

"X" marks the SPOT



# Nebo News



VOLUME V ISSUE III NOVEMBER 2015



## NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 32,000 students 2015-2016.
- Nebo District has over 3,600 employees.
- Nebo District is the 6th largest district in Utah.
- Nebo District is the 5th largest employer in Utah County.

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## "Giving Thanks to an Amazing Crew..." Human Resource Director, Ann Anderson

I have many treasured memories of my childhood; but this time of year, there is a stand out in my book of memories.

As the beauty of the lush green mountains would slip into the beautiful colors of autumn, my Dad, a busy sheep rancher, would load up the family into the back of his truck; and we would head up Manti Canyon to cut fall leaves. Our purpose, to create a fall bouquet of leaves for each of our teachers. Upon returning home from the mountain, we would set up vases on the back patio, spread the leaves out and commence making our display of fall colors for our teacher.

After making a bouquet for our teacher, Dad would ask, "What teacher in the school does not have leaves for their classroom?" We would then proceed to make additional bouquets for any teacher that was not counted among ours. Dad knew, that with nine children, all of the employees in the school could eventually impact one of his own. He chose not to leave anyone out of the fall ritual. No matter where one went in the school, the front office, the lunch room, the library and in every classroom, there was a special arrangement of fall leaves on full display.

My Dad treasured the process and outcomes of education and recognized the vital role that teachers and school employees would have with each of his nine children. My father's unique way of showing thanks to the "crew" of employees at Manti Elementary had a profound effect upon me. His example, and my own participation in this annual tradition,

instilled in me a respect for education and those who dedicate their life's work to it.

In the book, "Teach Like A Pirate," there is a chapter entitled, "Finding a Crew." It states, "All pirates travel with a crew; you can't sail, navigate, and fight battles all on your own. One of the most rewarding parts of teaching is the personal and professional relationships we develop on our voyage."

My voyage in public education is now in its twenty eighth year. I have found hidden treasure in the woven fabric of personalities that make up a faculty and staff. I have been fortunate to have treasured relationships with so many amazing people. I have worked with many selfless, hard-working crews! Many of you spend more waking hours at school than you do at home!

It truly "takes a crew" to manage a school. Each day as you preform your job, you are creating a Treasure Island where there is a never-ending supply of loot for the treasure seeking students.



As the HR director, I see a continual movement of the "crew." For myriads of reasons people come and go; but this I know, no matter the task you are hired to do, we could not do any part of it without you!!

As we approach this Thanksgiving time of year, I have feelings of unsolicited gratitude for the Nebo crew. Thank you for sailing with us, navigating through each day and conquering each battle you face. If I had the capacity to head to the mountain, cut fall leaves and bring a bouquet to each of you, I would. YOU have earned it! YOU deserve it! Thanks for being a part of the Nebo School District crew!

## Dates to Celebrate:

Nov. 1-30

Native American Heritage

Military Family Appreciation

National Family Literacy

Aviation History Month

Nov. 1

Daylight Savings Time Ends

Nov. 3

Election Day

Nov. 9

World Freedom Day

Nov. 9-13

National Young Readers' Week

Nov. 11

Veterans' Day

Nov. 15

America Recycles Day

Nov. 16-20

American Education Week

Nov. 18

Education Support Professionals' Day

Nov. 19

Gettysburg Address Anniversary

Nov. 20

Substitute Educators' Day

Universal Childrens' Day

Nov. 26

Thanksgiving Day

## Make parent meetings about student performance as pain-free as possible

Addressing student performance issues poses serious challenges for principals and teachers. Here are some tips for making discussion of student performance as pain-free as possible.

