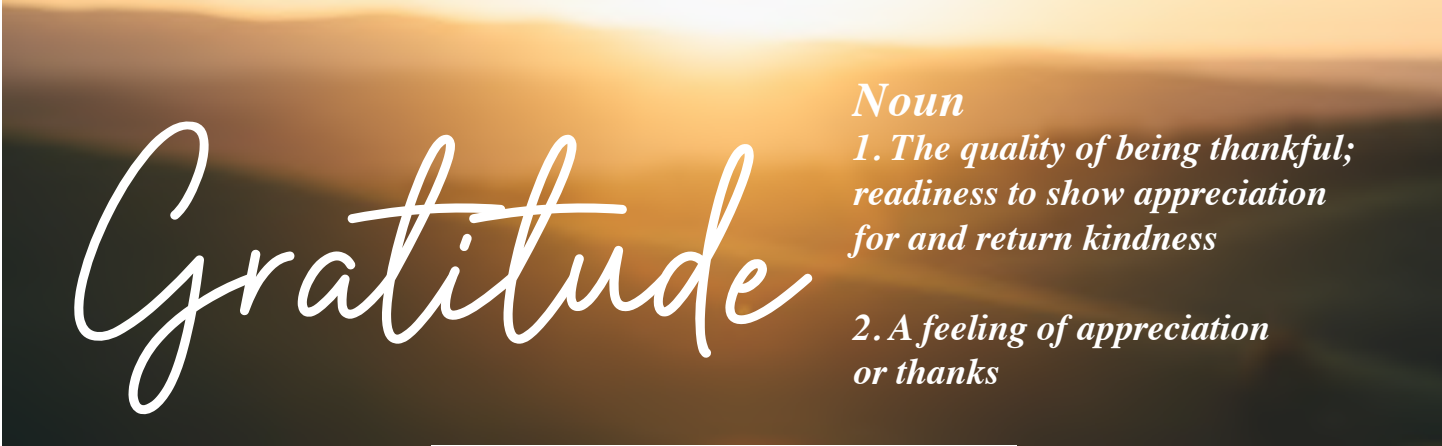


GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



Gratitude

Noun

1. The quality of being thankful; readiness to show appreciation for and return kindness

2. A feeling of appreciation or thanks

Gratitude & Servant Leadership

As Thanksgiving approaches, it's a perfect time to reflect on the power of gratitude in how we teach and lead. Gratitude isn't just a personal virtue—it's a leadership strength. When we intentionally thank students, colleagues, and families, we build trust, strengthen community, and model the servant leadership we hope to inspire in our learners.

In fact, gratitude may be [the most important leadership trait](#) because it connects us deeply to those we lead.

You already demonstrate servant leadership in our schools every day by putting others first—listening, encouraging, and recognizing the efforts that make learning possible. This Thanksgiving season, try simple acts of gratitude: a quick note to a colleague, celebrating a student's progress with a call home, or pausing to thank others for their support.

Reaching out with appreciation can create ripples that strengthen our entire school community.

LEARN MORE:

[The Value of Making Time for Gratitude](#)

[Gratitude Is the Most Overlooked Strategy for Leadership](#)

[The Power of Gratitude in Servant Leadership](#)

[How Gratitude Benefits Your Brain](#)



— *A Message from Our Superintendent* —

Dear Colleagues:

As we move into November and approach Thanksgiving, it's the perfect time to pause and reflect on gratitude, what it means, and how it shapes the way we see our work and one another.

There are times when I find myself getting caught up in what isn't going well or as planned. But it's in those moments that I remind myself just how incredible the Anthony Wayne Local Schools District truly is and how grateful I am to be part of it.



While my role as superintendent is often seen as one of leadership, the truth is that I have the privilege of working alongside all of you and we lead this District together. Each of us plays an important role, and the most essential ones are those of you who work directly with our students every day. The interactions you have, the relationships you build, and the encouragement you provide are what inspire our students to be their best and to strive for excellence.

I am deeply grateful for the work you do and the difference you make and I hope that through my role, I am able to provide the support and resources you need to be successful in yours.

