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# GENERALS BULLETIN

ANTHONY WAYNE LOCAL SCHOOLS EMPLOYEE NEWSLETTER | OCT. 2022

## From the Superintendent's Desk

# The Skills Future-Ready Generals Need

What knowledge and skills will graduating students need to be successful in employment, enrollment or enlistment? How will the knowledge and skills required of our current senior class (Class of 2023) differ from those that our current kindergarten class (Class of 2035) will need when they graduate?

These are important questions to ask as the District works to fulfill its mission to empower students to be future ready!

In a study of over 82 million job postings spanning 22 business sectors, the top 10 most requested skills in the last two years were:

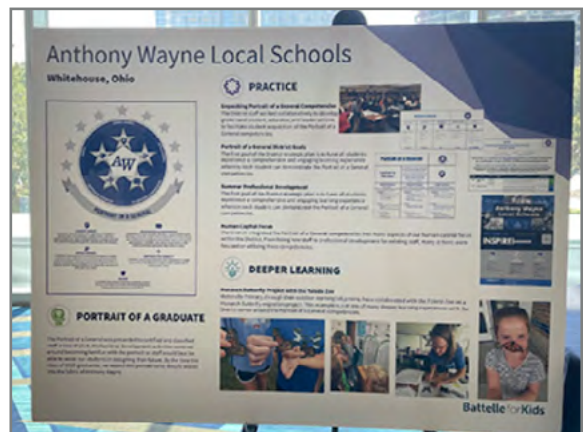
- Collaboration
- Communication
- Creativity
- Critical thinking
- Fortitude
- Growth mindset
- Leadership
- Adaptability
- Agency (mindfulness)
- Character

As you review this list, you quickly see the importance of our AWLS *Portrait of a General* competencies to our graduates.

The mission of the Anthony Wayne Local Schools is to empower students to be future ready.

We must help all AWLS graduates gain the academic and personal skills they need to be successful after graduation.

This year, the District SOAR team will continue to collaborate with Battelle for Kids to develop and implement our *Portrait of a General*. They will work with all staff members to integrate the competencies into our students' academic and extra-curricular experiences.



The AWLS *Portrait of a General* was highlighted at the EdLeader21 National Conference last month.

I am confident that we, as a collective team, will continue to find new ways to help our students develop into outstanding individuals ready to take on the challenges and enjoy the successes of whichever future path they choose.

Thank you and go Generals!!  
Dr. Jim Fritz  
Superintendent

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

# NATIONAL CAREER DEVELOPMENT MONTH: WHAT'S NEXT FOR YOU?



*A Message from Brad Contat,  
HR Director*

As an educator, it is not only important to continue to learn and grow to be effective in the teaching practice, professional development is required in order to maintain a professional license in Ohio.

With this comes the development of professional goals within an IPDP (individualized professional development plan). All PD should align with these goals of development. This process is overseen by the district LPDC (Learning and Professional Development Committee).

Further, developing a learner's mindset is one of the Anthony Wayne Local Schools [Portrait of a General](#) expectations and *Students and Staff Ready to Learn* is one of the goals of the [District's Strategic Plan](#).

AWLS offers various opportunities career advancement and development and continuing education, and I encourage you to consider how these workshops, classes and programs can help prepare you to take the next step in your career.

Opportunities for development and advancement can include:

- Degree attainment in related areas such as curriculum development, technology, and counseling
- Leadership positions within grade levels, departments, buildings and the district

During National Career Development Month, I challenge you to find a topic to learn more about. Something that sparks your curiosity and piques your interest. Something meaningful to you that can help you grow towards your professional goals.

Please let me know if you have questions or ideas at [bcontat@anthonywayneschools.org](mailto:bcontat@anthonywayneschools.org).



## PORTRAIT OF A GENERAL A LEARNER'S MINDSET

A GENERAL curiously pursues new experiences and ideas to develop, learn, and contribute as global citizens; while also embracing their core values and opportunities to progress through the cycle of learning, failure, growth, and reflection with integrity.