- ◆ **Schedule meetings** at times that are convenient to parents. Don't give them a reason to be upset before they even come to your school.
- ◆ **Be sure to thank them** for coming and for their willingness to meet and talk about their children's performance.
- ◆ **Eliminate any interruptions** when meeting to discuss a serious topic such as student performance.
- ◆ **Avoid small talk** during the meeting. You want parents to feel like you take their children's success seriously.
- ◆ **Let parents know early on** that students are having problems.
- ◆ **List student strengths** and explain how they can be used to improve on problem areas.
- ◆ **Highlight specific areas** where improvement is needed. Be explicit about what it will take to improve.
- ◆ **List key assignments** where students can improve grades.
- ◆ **Admit mistakes** when appropriate.
- ◆ **Listen carefully** to parent concerns and complaints. Provide specifics about how concerns can be addressed and give timelines.
- ◆ **Try not to display frustration, defensiveness or insecurities** when dealing with upset parents. Keep the focus on problem-solving by avoiding judgment statements.
- ◆ **End the discussion** with a plan for action. What steps will be taken by teachers and the school? Are there specific things parents can do?

*Source: NSPRA's Best Practices*

## Google Online Class Offered

Google Online Class is intended for Nebo School District teachers to learn and demonstrate basic proficiency with Google Apps for Education and Chromebooks, including Google Drive, Docs, Sheets, Slides, Forms, Sites, and the Chrome browser. Upon successful completion of the course projects, participants will be awarded 1.0 USOE credit or 15 re-licensure points.

Registration: Begin the course at any time and have one calendar year to complete the 7 modules. Please address any questions to

[pam.turley@nebo.edu](mailto:pam.turley@nebo.edu).



## Annual Nebo Foundation Paper & Pan Sale

The Nebo Education Foundation has partnered with multiple companies to bring you the best prices on paper, pans and scrapbook suitcases. The sale will be Monday, November 16 through Wednesday, November 18, from 3:00 to 5:30 p.m. at the Advanced Learning Center (ALC), 570 South Main, Springville. The sale is a "must go" for educators wanting to take advantage of deep discounts. Goods will be sold on a first come, first serve basis.

Scrapbook supplies include: paper, albums, lettering, stickers, gift bags, gift cards, etc. The pans include: cookie sheets and covers, fry pans, heat resistant spatulas, mixing bowls, food choppers, parchment paper, bake pans, etc. The scrapbook bags available are the carry-on size with rollers.

The proceeds from the sale will fund grants for teachers and classrooms. Don't miss this extraordinary sale.



# Retiring at the end of the 2015-2016 school year?

Many of our outstanding employees may be contemplating retirement at the end of this school year. We will be sad to see these good friends and dedicated coworkers leave our ranks and are appreciative of their service to students.

In order to find the best possible candidates in today's current competitive job market, it will be important for supervisors to begin hiring new employees as soon as possible. Therefore, we are offering a \$1,000 Early Retirement Notice Incentive to those who have their retirement approved by the Board of Education before mid-January. The details are as follows:

- ◆ Any employee who is eligible for and retires from Utah Retirement System (URS) by June 30, 2016, can
  - ◇ Submit final paperwork to the District by November 6, 2015, to receive \$1,000 in their November 30 paycheck, or
  - ◇ Submit final paperwork to the District by December 4, 2015, to receive \$1,000 in their December 31 paycheck, or
  - ◇ Submit final paperwork to the District by January 8, 2016, to receive \$1,000 in their January 29 paycheck.
- ◆ The final application deadline for this Early Retirement Notice Incentive is January 8, 2016.

This incentive is a one-time option for those who will retire at the end of this school year. Interested employees who are already retirement eligible and would like to learn more about this option and their individual benefits may schedule an appointment with Ken Van Ausdal or Sandra Jarvis at 801-354-7400. Employees that are retirement eligible will be given first priority.

