parents, managing health conditions and dealing with everyday stress.

You can access these materials for free by visiting [helpwhereyouare.com](http://helpwhereyouare.com). Use password: AWS123. In addition, professionals are ready and available to help you resolve the issues that may affect your job performance or prevent you from enjoying your family and friends.

For more information or to schedule a phone, video or in person visit call 866-327-3759.

## SUICIDE PREVENTION MONTH

Suicide is one of the leading causes of death in the United States. September is Suicide Prevention Month, a time when we are asked to learn about the [factors that contribute to suicide risk](#) and the [factors that can help protect against suicide](#).



Please take a few moments to educate yourself and watch for signs of crisis in your students and colleagues. As always, if you have concern - please say something.

### Center for Suicide Prevention and Research

This division of Nationwide Children's Hospital in Columbus, Ohio is dedicated to preventing youth and teen suicide. It [offers a guide to suicidal behaviors](#) to watch for, and [highlights practical prevention strategies](#) to assist community members in helping youth navigate emotional crises.

### You can #BeThe1To take action.

#BeThe1To is part of the 988 Suicide and Crisis Lifeline, and offers information and resources for suicide prevention along with actions you can take to promote healing, help and give hope.

### 988 Suicide & Crisis Lifeline

The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you and your loved ones, simply by dialing 9-8-8.

**Protective factors** are strengths that protect individuals from attempting or dying by suicide. We can help to promote these protective factors:

- Supporting reasons to live and setting future goals
- Promoting social support
- Providing academic support
- Teaching strong coping and problem-solving skills
- Connecting individuals with a school counselor or SSW

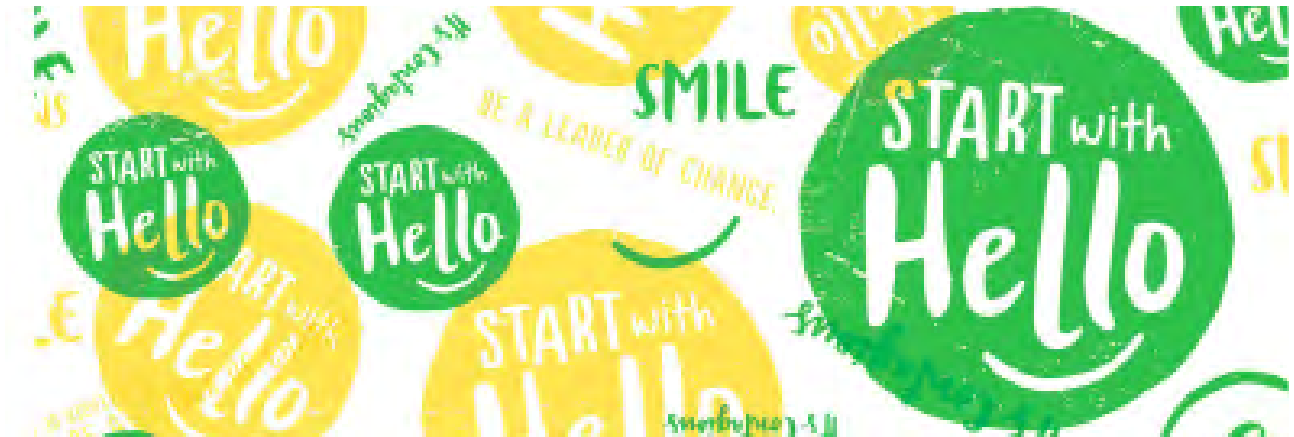
## PORTRAIT OF A GENERAL: COLLABORATION // EMPATHY NEW COMMUNITY PROGRAM BENEFITS STUDENTS, FAMILIES

New this school year, [Neighborhood Bridges is designed to help fill the needs of our students and their families by anonymously connecting them to donors within our community.](#)

Whether it's snacks for weekend food bags, or a new water heater - the request is simple: please help provide basic needs, remove barriers and promote equity for students so they can be successful at school.

The program is facilitated in the District by Beka Hrcka, School Social Worker and in the community by Amy Barrett and Anne Stevens.





