

The summit is what drives us,



But **The CLIMB** itself is what matters.

Nebo News

Nebo
SCHOOL DISTRICT

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NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 36,000 students in 2022-2023.
- Nebo District has approximately 4,500 employees.
- Nebo District is the 6th largest district in Utah.
- Nebo District is the 5th largest employer in Utah County.

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Superintendent – Rick Nielsen Seven Habits of Highly Successful Climbers¹

Last month we lost one of our great Nebo District climbers, John Allan, to the ravages of cancer. Sorrowfully, this loss of beloved colleagues and friends occurs almost every year, and I always reflect upon and personally honor each of these esteemed friends. John, himself, was a big reason why our theme this year is “The Climb.” He was the one who orchestrated and led the small team of climbers who took me to the Mount Nebo summit. In reflecting upon what I learned from that climb, and from “the climb” of life, the following gets to “the root of what I think makes great climbers great.”²

Vision

Great climbers have a set of goals and a plan to execute those goals. Habit goals can be anything from taking proper rest days, to being more consistent with sleep, to logging cooldown pitches every single day. David Allen, author of *Getting Things Done*, notes that the real value of a long-term goal is not what happens in the long-term, but what [habit] behaviors you change today with that goal in mind. If you wait until the deadline is in the near future, you risk having prepared too little.

Consistency

Consistency is almost always a “secret weapon” of high performers. The way the human machine works is by small adaptations to regular stimuli. Random, inconsistent stimuli only make us better by chance... and also can ruin a season of climbing. Rule number one in getting the most out of a training

program is to show up and train consistently. Like Julius Erving said, “Being a professional is doing the things you love to do, on the days you don’t feel like doing them.”

Humility

Keeping what you have done and what you are planning to do in perspective is a big key to success. Cultivating the ability to listen, the ability to accept you might be wrong, and especially the ability not to over-advertise your goals will lead you to greater success in the long run. Don’t make the mistake of thinking you work harder, train

harder, or want it more than others. The key to humility is to take the other out of it completely and to look only at what is going to make you better. Humility is about honesty with yourself, and working toward being better than you are today.

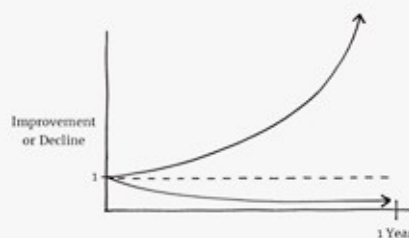
Intensity

You’ll find that elite climbers tend to be more focused than the

average person at the crag. You’ll find them to be more confident. You’ll see less hesitation. You’ll see them try really hard in the really hard sections, and then really relax in the easier ones. The great news is that you can begin to adopt these habits instantly, and can continue to develop them for a very long time.

The Power of Tiny Gains

1% better every day $1.01^{365} = 37.78$
 1% worse every day $0.99^{365} = 0.03$



JamesClear.com

Superintendent’s message continued on page 2



Dates to Celebrate:

- Jan. 1-31**
National Mentoring Month
Recognizing the need for every child to have a caring adult in his or her life.
- School Board Recognition Month
- Jan. 1**
New Year's Day
- Jan. 4**
World Braille Day
Celebrating the birthday of Louis Braille (1809).
- Jan. 16**
Martin Luther King, Jr. Day
- Jan. 23**
National Handwriting Day
- Jan. 27**
Holocaust Remembrance Day
- Jan. 28**
Christa McAuliffe Day
Commemorating teacher Christa McAuliffe and the other six astronauts killed in the Challenger tragedy (Jan. 28, 1986)



Superintendent's Message Continued

Setting Realistic Goals

Goal setting is a big key to successful execution of plans. The slippery part of goal setting, though, is that we sometimes lose ourselves in dreaming rather than reaching for attainable steps. Not to say that dreaming is bad, it's just wasteful if you don't build the base below it. The "messy middle" is where elite climbers become elite.

Variety

Highly successful climbers do a lot of climbing, and they do it in a variety of settings. Many of us [focus] on one rock type or climbing style. Making a concentrated effort to get on routes of all angles, lengths, and rock types will fast-forward your progress. I have long held that the climbs we feel are "good" or "classic" are often those that suit our preferences. As Dave MacLeod put it in *9 Out Of 10 Climbers Make the Same Mistakes, "know your enemy – your tastes."*

Stay Cool

The most successful climbers ... train hard when it's time to, and they back off and recover when needed. They take not only rest days each week, but occasionally will have several days off. What's more, many of the best climbers in the world will take several weeks off, in a row, every single year... and they still come back strong.

Success doesn't come down to simply going harder at your strengths or finding a route that suits you. It comes down to great habits, reflection, and a willingness to struggle. Take a step back and see where you really are, then dive in and start getting good at the hard stuff.



^{1 & 2} <https://www.climbstrong.com/education-center/7-habits-of-highly-successful-climbers/>

Thinking of Retiring at the end of 2022-23?

Nebo School District is once again offering an Early Notice Incentive in order to find the best possible candidates for open positions in this competitive job market. The intent of the Early Notice Incentive is to reward those employees who complete their 2022-2023 employment commitments and who give sufficient notice to supervisors to enable them to hire qualified new employees. The guidelines to receive the Early Notice Incentive are as follows:

- ◆ Be employed by the District for a minimum for four (4) years immediately preceding District retirement,
- ◆ Submit completed retirement forms to the Human Resources Office at least four (4) months prior to District retirement date, and
- ◆ Retire from URS within forty-five (45) days of retirement from District service.