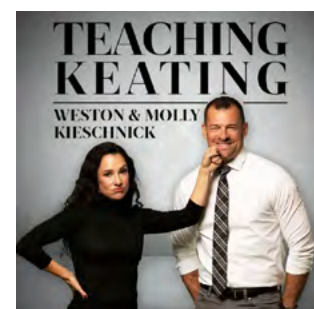


## STRATEGIC PLAN GOAL 5 STUDENTS & STAFF READY TO LEARN

All AWLS students and staff will have access to personalized services to allow them as Generals to be successful academically and grow personally in all that they pursue to do each and every day.

### BRAD'S BOOKSHELF & SUGGESTED PODCAST

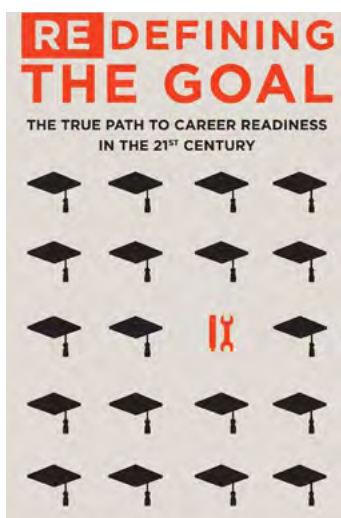
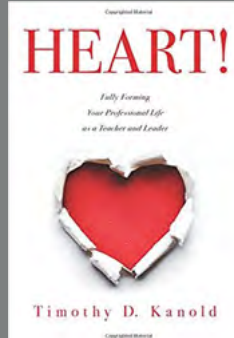
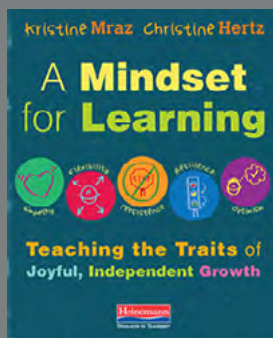
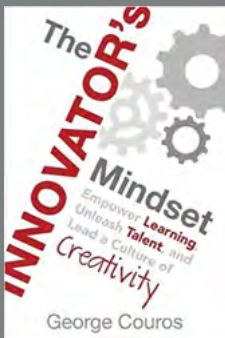
- [When You Wonder, You're Learning](#) by Greg Behr and Ryan Ryzewski
- [Visible Learning](#) by John Hattie
- [Learner Centered Innovation](#) by Katie Martin
- [Bold School](#) by Weston Kieschnick
- [Leadership Challenge](#) by James Kouzes and Berry Posner
- [Ethical Leadership](#) by Robert J. Starratt



## DEVELOPING A LEARNER'S MINDSET

A learner's mindset is defined as when individual considers every new experience as an opportunity to learn. People who possess this mentality can adapt to their surroundings better and absorb information faster. But how do you shift from a fixed mindset to a learner's mindset?

[Forbes offers Six Strategies to Build a Learning Mindset and Advance Your Career](#) to help get you started. The resources below can also help to you develop (and teach) a learner's mindset.



### TRY SOMETHING NEW! JOIN THE AWLS BOOK STUDY

Read and discuss *Redefining the Goal: The True Path to Career Readiness in the 21st Century* with others from around the district.

[Contact Stephanie Buckenmeyer to join >>](#)

## TED Ed

[The Unexpected Benefit of Celebrating Failure >>](#)

[How to Get Better at Things You Care About >>](#)

[The Power of Believing That You Can Improve >>](#)

[Learn more at TEDEd >>](#)

"Learn continually. There's always one more thing to learn."

Steve Jobs



# THE SKY'S THE LIMIT!

## ENCOURAGING CAREER EXPLORATION AND PREPARING STUDENTS FOR THE THREE E'S

The mission of Anthony Wayne Local Schools is to empower students to be future ready, but the world is changing so quickly, how can we prepare students for all the possible careers they could pursue, including those that don't yet exist?

