GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter

NOVEMBER 2026

PRIDE, APPRECIATION AND GRATITUDE

Last week, Dr. Pfefferle and I kicked off our Pancake and Sausage Tour as a way to celebrate each building's achievements on the Local Report Card. It's our way of recognizing the hard work, dedication, and success happening across our district. But even more importantly, it's a chance to simply say THANK YOU for everything you do each and every day for our students and our schools.

As we've traveled from building to building, flipping pancakes and serving sausage, we've discovered that the best part of the tour isn't the breakfast (although we're hoping the breakfast is at least mostly edible!). It's the opportunity to spend time with you, visit, share a few laughs, and connect with the amazing people who make our district such a special place.

Our hope is that, even if breakfast isn't quite five-star quality, you've enjoyed a few minutes to step away from your busy day, grab something to eat, relax, and visit with us. We know how much you juggle every day, and we wanted to create a small opportunity for you to catch your breath while we take a turn doing the serving.

Your achievements on the Local Report Card are worth celebrating, but the dedication, care, and hard work you bring to your jobs every single day are what truly make the difference. We are grateful for each of you and all you do for our students, families, colleagues, and community.



Thank you for all you do! We're grateful for the chance to celebrate you, spend time with you, and share a little breakfast along the way. And if the pancakes are a little lopsided, just know they were made with a whole lot of appreciation!

Sincerely,
Kevin Herman, Superintendent

NEW DIGITAL ACCESSIBILITY LAWS: SOCIAL MEDIA



Under updated Digital Americans with Disabilities Act (ADA) requirements, all public school digital communications must meet strict WCAG 2.1 Level AA accessibility standards. This includes our social media presence. To ensure our posts reach every student, family, and community member while remaining legally compliant, please keep these essential social media guidelines in mind whenever posting for your school, classroom, club, activity or team.

SOCIAL MEDIA BEST PRACTICES

[ ] **Check Student Safety & Permissions:** Verify subjects aren't on the "Do Not Photo" list and ensure they are portrayed respectfully, responsibly and safely.

[ ] **Treat Posts as Public Records:** Posts, comments, and direct messages are official district records subject to FOIA. Never delete negative comments unless they violate district policy (e.g., profanity or threats), and always screenshot and file before removing. NOT ACCESSIBLE **ACCESSIBLE**

[ ] **Oversee Student Users:** All student-led club/team accounts must use a district email and have a staff advisor with super-admin access.

PRO TIPS FOR GRAPHICS & DIGITAL FLYERS

[ ] **No QR Codes in Digital Posts:** Followers cannot scan their phone screen with their phone. Save QR codes for print flyers and use direct, clickable links online.

[ ] **Ensure High Color Contrast:** Text must stand out sharply against the background. Avoid small fonts, similar colors or text placed over busy photo backgrounds.

[ ] **Keep Videos Short & Captioned:** Aim for around two minutes or less. Record vertically for social feeds, horizontally for YouTube. Always use closed captions.

CAREFUL CAPTIONING & ADDING ALT TEXT

[ ] Add ALT Text Every Time: Under ADA rules, all images need alternative text for screen readers. Describe what is seen in the photo (under 125 characters).

[ ] Write Accessible Captions

- **Be succinct, but thorough.** Tell as much of the who, what, where, why and when in short, simple and complete sentences.
- **Limit Emojis:** Use 1–2 emojis at most, placed at the end. Never use them between words or as bullet points.
- **Use CamelCase:** Capitalize each word in hashtags (e.g., #AnthonyWaynePride) and links so screen readers read them correctly.
- **Direct Links:** Skip "click here" and name the specific destination instead. Example: Register online before December 1: www.AnthonyWayneSchools.org/Register.

BUT...DO I HAVE TO?

[ ] YES. If you manage a school-related account (even if it's for your classroom or club) this new federal law applies to you. If you aren't sure, or need help, reach out to Rebecca Sanford, Communications Director for guidance and support.



Caption:
Learning is always better with friends by your side. Loving the positive energy our students bring to the classrooms every single day! Thank you for being respectful, responsible, safe and involved! #BeAGeneral



Alternative (ALT) or Hidden Text:
Three female middle school students wearing backpacks and colorful shirts smile for a bright, cheerful selfie in a school hallway.

WELLNESS COMMITTEE



TAKE CHARGE OF YOUR WELLNESS (ACTIVITIES)

The Wellness Committee is planning new events and initiatives this year, and we want to hear from YOU! **Take our brief survey** to share what you'd like to see added to the wellness calendar this year.

From intellectual and financial to social, physical, and emotional well-being, your feedback will help us plan events that fit your interests and needs.

SAVE THE DATE: MARCH & MINGLE

Celebrate the season with your colleagues at the Whitehouse Village Holiday Celebration on Saturday, Dec. 5!

Kick off the fun by signing up for the annual 5K, then take in the parade and enjoy some festive social time. Start thinking about how you will best demonstrate this year's theme: *Out of This World Christmas*!

After the parade, stop by a special gathering spot just for AW staff and keep the holiday spirit going! We hope you'll join us for a fun-filled day of movement and merriment. Stay tuned for more details.



DOUBLE YOUR WELLNESS

New! We have expanded Wellness Wednesday two 2x monthly. We hope you will dress down and take time for stretching, connecting with a colleague, practicing mindfulness, or other activity that supports your wellness.

Have a suggestion for the Wellness Committee?
Contact your building representative or email Kevin Herman.