The payment details of the Early Notice Incentive are as follows:

- ◆ Employees who meet the above guidelines and submit completed retirement forms to the Human Resources office:
 - ◇ by **January 9, 2023**, to receive \$1,000 in their January 31 paycheck, or
 - ◇ by **February 6, 2023**, to receive \$500 in their February 28 paycheck.
- ◆ The final deadline to submit completed retirement forms to the Human Resources office for this Early Notice Incentive is **February 6, 2023**.

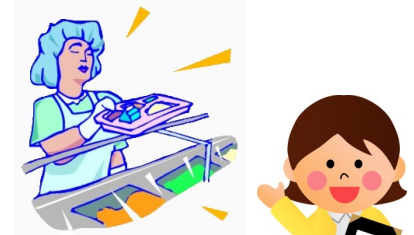
Although we have offered this option for a handful of years, this incentive should be considered a one-time option and may not be offered in future years. Interested employees who are or will be retirement eligible and would like to learn more about this option and their individual benefits may schedule an appointment with Troy Bohling at 801-354-7480.

Nominate Classified Employee of the Year

All of our Nebo employees are amazing and deserve recognition. It is that time of year to nominate our hard working friends who are classified employees. Our classified employees include bus drivers, secretaries, technicians, food service workers, custodians, technical support, and maintenance workers. They work hard each day to ensure a positive, safe environment for our students to learn.

Classified Employee Nominations
Due by:
Feb. 10, 3:00 p.m.

Nominations open on January 26, 2023. Please take five minutes and nominate one or more classified employees who have made a difference in your life or in the lives of our students. The link will come in an email from Ryan Kay to make your nomination.



December 2022 PEAK Awards



To read the nomination submissions, go to December 2022 PEAK Awards <https://www.nebo.edu/news/4142>

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



Nominated by: Shanna Walker
PEAK Award: Amber Gull, Teacher, Park Elementary
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Coral Lee Findlay & Angela Youd
PEAK Award: ReNae Baxter, Secretary, Spring Lake
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Kendra McPherson, Ash Nielsen, Garrett Andersen,
PEAK Award: Amanda Shepherd, Facilitator, Sierra Bonita
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: April Rockwood & Marilee Brooks
PEAK Award: Brad Taylor, Bus Driver, Transportation
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Taylor Elementary Staff
PEAK Award: Clint Cornwall, Title I Coordinator, Taylor Elem.
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Mike Johnson
PEAK Award: Shavon Mousser, Teacher, Sage Creek Elem.
 Board President Christine Riley, Superintendent Rick Nielsen

Nebo

SCHOOL DISTRICT

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BE A Nebo Hero

Dina Gerber, Bus Driver, Transportation, "My daughter knows she is wanted and safe on her bus. One day my daughter wasn't on the bus after school. Dina asked about her and waited for her to be found. She looks out for the littles on her bus." Recognized by Marilee Brooks.

Dylon Sasser, Custodian, Barnett, "His warmth and fun personality have been a gift to not only the faculty but our students also. Dylon has made teachers laugh endlessly at his hilarious emails as he works to solve custodial issues that arise for teachers. ALL the students LOVE Mr. Sasser." Recognized by Sarah Sumsion, Kali Brown, Tamie Taylor.

Naomi Leighton, Teacher, Santaquin, "We are impressed by her crucial role at making Santaquin Elementary the best school. She is always prepared and is a wonderful example to us all. She is friendly and makes work so much fun." Recognized by Whitney Provstgaard & Susan Hunter.

Justin Johnson, Teacher & Coach, Mapleton Jr., "Justin has a way of reaching out to many students in a positive and uplifting way. He does this with his tennis teams he coaches and with students in his classes." Recognized by Julie, Rysa, Grace, Linzie, Mandilee, Jaycee, and Sadie.

Monica Hullinger, Social Worker, LHS, "Monica helps organize the pantry and donations. She handles very difficult interactions with grace. She loves and cares for teachers, students, and faculty." Recognized by Susan Chapman.

Kristeene Zeeman, Secretary, LHS, "She helps organize the pantry and donations to the school. She helps create a 'fancy' dinner for our school's prom night. She cares deeply for students and faculty." Recognized by Hilary Jones & Shoshauna Jacquart.

Jonathan Loveless, Teacher, SHHS, "He is dedicated to students and helps them during his prep period and after school. Students know he cares about them." Recognized by Jennifer Hansen.

Suzette Lindquist, Software Support, DO, "Suzette is very knowledgeable and is constantly helping employees, students and parents with many different technical issues. She continues to support ALL in technical matters each day with a positive attitude and happy personality." Recognized by Tricia Nielson.

Lolly Hatch, Teacher, Meadow Brook, "She is absolutely amazing at her job and every child she sees recognizes her and knows her and knows that she'll help them in any way. She's doing an amazing job with all of the students in her class and in the school. She always has an amazing attitude and a bright smile and its truly infectious." Recognized by Stacie Kidrick.

Kendall Call, Assist. Principal, SHHS, "He is always willing to help others: students, faculty, staff, admin. team, etc. He does so with the most pleasantries." Recognized by Curtis Burton.

Kasey Chowdhary, Secretary, Canyon, "She provides exceptional service every single day. She juggles multiple tasks with frequent interruptions on a daily basis and never seems harried or frustrated even when you are the one interrupting." Recognized by Keralyn Nelson.

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



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