- We can work with families, businesses, and organizations to ensure students have the academic knowledge,  **durable skills\*** and personal characteristics that will prepare them for whichever path they choose.
- We can include career research and exploration into our units of study, giving students the opportunity to learn about jobs that align with their interests and abilities.
- We can commit to learning more about the types of careers available so we are prepared to have introduce a variety of career options, answer questions and advise students on next steps.

*\* Durable Skills are the lifelong, transferable skills that today's employers are seeking such as: teamwork, collaboration, negotiation, critical thinking, initiative, risk-taking, creativity, adaptability, leadership, cognitive flexibility and problem-solving...like those skills identified in our [Portrait of a General](#).*

**“New and emerging occupations in every industry now require a combination of academic knowledge and technical ability.”**  
 - Kevin Fleming, PhD.



[View the AWLS Career Advising Board Policy >>](#)

[View the State of Ohio's Career Advising Policy >>](#)



## career connections



Ohio's Career Connections Framework is a career planning tool for schools, teachers, families and community partners to help them

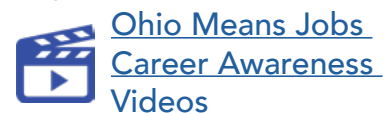
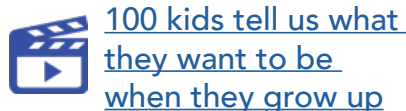
educate students about careers and the links between what they are learning in school to the world of work. [Learn more >>](#)

## PRIMARY GRADES: AWARENESS & CURIOSITY



Learning about the types of jobs that adults have and that they get to pick the work that they do helps young learners start to think about what they might like to do someday. Some questions they can start to answer are:

- What kinds of jobs are there?
- Why do we go to school?
- What kinds of things do people need to know to do their job?
- What am I good at?
- What might I be when I grow up?









At left: Waterville Primary Careers Spirit Day

## MIDDLE & JUNIOR HIGH: EXPLORATION & DISCOVERY

Students in the middle grades learn that jobs fall into six broad career categories (houses) and start to consider which are most interesting to them. They are also introduced to the three pathways they can choose after graduation.

### THE SIX CAREER HOUSES

-  Helping & Teaching
-  Rules & Enforcement
-  Communication & Travel
-  Leadership & Business
-  STEM
-  Making & Shipping

### PATHWAYS TO WORK



#### Employment

Start working right after graduation in your chosen career field, often a position in service, retail or labor.



#### Enlistment

Choose a training path that aligns with your goals and meets the needs of the military while serving your country.



#### Enrollment

Continue your education at a 2- or 4-year college, or enrolling in a trade or technical school program.



[PBS Career Connections Video Series for Grades 6-12](#)



[Ohio Means Jobs Career Finder Quiz](#)

## HIGH SCHOOL: SELF-REFLECTION & DECISION MAKING

High school students start to refine their career research make future plans based on their personal strengths, interests and aspirations. They learn that the vast number of available careers are categorized into 16 career clusters and start to explore which learning pathway aligns with their future goals.

### OHIO'S CAREER CLUSTERS

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, Audio/Visual Technology
- Business Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections & Security
- Manufacturing
- Marketing
- Science, Technology, Engineering, Math
- Transportation, Distribution & Logistics

### DECISION TIMELINE

#### Freshman Year

Understand the three post-high school pathways and which could be a good fit.

#### Sophomore Year

Research and start to identify which two pathways most interest them.

#### Junior Year

Eliminate one of the pathways and pick a preferred pathway for further research.

#### Senior Year

Make a decision and a plan and take actions that move toward the chosen pathway.



[TED: The best career path isn't always a straight line](#)



[How to choose the right career path in 7 simple steps](#)



[How to prepare students for the workplace through certifications](#)



[Ohio Means Jobs Career Exploration and Planning](#)

OCTOBER 11 - 15

**SCHOOL LUNCH WEEK**

National School Lunch week was launched by President John F. Kennedy in 1962 to raise awareness about how nutrition impacts a child's learning and development.

Whitehouse and Monclova Primaries will celebrate School Lunch Week by inviting families to eat lunch with their students to promote wellness and eating meals at school.

The AWLS Food Service team works hard to develop a menu that meets USDA nutritional guidelines and is appealing to students and provide service with a smile to all students.