RESOURCES FOR YOUR WELLNESS

November 5: EAP Webinar - Managing Holiday Stress*

Log on from 12:30-1:00 p.m.* to pause, reflect, and learn strategies that can help manage one of the most wonderful (and stressful) times of of the year. Register online.

Starting November 11: Walking Wednesdays with Superintendent Herman

Join Kevin bright and early at 6:00 a.m. on select Wednesdays throughout the winter for casual conversation. Held at a new location each time, it's a great way to tour district buildings, meet community members and get your questions answered. Get the full details.

November 12: EAP Webinar - Taking Care of Yourself*

Log on from 12:30-1:00 p.m.* to learn how to identify your needs, create practical spaces forrest and relaxation and care for your mental, emotional and physical wellness. Sign up to learn more.

Daily: AWHS Fitness Center

The weight room is available for staff from 5:15-7:15 a.m. on weekdays and from 5:00 a.m. - 5:00 p.m. on weekends. Complete the release form before your first visit

On Demand: Mindful Meal Planning

By investing a small amount of time and effort in planning ahead, you can eat better and save 30 percent on your family's food bill. Access free webinar.

On Demand: Managing Grief

Understand and define the grief experience, recognize the emotional and physical reactions to grief, learn the stages of the grief journey, and support others processing their own grief. Access free webinar.

On Demand: Optimizing Work/Life Harmony

Determine the baseline for your work/life balance, learn how to effectively prioritize tasks, increase your feelings of harmony while on the job, improve your stress levels and raise your resilience. Access free webinar.

FREE, CONFIDENTIAL EAP COUNSELING IS AVAILABLE ANYTIME AT 800-252-4555

* Sessions are recorded for convenience.

EVENTS CALENDAR



NOVEMBER 2
Evening Conferences

NOVEMBER 3
No School: Conferences
Election Day

NOVEMBER 4
Wellness Wednesday

NOVEMBER 5
Payday

NOVEMBER 9
Board of Education Meeting

NOVEMBER 11
Veterans Day

NOVEMBER 13 & 14
AW Junior High Musical

NOVEMBER 16 - 20
Districtwide Food Drive

NOVEMBER 18
Wellness Wednesday
Generals Tech Tips: YouTube Basics

NOVEMBER 19
Payday

NOVEMBER 23
No School: Professional Development

NOVEMBER 24 - 27
No School: Fall Break

DECEMBER 2
Wellness Wednesday

DECEMBER 3
Payday

DECEMBER 5
Wellness at Whitehouse Holiday Celebration

DECEMBER 7
Board of Education Meeting

DECEMBER 16
Wellness Wednesday

DECEMBER 17
Payday

DECEMBER 18
End of Second Quarter

DECEMBER 21 - JAN 1
No School: Winter Break

2026 - 2027 District Calendar

District Events Calendar

LPDC Meeting Dates

Tech in Your Building Schedule

Generals Arts & Music Schedule

Generals Athletics Schedule

The 2027-2028 District calendar is expected to be approved at the November 9 Board Meeting.

STAFF NEWS & ACCOMPLISHMENTS



Staff Spotlight: Collaboration

Taylor Nickeson & Megan Woodrum

Musical Co-Directors
AW Junior High School

Behind every great show is an amazing team. Co-directors Taylor Nickeson and Megan Woodrum combine their talents in music, acting, and set design, supported by high school mentors, parent volunteers, and Broadway guest coaches, to bring *Shrek the Musical Jr.* to life. Read the full spotlight on their collaborative effort.



Staff Spotlight: Lifelong Learning

Lisa Pietras

At-Risk Teacher
Anthony Wayne High School

Lisa models lifelong learning by bringing an innovative aproach to a future planning course at AWHS. Drawing on her own unique career pathway, and embracing adaptability and flexibility, she helps students build resilience and uncover their unique strengths. Keep reading to see how she helps them plan for their post-secondary pathways.

PURPLE STAR STUDENT SUPPORT





Empathy & Communication

School counselor Jenny Minni and others from FTMS hosted a pizza and games lunch for Purple Star students and AW Junior High Social Studies Teacher Christine Young organized a social outing at Wheeler Farms for military-connected AW families where Waterville's Principal Jamie Hollinger and Dean of Students Hayley Aller distributed candy.

COMMUNITY ENGAGEMENT



Communication & Lifelong Learning

Technology Director Chris Hamady and Lead Technology Supervisor Devin Filip visited Waterside Monclova to share the Basics of AI with dozens of interested community members. Their free Generals Tech Tips series continues at Noon on November 18 at the CAO. Attendees can drop in to learn more about how to use YouTube.



Critical Thinking, Communication & Adaptability

Approximately 100 parents and community members attended two Kindergarten Information Sessions led by Superintendent Kevin Herman, our primary school principals and kindergarten teachers on October 19. Feedback from these meetings and an interest survey informed the district's decision to move to an all-day every day format next year.

COMMUNITY SERVICE





Empathy, Collaboration & Lifelong Learning

Diving in to learn new power tools, Monclova Primary staff teamed up with Let's Build Beds and other community volunteers to assemble 50 beds for local kids in need. Staff members also donated new sheets, comforters and pillows to ensure kids are warm and cozy throughout the winter.



Collaboration & Empathy

A group of volunteers from across all three primary buildings gathered to fill dozens of boxes with hygiene items, snacks and other treats for military members serving abroad. Many thanks to the staff and students who donated items and made cards to provide comfort and lift spirits.