Anthony Wayne is not the best school district because of our test scores or accolades, but because of the care, compassion, and commitment we share for our students and for one another. I am grateful for all that each of you do to make AW a great place to learn, grow, and work.

Thank you for the role you play and for the difference you make every single day.

Kevin



Hot Topics in Education

MICRO LEARNING: BIG IMPACT IN SMALL DOSES

You've probably noticed that student attention spans have changed in the era of social media. Today's learners now [thrive on short, focused bursts of content](#) — because they have learned to process information differently.



What is micro learning?

[Micro learning delivers small, goal-oriented lessons](#) (usually <10 mins.). Learners retain information through quick, repeated engagement.

Types of micro learning

[Lessons can include](#): short videos, mobile flashcards, mini-quizzes, or brief readings — each targeting one clear learning objective.

Why it works:

Micro learning [aligns with how the brain learns best](#): small chunks reduce cognitive load, frequent practice strengthens memory, and spaced repetition improves retention.

How it's used:

Educators are [blending micro-lessons into the flipped classroom](#), using AI and analytics to track engagement and personalize support.

How to do it:

[Edutopia recommends](#): designing micro-lessons around one concept, keeping them short, embedding quick interactions or checks for understanding, and linking each lesson to larger class goals.

Takeaway:

Micro learning meets students where they are — quick, engaged, and focused — The challenge? Keeping learning deep, and connected to learning goals, not just short and fun.



Offers for Educators



FREE & DISCOUNTED TICKETS TO BGSU FALCON BASKETBALL

All school employees can [claim a free ticket](#) for the Sunday, Nov. 9 BGSU Men's Basketball game against LeMoyne. Friends and family can join in the fun for with discounted admission.



TOLEDO LUCAS COUNTY PUBLIC LIBRARY CARD BENEFITS

A [TLCPL library card](#) gives you free access to millions of books, fun classes and programs, maker spaces, professional, personal, legal and health support, and many, many digital resources.

School breaks are coming, and if you're looking for a quick road trip that won't break the budget, check out these educational and fun places to visit.



THE HENRY FORD MUSEUM

DEARBORN: Educators can get [25% off a new or renewing membership](#) with a valid school ID.

NATIONAL MUSEUM OF THE U.S. AIR FORCE

DAYTON: Admission (and parking) to the National Museum of the U.S. Air Force is free for all visitors.

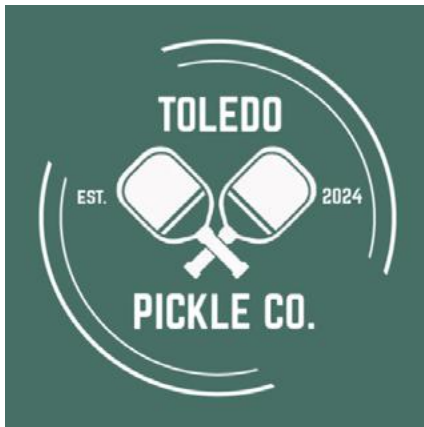
COSI: CENTER OF SCIENCE AND INDUSTRY

COLUMBUS: Certified teachers are admitted to COSI free of charge with verification + photo ID.

ART MUSEUMS OFFERING FREE ADMISSION

- TOLEDO MUSEUM OF ART
- CINCINNATI ART MUSEUM
- CLEVELAND MUSEUM OF ART
- COLUMBUS MUSEUM OF ART

Wellness Committee News



NOVEMBER 19
6:00 - 8:00 P.M.

TOLEDO PICKLE CO.
1030 WATER STREET
DOWNTOWN
TOLEDO

[\[MAP\]](#)

CALLING ALL PICKLERS (AND EVERYONE ELSE TOO!)

The Wellness Committee is getting ready to serve up some real fun at our Staff Pickleball & Game Night! Whether you're a seasoned "big dill" on the court or you've never set foot in the "kitchen," just bring yourself and your spouse, family, or a friend because this night is sure to be a smash hit!

- Pickleball matches for all levels
- Lessons for newbies
- Arcade games and a kiddie climbing wall
- On-site restaurant
- Great views of the river

Mark your calendar, grab your paddle, and come out to serve, volley, and laugh the night away.