Food sampling and Lucky Tray Day events will be held in most AWLS cafeterias throughout the week.

[Learn more about enjoying lunch at AWLS >>](#)

OCTOBER 17 - 21

**BUS SAFETY WEEK**

The second week in October is set aside to remind drivers to share the road with school vehicles. AWLS buses travel more than 3,000 miles each day to deliver our students safely to and from school.

Our team does a great job of coaching students through bus safety, but you can help our drivers by reminding students of bus safety rules, remaining vigilant behind the wheel, obeying traffic laws and bus warning lights and always assuming there are children present when you see a bus.

It is a huge responsibility for our drivers to operate a 35-foot-long vehicle, navigate 77-square miles of roadways, observe student behavior and diligently watch for other vehicles, and we thank them for their dedicated service to our students and families.

Thank you for helping to raise awareness of the importance of yielding to school buses and supporting our drivers!

[AWLS primary students have an important safety message for drivers >>](#)

OCTOBER 24 - 28

**RED RIBBON WEEK**

This year's national theme is Celebrate Life - Life Drug Free. Each of our buildings will encourage students to choose

to remain drug free with spirit days and presentations. [More information can be found on the District website >>](#)

**UPCOMING EVENTS****REMINDER:  
2-HOUR DELAY FOR  
STAFF PD**

Wednesday, October 12

**BOARD OF  
EDUCATION  
MEETINGS**

Monday, November 7  
Monday, December 12

[Meetings are also  
streamed live online.](#)

**LOCAL  
PROFESSIONAL  
DEVELOPMENT  
COMMITTEE  
MEETINGS**

November 14  
December No Meeting  
January 9  
February 13  
March 13  
April 10  
May 1  
May 22

[More information is  
available on the District  
website >>](#)

[VISIT THE  
DISTRICT EVENTS  
CALENDAR FOR  
MORE ACTIVITIES  
AND ATHLETICS  
CONTESTS >>](#)



## AWLS RENEWAL ON BALLOT

As we get closer to the November 8 election day, you may be asked about the Board's request to renew the \$3M Emergency Operating Levy. For a brief overview of the levy and answers to frequently asked questions, please visit [www.anthonywayneschools.org/Levy\\_Renewal](http://www.anthonywayneschools.org/Levy_Renewal).

## DISTRICT WELLNESS UPDATES



### LUNCH & LEARN

The ProMedica Employee Assistance Program will offer *Spiritual Tools & Practices: Self-Defined* at Noon on October 27. [Click to register for the virtual meeting >>](#)



### BINGO WINNERS

Rachel Birt, Elena Boyle and Lisa Pietras completed the Self-Care Bingo activity from the September newsletter and received a gift card for coffee and an AW blanket. Thanks to Copper Press Roastery, All Wear Clothing and the AWLS Wellness Committee for their support.



### WELLNESS SURVEY

Thank you to everyone who completed the District Wellness Survey. Your responses will help the Wellness Committee plan this year's events. Watch for more information to come!

### NOMINATE A HERO!

BCSN and BCAN will name one teacher or aide Classroom Hero each month, and award them with \$300 for their classroom.

[Nominate an AW educator as a Classroom Hero! >>](#)

### GRANT RECEIVED

Anthony Wayne Local Schools was awarded an Emergency Connectivity Fund grant totaling \$123,375. The funds will be used to reimburse the District for student Chromebooks purchased last year.



### AWLS VIDEOS

We are on YouTube! Watch videos from events around the district by [subscribing to our channel](#). Recent videos include:

[AWJH What Lifts You Project >>](#)

[Monclova Johnny Appleseed Day >>](#)

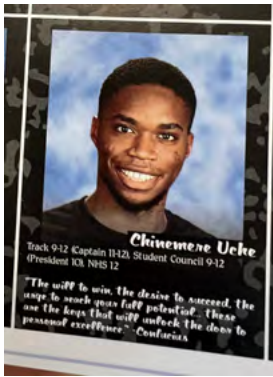
[FTMS Boot Camp >>](#)