## START WITH HELLO WEEK: SEPT. 18 - 22

### WHAT IT IS

[Start with Hello](#) is a national awareness campaign dedicated to creating a sense of belonging among youth by helping them make new social connections. Through the activities happening in our schools, students will learn how to:

- 1 - Recognize loneliness and social isolation in their peers
- 2 - Make a difference for students who need connection
- 3 - Create an empathetic and inclusive community

### WHY IT MATTERS

The world has become increasingly intolerant and divided, but we can start to make a difference by practicing empathy and seeking to understand others.

Research shows that feeling socially isolated negatively affects mental health, physical health and cognitive function in [students](#), [adults](#) and [the elderly](#).

Strong social connections are one of several protective factors that can contribute to an individual's overall wellness.

### ABOUT PROTECTIVE FACTORS

Protective factors are conditions or attributes in individuals, families, and communities that promote the health and well-being of children and families. They can reduce:

- bullying behaviors
- self-harm and suicide
- substance abuse
- child abuse and neglect

Strong protective factors help ensure positive outcomes for students, improve academic achievement and support overall wellness.

### DISTRICT ACTIVITIES

During the week of September 18-22, each of our schools will participate in a variety of activities designed to promote empathy and social connection among students.

Tuesday, September 19 is Start with Hello Night. Students, staff and families will be invited to make new connections as a part of the Junior XC Race, Boys Soccer and Volleyball games.

See what's happening at: [www.AnthonyWayneSchools.org/Hello](http://www.AnthonyWayneSchools.org/Hello)

### CHRONIC LONELINESS

- Inability to connect with others on a deeper level
- No close or "best" friends
- Persistent feelings of isolation
- Self-doubt and low self-worth
- Attempts at connection are not reciprocated
- Exhaustion when trying to engage socially

[Learn more about the affects of loneliness and how you can help.](#)



## Sandy Hook PROMISE

*Start with Hello* is an initiative of [Sandy Hook Promise](#), an organization dedicated to empowering youth to know and take action against the signs of potential self-harm and violence.

"I promise to do all I can to protect children from gun violence by encouraging and supporting solutions that create safer, healthier homes, schools and communities."



# SAFETY FIRST

## YOUR ROLE IN SCHOOL SECURITY

Keeping our buildings secure and students and staff safe is a top priority, and we all have a responsibility to help maintain a safe and secure school environment. Please note the following school safety reminders:

**Students should be supervised at all times.** This includes students who are on school property for before/after school activities.

**Wear your ID badge.** If you need a replacement, please contact Jill Schwanz at the CAO.

**Keep lockdown keys with you.** In the case of emergency, these special keys do you no good hanging on a hook or sitting in a desk drawer. They should be with you, so you can duck into a room and lock the door behind you, should the need arise.

**Exterior doors should remain securely closed and locked.** No exterior door should be propped or dogged open during the school day.

*If special circumstances require a door to be dogged or propped after school day (after students are gone for the day) like for practices or events, the person requesting building use is responsible for building access. If dogging is required, please use doors with electronic lock dogging locations as a first choice.*

**Do not give students/others your keys/fob or share your security code.** No matter the circumstance, do not share building access with others. You are responsible for anything that happens when your accessibility items have been used to enter a building.

**Post your emergency flipbook near the door.** It keeps it close at hand for you, and easily accessible to substitute employees or anyone else who must respond in an emergency situation. Need one? See your building principal.

**Check the building before setting alarms.** A quick walk through the building/parking lot check will allow you to confirm you are the last one out. False alarms cause unnecessary strain on those who need to respond.

**Smile and say hello.** See an unfamiliar face in your building? Take a moment to acknowledge the individual and do a quick security check. Are they wearing a visitor sticker or ID badge? Escorted by a staff member?

**If you see something, say something.** Report all suspicious individuals or behaviors to your building administrator or law enforcement.

## REDUCING FIRE HAZARDS

In accordance with safety and fire codes, certain unauthorized items must be removed from classrooms.

Unauthorized items include, but are not limited to:

- Furniture not purchased by the District
- Textiles that do not have a California tag addressing flammability and have the flame retardant chemical statement
- Household or other non-district-approved appliances, non-district-approved extension cords and power strips

Please refer to the email shared to the news folder on August 10 for full details.



