

GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



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Cultivating Kindness

[In our last newsletter](#), we reflected on planting seeds through servant leadership. But for the seeds of trust, respect, and care to sprout and grow, they need to be nourished daily. The best way we can do that is by cultivating kindness.

Kindness is the water and sunlight of our relationships. It is found in the small, consistent acts that let others know they are seen and valued. A thoughtful word, a helping hand, or a patient ear can be the very thing that helps someone grow stronger. Here are a few ways to practice cultivating kindness:

👍 **Be generous with encouragement.** Celebrate both the big achievements and the smaller, everyday efforts that can go unnoticed.

💖 **Choose empathy.** Pause to consider what others might be carrying and respond with compassion.

🌱 **Offer patience.** Growth takes time—both for ourselves and for others. Giving grace creates space for people to flourish.

☀️ **Share positivity.** A simple smile, a thank-you, or an uplifting note are rays of sunshine.

When kindness becomes part of our daily rhythm, we transform our workplace into fertile ground where trust deepens, collaboration thrives, and everyone feels empowered to contribute their best. A culture rooted in kindness will always bear good fruit.

— *A Message from Our Superintendent* —

Dear Colleagues,

It's hard to believe October is already here and the first quarter is quickly coming to a close. Over these first weeks, you have set clear expectations, built strong relationships, and established the trust needed for learning to thrive.

We are beginning to see the results of that important work, and the progress is evident. We must continue to encourage, challenge, and guide our students so they remain strong and resilient throughout the year.

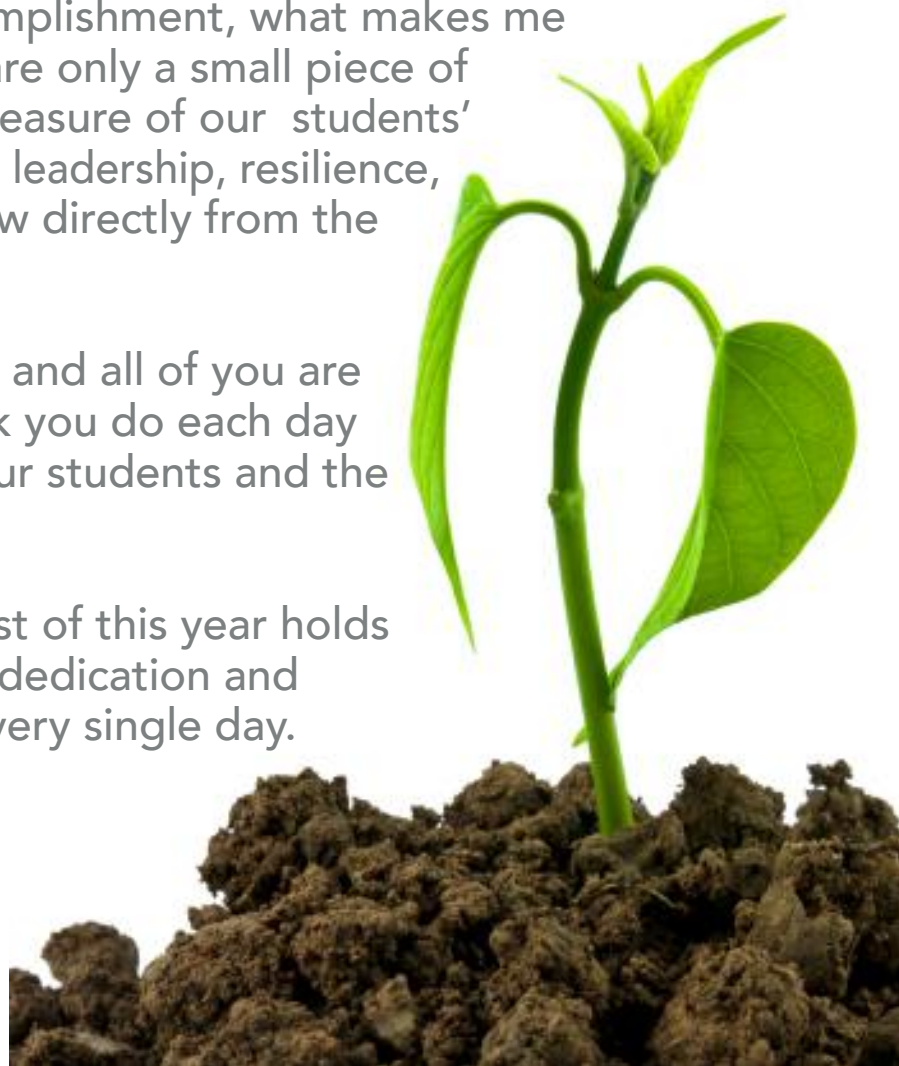
Because of the conditions you create for success, our district has achieved a place in the top 5% of all school districts in the state on our state testing.