### AWLS BEST IN LUCAS COUNTY

Niche named Anthony Wayne Local Schools The Best Place to Teach in Lucas County and the 25th Best Place to Teach in the State. Niche is a data collection firm that collects reviews and ratings to provide information for families and potential employees. [See the full report >>](#)





## AW GRADUATE DELIVERS STUDENT SPEECH AT STANFORD CONVOCATION

Anthony Wayne High School alumnus, Chinemere Uche ('19) was chosen to give the student speech at Stanford University's Convocation on September 21. In his remarks, he references high school experiences, keeping a learner's mindset and figuring out how to reflect on his strengths and passions, take advantage of opportunities, and learn from failure to determine his pathway forward. Chinemere is an undergraduate student in the department of Management Science and Engineering.

[Watch his address here >>](#)

[Read the full text online >>](#)

## CROSS COUNTRY COLLABORATION

Approximately 300 AWLS students in kindergarten through sixth grade learned about health and fitness through a youth cross country program presented by Dave's Running. This is the first year of the program at AWLS, designed to encourage students to stay active and consider the sport of running for lifelong fitness.

Thank you to all of the staff and AWH Cross Country runners who volunteered their time to make this program possible for our students.

[View video from the last race here >>](#)



## AWJH RECEIVES \$10,000 GRANT

AWJH students and staff will have access to Tier I and Tier II interventions for personal development and wellness thanks to a \$10,000 grant from the Ohio School Wellness Initiative. The funds will be used to purchase materials and subscriptions for the Student Assistance Program and for staff book studies. [Full details are available on the website >>](#)

## OPERATIONS DEPARTMENT RECEIVES DONATION



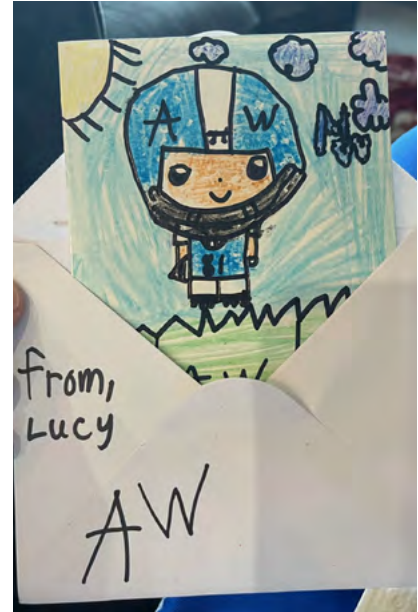
A big thank you goes out to AW parent Mathieu Cottier, and Haulotte-Biljax, a manufacturing company headquartered in Archbold, Ohio for their generous donation of two new sets of scaffolding.

Cottier noticed the District's scaffolding was a bit dated when he attended open house and offered to donate two new sections to our operations department.

"Even if we are international company, it is important for us to support our local community," Cottier said.

[Read the full story >>](#)





## STRATEGIC SPIRIT AND SMILES

During the week of September 19, AWHs Student Council members, Aubrey Moore ('23) and Austin Wilson ('24) introduced the Monclova student body to Homecoming and encouraged them to participate in spirit week and attend the varsity football game. The primary students, in partnership with the AW Fullbackers wrote letters with positive messages to the HS football players and cheerleaders. The activities align with the *Portrait of a General* and Strategic Plan by building community and collaboration and promoting school spirit.



## WELCOME MAVERICK!

Congratulations to Whitney Moser, first grade teacher at Monclova and her husband on the birth of their fifth son, Maverick Charles.



## HOMECOMING TAILGATE FOR NEW EMPLOYEES

Approximately 20 staff members and their guests stopped by the first-ever new employee tailgate party at home coming for snacks, fellowship and fun before the game. Thank you to all who participated and to Dr. Contat for hosting!



## EMPLOYEE DISCOUNT AT COPPER PRESS

Copper Press Roastery now offers a 10% discount to school employees, Monday-Friday through the duration of the school year. Simply identify yourself as a school employee or use the discount code of 'teachers' when ordering online.