## NUMBERS FOR YOUR CONTACTS

**Always dial 9-1-1 first in event of an emergency.**

### NON EMERGENCY CONTACTS

#### Monclova Twp.

Lucas County Sheriff: 419-255-8443  
Fire: 419-865-9423

#### Waterville

Police: 419-878-8184  
Fire: 419-878-0165

#### Whitehouse

Police: 419-877-9191  
Fire: 419-877-0363

#### Safer School Tip Line

844-SaferOH (844-723-3764)

## 2023-2024 EMPLOYEE PAY PERIODS

[Download a pdf version from the Staff Forms and Information page of the website](#)

PAY PERIODS	PAYROLL DATES	
June 26 - July 9	July 20, 2023	
July 10 - July 23	August 3, 2023	
July 24 - August 6	August 17, 2023	
August 7 - August 20	August 31, 2023	Third pay of the month. NO annuities or insurance will be withheld.
August 21 - September 3	September 14, 2023	
September 4 - September 17	September 28, 2023	Fall sports pay #1
September 18 - October 1	October 12, 2023	
October 2 - October 15	October 26, 2023	Classified 11/12 Month Perfect Attendance
October 16 - October 29	November 9, 2023	Certified Perfect Attendance
October 30 - November 12	November 22, 2023	Fall sports pay #2
November 13 - November 26	December 7, 2023	
November 27 - December 10	December 21, 2023	Winter sports pay #1 Classified 9/10 month Perfect Attendance
December 11 - December 24	January 4, 2024	
December 25 - January 7	January 18, 2024	Classified 11/12 Month Perfect Attendance
January 8 - January 21	February 1, 2024	Certified Perfect Attendance
January 22 - February 4	February 15, 2024	
February 5 - February 18	February 29, 2024 ***	Third pay of the month. No annuities or insurance will be withheld.
February 19 - March 3	March 14, 2024	
March 4 - March 17	March 28, 2024	Winter sports pay #2 Classified 9/10 Month Perfect Attendance
March 18 - March 31	April 11, 2024	Certified PA
April 1 - April 14	April 25, 2024	Spring sports pay #1 Classified 11/12 Month Perfect Attendance
April 15 - April 28	May 9, 2024	
April 29 - May 12	May 23, 2024	
May 13 - May 26	June 6, 2024	
May 27 - June 9	June 20, 2024	Spring sports pay #2 Certified Perfect Attendance
June 10 - June 23	July 3, 2024	
June 24 - July 7	July 18, 2024	Classified 11/12 Month Perfect Attendance Classified 9/10 Month Perfect Attendance
July 8 - July 21	August 1, 2024	
July 22 - August 4	August 15, 2024	
August 5 - August 18	August 29, 2024 ***	Third pay of the month. NO annuities or insurance will be withheld.

240 - 258 Days = 12 Month: July 20, 2023 - July 3, 2024

Superintendent/Treasurer: August 17, 2023 - August 1, 2024

224 - 239 Days = 11 Month: August 17, 2023 - August 1, 2024

200 - 223 Days = 10 Month: August 31, 2023 - August 15, 2024

184 - 199 Days = 9 month: September 14 - August 29, 2024



## SEPTEMBER EVENTS

<b>SEPTEMBER 4</b>	CLOSED: Labor Day
<b>SEPTEMBER 11</b>	Patriot Day
<b>SEPTEMBER 11</b>	Board of Education Meeting
<b>SEPTEMBER 17</b>	Constitution Day
<b>SEPTEMBER 18-22</b>	Start with Hello Week
<b>SEPTEMBER 23</b>	Showcase of Bands
<b>SEPTEMBER 27</b>	Evening Conferences (7-12)

### STAY CONNECTED ON THE RUN

The District has relaunched its smartphone app to help staff, students, families and community members stay up-to-date on what is happening within our schools. You can receive notifications for news items, view the events calendar, and access athletics tickets and lunch menus right from your phone.

Download the app free from the [Apple App Store](#) and [Google Play](#).



### COMING SOON: QUALITY PROFILE & TESTING REPORT

Later this month, watch for the 2022-23 Quality Profile. This annual year-in-review provides an overview of the successes within our schools . . . think of it as the District's yearbook. It's full of photos and links to stories from last year.

This year, it will also include a companion testing report. This document is intended to provide a transparent view of how our District is recovering academically from the affects of the COVID-19 pandemic, as indicated by state testing data.

Links to both documents will be sent via email and made available on the District website for all stakeholders.