While this is a remarkable accomplishment, what makes me most proud is that test scores are only a small piece of the larger picture. The truest measure of our students' success is seen in their creativity, leadership, resilience, and character—all of which grow directly from the care and support you provide.

Education is a remarkable field, and all of you are truly outstanding in it. The work you do each day directly shapes the futures of our students and the lives they will lead.

I am excited to see what the rest of this year holds and am deeply grateful for the dedication and heart you bring to your work every single day.

Thank you for all you do,
Kevin



Hot Topics in Education

HEADLINES & HEARTACHE

In today's digital age, children and teens have easy access to news through their devices. While staying informed can be a positive, exposure to coverage of natural disasters and other difficult events can affect their emotional well-being.



As trusted adults, we play an important role in noticing when students may be struggling with tragic news headlines. For practical guidance, please see [Helping Students Cope with Media Coverage of Disasters: A Fact Sheet for Teachers and School Staff](#) from SAMHSA.

The resource offers strategies to support students and foster resilience when faced with challenging news.

NEW OHIO ATTENDANCE GUIDELINES

New school attendance laws took effect this month. Key points staff should know: Ohio now tracks both chronic absenteeism (*missing 10% or more of school hours, excused or unexcused*) and habitual truancy (*specific thresholds of unexcused absences*). Schools must provide early support for chronically absent students, and juvenile court action may be required for habitual truancy. [Full details were sent in a letter to families.](#)

HOUSE BILL 8: PARENT BILL OF RIGHTS

Under HB8, schools must ensure instructional materials and classroom books are age-appropriate and free of objectionable content. The District trusts teachers' professional judgment in making these choices.

More information will be shared in a PD Day session on this topic for those interested in a deeper dive, but [Common Sense Media](#) can be a quick resource for guidance on content and recommended age levels. If you have questions about a specific book or resource, please consult with your building principal.



Professional Development



FALL PD DAY IS COMING OCTOBER 24: Get Ready to Choose Your Sessions!

Over the past couple of months, the Professional Development Committee has worked to select a variety of sessions to satisfy your curiosity as a life-long learner. The committee – made up of certified staff from the primary and campus schools, in collaboration with District administrators – **focused on relevance and personalization** when choosing topics for the October 24 PD Day.

"We first consider mandated training such as a curriculum adoption, new legislation, or updated policy and procedures. Those automatically have a session," said Jennifer Liber, *Intervention Specialist at Waterville Primary*. "If there is not any required training, we focus on what we think staff would most like to see."

Staff surveys, as well as input from staff and grade-level meetings help guide session development. The goal is to offer options that balance skill-building with broader professional growth.

"When this committee first started we looked at previous PD days and everyone's feedback," said Mariah Persinger, *Kindergarten Teacher at Waterville Primary*. "I think the biggest factor was getting to make your own decision, instead of being told what we're going to do."

This year's lineup covers both trending tools and essential practices.

SESSION HIGHLIGHTS:

- Canva: The Tool That Can Do Everything! and Beyond the Basics
- Magic School AI for Beginners and Advanced AI Sessions
- Google Drive Clean-Up & Google Workspace
- eSpark Learning for K-4 and Exploratory for 7th & 8th Grade
- House Bill 8: Parent's Bill of Rights
- Collaboration for K-4 Wonders and 5-6 enVision Math Teams
- Plus many, many more!

With a mix of trending tech, collaboration opportunities, and role-specific training, PD Day is thoughtfully planned to help you continue to grow.

"I want staff to take away either a tool, a strategy, or clarity on an issue in their classrooms that they can use immediately to make them better educators." Jenifer said.

Mariah added, "We hope that they will have a sense of finding something that they will enjoy."

Watch for ALL sessions to be announced October 6.

Registration will go live on October 13.

PORTRAIT OF A GENERAL: 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 2022-2027:

GOAL 2 - CURRICULUM & INSTRUCTION

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.

Alumni Connections

If you once walked the halls of AWHs as a student, we invite you reconnect with classmates, and share in the legacy of being a General.

We are just getting started, but opportunities to share your story, learn about upcoming events, and participate in ways to give back to the Generals community are in our future.

Please help us expand our network by completing a 2-minute survey and sharing the webpage with your classmates.