## October PEAK Awards

To submit a PEAK Award nomination, go to employee page and scroll down, or go to: [www.nebo.edu/PEAK](http://www.nebo.edu/PEAK)



Nominated by: Gwen Spencer & Jack White  
**PEAK Award: Brenda Mikesell, Skill Building, Barnett**  
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Andria Lewis  
**PEAK Award: Lindi Lundell, Teacher, Foothills**  
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Martin Powell  
**PEAK Award: Marianne Stevens, Technician, Mapleton Junior**  
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Frank Daybell  
**PEAK Award: Rich Lowe, Custodian, Taylor**  
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Mike Larsen, Janna Slye, Peggy Freek, and Andy Wiley  
**PEAK Award: Shane Fawson, Medical Fragile, Sierra Bonita**  
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Darlynn Menlove & Jeanette Maughan  
**PEAK Award: Staci Call, PE Technician, Canyon**  
 Superintendent Rick Nielsen & Board President Kristen Betts



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*If your successes are not listed above, please get awards to lana.hiskey@nebo.edu with Award Nebo News in the subject line.*



# Nebo District's Celebrations

## Student Celebrations

**Ella Unguren**, Cherry Creek Elementary, was honored as the Daily Herald Student of the Week.

**Alexandria Goodman**, Foothills Elementary, was honored as the Daily Herald Student of the Week.

**Kya Heimulia**, Payson Junior, was honored as Payson's Mayor Outstanding Student Award.

**Merrell Morley**, Mt. Nebo Junior, was honored as Payson's Mayor Outstanding Student Award.

**Melanie Ward**, Payson High, was honored as Payson's Mayor Outstanding Student Award.

## Employee/Program Celebrations

**Nebo School District**, honored with the Environmental Excellence Award by Cenergistic.

**Bart Peery**, Principal Salem Hills High, was inducted into the Nebo Hall of Fame.

**John Sargeant**, Canyon Elementary, was honored as the Daily Herald Educator of the Week.

**Jennifer Jolley**, East Meadows Elementary, was honored as the Daily Herald Educator of the Week.

**Brenda Burr**, Sage Creek Elementary, was honored as the Innovator Principal of the Year by the UAESP.

## "X" marks the SPOT

**NataLei Terry**, Counselor, Springville High, "NataLei goes above and beyond for the students at SHS. She never turns anyone away. The students feel she genuinely cares about them." Recognized by Kari Dutson.

**Kandy Curtis**, Sweeper, Sage Creek, "Kandy sanitizes not just the sink, but our desk, door handles, light switches, and any flat surface she finds. She even takes care of class pets." Recognized by Janeen Scott.

**Sam Mcgrath**, Teacher, Salem Jr., "He is a great teacher and really nice." Recognized by Andrew Oblad.

**Shelia Shaw**, Payroll, District Office, "Shelia is always willing to go the extra mile. She figures out a way to solve the problem." Recognized by Margaret Gonzalez.

**Linda Mortenson**, Receptionist, Landmark, "Linda allows the office to be a safe haven for several students. She listens and shows genuine care and interest." Recognized by Scott Carson.

**Lunch Ladies**, Mt. Nebo Junior High, "Several students had forgotten a lunch for our Hope Squad field trip. The lunch team made lunches for these students at a moment's notice." Recognized by Nan Davis.

**Lori Ann Sleight**, Teacher, Sage Creek, "She has gone above and beyond to help my son! She recognizes talents and focuses on his strengths." Recognized by Lamecia Ewing.

**Rick Jacobsen**, Lead Night Custodian, Spanish Fork Jr., "Rick substituted for our head custodian and jumped right in and made a positive difference. He created a 'Rick Fix-It List' so teachers could write down what they needed." Recognized by Robert Fleming.

**Valorie Beardall**, Accounts Payable, "Valorie always goes above and beyond. When a payment request is given to her, she greets you with a smile. She is helpful in investigation of payments and lost checks." Recognized by Linda Rose.

**Erika McDonald**, Chinese Immersion, Sage Creek, "Mrs. McDonald has been an excellent and patient mentor, very positive." Recognized by Neil Goslin.

**Stephanie Truscott**, Teacher, Cherry Creek, "She is really nice. My son was not getting good grades for the last four years. She helped my son get good grades. She really cares about her students." Recognized by Melony Downey.

*If you have noticed wonderful people or experiences that need to be recognized, please email them to lana.hiskey@nebo.edu.*