[View the District Events Calendar](#)

### AWLS BOARD OF EDUCATION MEETINGS

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

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

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

### SECTION 125 ENROLLMENT SOON

Enrollment for Section 125 cafeteria insurance plans opens Tuesday, September 5. Any employee who carries health insurance through the District must sign off in order to keep your premiums tax-sheltered. Appointments will be held virtually.

You may choose to participate in a number of pre-tax benefits options for yourself and/or your dependents, but participation is not required.

Watch for more information in your email. Questions can be directed to the Treasurer's Office.



## CONGRATULATIONS TO OUR STAFF MEMBERS OF THE YEAR!



Anthony Wayne Local Schools is pleased to recognize the Certified and Classified Staff Members of the Year. Announced each year on Opening Day, the award program acknowledges school employees who embody the Portrait of a General competencies and strive to make a difference in the lives of students.

The Certified Staff Member of the Year is Mr. Roy Young, *AWHS Instrumental Music Teacher*.

Roy embodies the spirit of excellence and dedication that defines an outstanding educator.

Roy's tireless efforts extend beyond the classroom as he pours his time and talents into his students, helping to develop their musical talents and invaluable life skills such as discipline, teamwork and perseverance. Under his leadership, hundreds of student musicians have enjoyed success at contests, treated our school community to the joy of music performance and had the opportunity to travel and perform as a group.

"The District is truly fortunate to have Roy Young as an integral part of our educational community," said Dr. Jim Fritz, Superintendent. "His enthusiasm for teaching music, dedication to ensuring our students have opportunities to perform and commitment to sharing their talents with the community are second to none." The Classified Staff Member of the Year award was awarded to the entire AWLS Transportation Department.

Tammy Tapley, *AWLS Transportation Director* and each member of her team has earned this distinction through their safety, efficiency and reliability in ensuring the seamless coordination of the daily transportation of students. The

team's meticulous attention to detail and their ability to navigate the complexities of managing a fleet of vehicles for a District of this size is truly commendable.

"The bus drivers, mechanics, secretaries under Tammy's leadership do an amazing job of creating a welcoming and safe environment for students, while safely and reliably transporting our students to and from school each day and to dozens of activities each week," said Dr. Jim Fritz, Superintendent.

The District is incredibly fortunate to have a transportation team committed to creative problem solving, resourcefulness and dedication - particularly in this season of staffing challenges.

To each of the individuals recognized as outstanding employees of Anthony Wayne Local Schools, thank you for all that you do to empower students to be future ready.

These individuals will be formally recognized at the September 11 AWLS Board Meeting.







## WILLIAMS NAMED TO OSA BOARD

Lori Williams, *AWJH Principal and Varsity Girls Soccer Coach* was named to the [Ohio Soccer Association Board of Directors](#), where she will represent District 1.

"Lori is a strong addition to our Board," said Gordon Henderson, OSA CEO. "She brings over twenty years of experience in our sport and her work in the education sector with youth and parents is something we are keen to utilize. We are excited to work with her."

Committed to promoting inclusivity through teamwork and communication, Lori's leadership with the OSA will support Ohio soccer clubs, leagues, teams, coaches, referees, parents, and players.

Congratulations, Lori and thank you for your service to youth sports!



## GRAVEN ADDED TO HALL OF FAME

Bryce Graven, *AWHS Science Teacher* was selected for inclusion in the Anthony Wayne Alumni Association Hall of Fame. He was honored along with five other inductees at during the pregame festivities of the football home opener and a reception ceremony.

Bryce is a 2000 graduate of Anthony Wayne High School and is currently in his 18th year as a teacher with the District. During his tenure, he has taught biology, anatomy and physiology and environmental science. Bryce has also served in the Athletics Department as a defensive coordinator for varsity football and as the JV Baseball Head Coach and Varsity Baseball Catchers and Outfielders Coach.

"All of this has been very humbling," said Bryce. "It is one of the greatest honors of my life. It means a lot."



## BETHANY SWIFT FEATURED BY BATTELLE

Bethany Swift, *FTMS Math Teacher* will be featured in the *2023 Battelle for Kids Viewbook*. Her thoughts about deeper learning will be shared with EdLeader 21 Network members across the nation and prospective Battelle for Kids client districts.

Also included is a feature about how the District is working to align, find, grow and keep staff members using Battelle's human capital framework.

The viewbook will debut at the EdLeader21 Network Annual Event in St. Louis next month.

**AW NEWS**



**YouTube**

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