FREE COUNSELING THROUGH EDUCATORS EAP: 1-800-252-4555

A Thanksgiving Feast

The Food Services Department invites all AWLS employees to the 8th Annual Turkey Feast in the cafeterias. For \$5, you will receive sliced turkey and gravy over mashed potatoes, with stuffing, buttered corn, yeast rolls, pumpkin pie and a bottled water.

Wednesday, Nov. 12
AWHS

Tuesday, Nov. 18
Fallen Timbers and AW Junior High

Wednesday, Nov. 19
Primary Buildings



Staff News & Recognition

STAFF SPOTLIGHTS

Showcasing the amazing talents, contributions, and stories of our employees throughout the year.



ROBIN FRITZ

Fallen Timbers Middle



NOELLE MATSON

Athletics



SOPHIA ZYGMUNT

Waterville Primary



ROY YOUNG RECOGNIZED BY CREATIVEOHIO

Congratulations to AWHs Instrumental Music Director Roy Young, for being named one of three statewide finalists for the [2025 CreativeOhio Arts Educator Champion Award](#).

The annual awards honor individuals who make a lasting impact through arts education and advocacy.



MAKING HEADLINES

[WTOL: Theresa Frost](#)
[National School Bus Safety Week](#)
[Begins](#)

[BCSN: Coach Alex Geisel](#)
[Inside the NLL: AW Boys Basketball](#)

[WTOL: Andy Brungard](#)
[Chasing the Game: AW Football](#)
[Coach](#)

Staff News & Recognition



PASSING IT ON: HARD HAT AWARDS

A new peer-to-peer recognition program where classified team members can celebrate one another's hard work, dedication, and positive impact.

ANGIE ROWE

Bus Aide

Transportation Department



DEBBIE JACOBY

Special Education Aide
Waterville Primary School



KELLI KILPATRICK

Special Education Aide
Waterville Primary School



JADEN JUNG

Special Education Aide
Monclova Primary School



S.U.B. AWARDS

Honoring substitute employees who are Someone Unbelievably Beneficial in supporting our schools and students.

If you know an extraordinary sub you would to recognize, send your nomination to bcontat@anthonywayneschools.org.



**PATTY
CANNELLI**



**DEB
MILLS**

Staff News & Recognition

SUPER TROOPERS

Thank you for going above and beyond to engage our students!

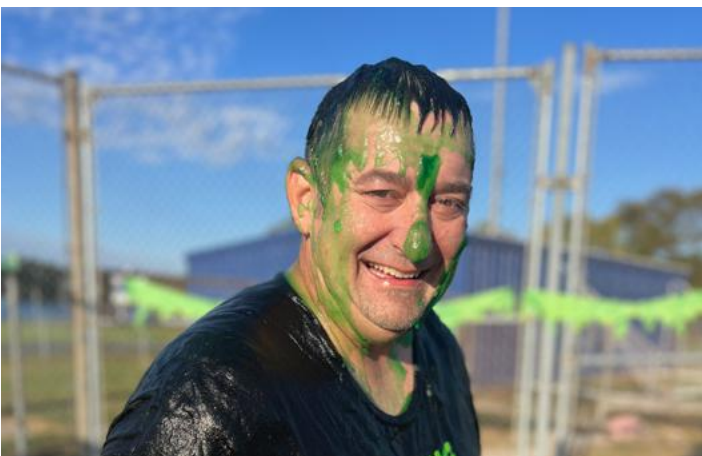
Jim Bolone, Laura Eubanks, and Dan Keller set a new bar for success during the [AWPTA fall fundraiser](#) at AW Junior High.



Christine Young accompanied AW Junior High Students as they completed service hours by [cleaning headstones](#).



Stephanie Buckenmeyer, Katie Hart, Tanasa Hoertz, Dan Kalo, Michelle Reid, Lauren Murawski, and Jenny Patek (not pictured) made Red Ribbon Week memorable with their "Nuggs Not Drugs" day in partnership with Chick-fil-A.



Staff News & Recognition

SUPER TROOPERS

Shout out to the entire crew who made 6th Grade Camp a memorable experience!