Generals for Generations



Philanthropic Foundation Planning Continues

Exciting progress is being made toward establishing the "[Generals for Generations](#)" philanthropic foundation in support of Anthony Wayne Local Schools.

Community member, parent and ALWS employee, Mike O'Shea has been appointed as Board President, and the necessary paperwork for 501(c)(3) status has been filed. Recent conversations and meetings with community members provided valuable insights into how individuals can get involved and contribute to the foundation's mission.

Additional community outreach is planned for October, with the goal of officially launching the organization in early spring.

Wellness Committee News



Q1 CHALLENGE: GET YOUR WELLNESS IN A ROW

Join us for our first quarter wellness challenge: Wellness BINGO running now through November 3. This fun and interactive challenge is designed to help you focus on your health and well-being while engaging in a little friendly competition.

Every BINGO you complete earns you a dress down day and opportunities to win exciting prizes!

[Grab your card](#), start checking off squares, and see how many bingos you can complete by the deadline. Let's make wellness a priority together!

VOLUNTEER OPPORTUNITY

AWLS is hosting a water stop at the Churchill's Half Marathon on Saturday, Nov. 8. We are looking for volunteers to serve from 8:30 a.m. - Noon.

[\[Sign up to help here\]](#)



Vaccine Clinics

Any employee and family member ages 7+ are welcome to get their seasonal shots at our AW Flu Clinic sponsored by Kroger. All insurances are welcome-just bring your card. Available vaccines include: Flu, Covid (ages 12+), Shingles, Pneumonia, RSV, Hep A&B. ***Please notify your building nurse if you plan to receive anything other than the flu shot.***

Monday, Oct. 13	Tuesday, Oct. 14	Wednesday, Oct. 15	Thursday, Oct. 16	Friday, Oct. 17
7:30 - 9:00 Monclova 2:30 - 3:30 FTMS		7:30 - 9:00 Waterville 10:30-11:00 CAO 2:00-4:00 AWJH / AWHS	7:30 - 9:00 Whitehouse	8:15 - 10:00 Transportation / Operations

Staff Recognition

STAFF SPOTLIGHTS

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



CHRISTINE YOUNG
AW Junior High



TANASA HOERTZ
AWHS



ANDREW WHITE
Substitute Teacher

S.U.B. AWARDS

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



AMY BRINTHAUP



LISA HERALD

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.

SEPTEMBER 2025

MIKE LUTTON, *Transportation*

ANNIE MIKA, *Transportation*

JARRID SPARKS, *Custodial*

SHERRY SPECTHT, *Custodial*

DUSTY WYSE, *Maint. & Grounds*



Events Calendar

MONDAY, OCT. 6

PD Day Workshops
Announced

LPDC Meetings

THURSDAY, OCT. 9

Payday

OCTOBER 13 - 17

National School Lunch Week
AW Vaccination Clinics

MONDAY, OCT. 13

PD Day Registration
Opens

AWLS Board Meeting

TUESDAY, OCT. 14

END: 1st QUARTER

AWJH Choir Concert

THURSDAY, OCT. 16

AWHS Choir Concert

OCTOBER 21 - 24

3rd Grade Ohio ELA Testing

THURSDAY, OCT. 23

Payday

FRIDAY, OCT. 24

NO SCHOOL

STAFF PD & WORK DAY

TUESDAY, OCT. 28

AWHS Marching Band
Awards Concert

TUESDAY, OCT. 30

Symphonic Winds Concert

MONDAY, NOV. 3

AWLS Board Meeting

PM CONFERENCES, K-12

TUESDAY, NOV. 4

NO SCHOOL
CONFERENCES, K-12

WEDNESDAY, NOV. 5

LPDC Materials Deadline
Wellness Wednesday

THURSDAY, NOV. 6

Payday

SATURDAY, NOV. 8

Churchill's Volunteer Event

MONDAY, NOV. 10

LPDC Meeting

Waterville Veterans Day
Concert

NOVEMBER 10 - 14

Veterans Week

WEDNESDAY, NOV. 13

Tech Department
Community Lunch & Learn

THURSDAY, NOV. 13

Monclova 4th Grade Music
Program

WEDNESDAY, NOV. 19

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
THANKSGIVING
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.

[Tickets available soon!](#)



Activity Page

When we conducted our staff survey about the Generals Bulletin newsletter last spring, several respondents suggested adding an activity. We hope you enjoyed the "What Plant Are You?" personality quiz in the [August newsletter](#).

This month, we invite you to [print and color this page](#) as a way to [support your mental wellness](#) - then post it where you can see it as a reminder to cultivate kindness.