BIRTH ANNOUNCEMENTS

Welcome to the Generals Family, little ones!



JOSIAS MCNETT

OCTOBER 13, 2025

Proud Mom: Mercedes McNett,
Waterville Intervention Specialist



GRAHAM SMIGELSKI

OCTOBER 7, 2025

Proud Parents:

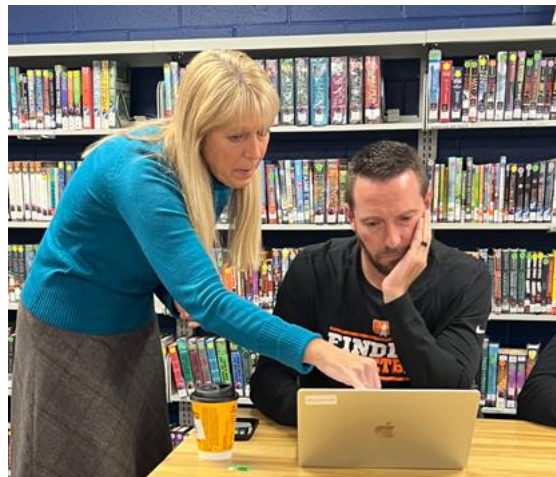
Andrew & Sidney Smigelski,
Whitehouse 2nd Grade Teacher

Grandparents:

Neil Raymond, *AWLS Operations Director*
Cindy Smigelski, *FTMS 5th Grade Teacher*

PD Day: Learning Together

A heartfelt thank-you to everyone for making our fall Professional Development Day such a success! The energy, collaboration, and curiosity you brought to each session truly reflected our shared commitment to growth and lifelong learning. Days like these remind us that professional learning is not a one-time event, but an ongoing journey that strengthens both our individual practice and our collective impact for our students!



PD Day: Learning Together



EVEN MORE TO KNOW!

There will be two "After Hours" opportunities to learn about Canva in January.

Canva for Beginners - Campus Teachers

Wednesday, Jan. 21 from 3:00 - 4:30 at the CAO.

Canva for Beginners - Campus Teachers

Tuesday, Jan. 27 from 4:00 - 5:30 at the CAO

Interested? [Sign up using this link.](#)



Events Calendar

WEDNESDAY, NOV. 5

LPDC Materials Deadline
Wellness Wednesday

THURSDAY, NOV. 6

Payday

SATURDAY, NOV. 8

WELLNESS EVENT
Churchill's Volunteers

MONDAY, NOV. 10

Donuts & Dialogue with
Superintendent Herman
LPDC Meeting
Waterville Veterans Day
Concert

WEDNESDAY, NOV. 12

Generals Tech Tips:
Managing Digital Photos

THURSDAY, NOV. 13

Monclova 4th Grade
Music Program

NOVEMBER 14 - 15

AW Junior High
Fall Musical

WEDNESDAY, NOV. 19

WELLNESS EVENT
Toledo Pickle Co.

Whitehouse 4th Grade
Music Program

THURSDAY, NOV. 20

Payday

AWHS Fall Band Concert

MONDAY, NOV. 24

NO SCHOOL
STAFF PD DAY

NOVEMBER 24 - 28

CLOSED
FALL BREAK

WEDNESDAY, DEC. 3

WELLNESS WEDNESDAY

MONDAY, DEC. 8

Board Meeting

TUESDAY, DEC. 9

AWHS Bands
Holiday Concert

WEDNESDAY, DEC. 10

FTMS & AWJH Bands
Holiday Concert

WEDNESDAY, DEC. 11

Monclova 3rd Grade
Music Program

THURSDAY, DEC. 4

Payday

WEDNESDAY, DEC. 17

Whitehouse 3rd Grade
Music Program

FRIDAY, DEC. 19

End of 2nd Quarter

THURSDAY, DEC. 18

Payday

DECEMBER 22 -

JANUARY 2

CLOSED

WINTER BREAK

District Events
Calendar



AW JUNIOR HIGH PRESENTS:

The SpongeBob Musical: Youth Edition

Friday and Saturday, November 14 & 15
AWHS Auditorium | 7:00 p.m.

[Purchase Tickets](#)