



NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has nearly 30,000 students 2011-2012.
- Nebo District has over 4,000 employees.
- Nebo District is the 7th largest district in Utah.
- Nebo District is the 5th largest employer in Utah County.

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Nebo News

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Superintendent's Message

Welcome back from the Christmas holiday. I hope that everyone had an enjoyable time with family and friends. I always appreciate the time for reflection and renewal that comes during Christmastime. While thinking about the theme "Live Your Dream," the following example came to mind:

"Oswald the Lucky Rabbit," an animated cartoon character created by Ub Iwerks and Walt Disney, was introduced in 1927. The short *Trolley Troubles* officially launched the series and "Oswald the Lucky Rabbit" proved to be Disney Studio's first major hit. The Lucky Rabbit became a huge star. The critics loved it. "Oswald is a riot," exulted the *Film Daily*.



Given Oswald's popularity, Disney Studio should have been making money, but Walt was told there were not any profits to share. At contract-renewal time in February 1928, Walt asked for a pay raise, from \$2,250 per cartoon to \$2,500. Walt was offered a pay *cut* instead.

"Take it or I'll ruin you. I already have your key artists signed up," Walt was

told by distributor, Charles Mintz. Walt initially thought he could continue making Oswald Shorts with new animators and a new distributor; but after reading the fine print of his contract, he was devastated to learn that Universal owned the copyrights.

Walt was confronted by a stark choice: turn Disney Studio into a subsidiary of the Mintz organization, or walk away and start over. Walt paid a final visit to Charles Mintz. "Charlie," he said, "you want Oswald this badly? Well, you can have him. He's all yours."

Walt had lost his only cartoon character and nearly his entire animation staff – men he had trusted as friends. On his way back to his hotel, Walt asked himself, "What now?" He was not feeling sorry for himself because he still had creator, Ub Iwerks, and a head full of ideas, but the Disney brothers were going to need every ounce of optimism they could muster in order to bounce back.

As Walt and his wife, Lilly, boarded the train to return home, Walt pondered new plans for the future. He records, "I was all alone and had nothing. Mrs. Disney and I were coming back from New York on the train and I had to have something. I can't tell them I've lost Oswald. So I had this **mouse in the back of my head**. . . "During the train ride from New York to Los Angeles, an entertainment legend was born: a spunky little rodent named *Mickey*.



After losing Oswald the Lucky Rabbit, Walt had a decision to make: Would he respond destructively or creatively? Walt chose to respond creatively. He responded with imagination instead of retaliation. Walt understood that creativity is our birthright; imagination is the essence of our being. Only when we are dreaming big dreams are we fulfilling our God-given purpose in life. (Excerpts from Williams, Pat and Denny, Jim, *How to Be Like Walt*, 2004, p. 37-62.)

These are both exciting and challenging times in education; and your optimism, creativity, and imagination continue to make Nebo District a success story for students. Thank you for being people who dream big dreams, and then live those dreams.

Superintendent
Rick Nielsen

"Before anything else, preparation is the key to success."

~ Alexander
Graham Bell

Terrific Tips:

- ◇ Always share good news about your school.
- ◇ Recognize students with notes and emails.
- ◇ Publicly praise students for achievements.
- ◇ Establish a partnership with local businesses or clubs to recognize student success.

"Knowledge is the treasure of a wise man."

~ William Penn

Mental Health Disorders

Bi-polar, OCD, ADD, ODD, RAD, ADHD, PTSD, depression, anxiety, mood disorders. How do these mental health disorders affect students; and what do we, as educators, need to know about them?

To answer this question, I would like to share the example of my own son who is currently in fourth grade. He has a few of the disorders from the above list. Each year prior to the start of school, I have met with school personnel to share with them his difficulties in adapting to change, accepting directions from authority figures, leaving class and/or school when he becomes upset, etc. Despite the excellent plans and well-intentioned efforts by everyone involved, my son has struggled for most of his years in school to successfully deal with his inner emotions and outward behaviors.

This year things have been different. My son has had a very successful year thus far with only a few minor bumps along the way! I am not sure if I understand all of the reasons why it has been better because there are so many variables with mental health disorders. But certainly, the support and expertise of all of those individuals working with him, especially his very skilled fourth-grade teacher, has had a lot to do with it!

There is no guarantee that every year will go this well or even that this year will continue as it has begun because the nature of these disorders is such that there are peaks and valleys, cycles, need for changes in medications, increased stresses throughout life, etc. that can cause short- or long-term relapses. I am greatly encouraged though by his

growth this year and am very grateful to the dedicated educators in Nebo School District who have worked very hard since first grade to help my son.

I also know that there are many more educators spending extra time and effort helping other students with these kinds of needs. Thank you for working to make a difference! If there are any who want to know more about mental health disorders or how to help specific students, please contact your school psychologist, counselor, or special education teacher to point you in the right direction!

Mike Murray,
Supervisor, Special Education

Google Apps for Education



Tip of the Month: Adding features to your Nebo Mail account. Gmail Labs allows you to try out experimental new features in Gmail. If you're going to brave the Labs world, it's important to keep the following things in mind about these features:

- They may break at any time.
- Similarly, they may disappear temporarily or permanently.

- They may work so well that they graduate and become regular features.

You can search for and enable labs in your Settings:

- Click on the small gear icon in the upper right corner of your email.
- Select "Settings."

- Select "Labs."
- Browse or search Labs.
- Click "enable" to add the feature to your Nebo Mail.

Some suggested features are "Insert Images," "Extra emoji," (emojis) and "Undo Send."



Employee Emergency Contact Information

Nebo School District will use ParentLink to communicate with employees about announcements and other emergencies. Messages can be sent as phone calls, emails, and text messages.

These messages should already be programmed to be sent to each employee's email address and home phone number, provided that we have your correct information.

Receive Emergency Calls on Cell Phone

In order to receive emergency phone calls on your cell phone, employees need to login to the Employee Finance Portal and enter your cell phone number. **Go to the Employee Home Page, then Employee Finance Portal and login. Use the Self Serve tab, click on Demographics, ADD cell phone number, update phone numbers, and address information. Submit a request to update your information.**

For more information go to:

<http://www.nebo.edu/employees/finweb>.

Receive Emergency Messages as a Text

In order to receive these emergency notices as a text message, employees will need to login to ParentLink. **Go to the Employee Home Page, then login to ParentLink, click My Account at the top right-hand corner of the page, click the Add button under the list of delivery addresses, and select Text/SMS Number.** For more information go to: <http://www.nebo.edu/employees/parentlink>.

Lessons Learned from Walt Disney

In the forward to the book, *How to Be Like Walt*, Art Linkletter says, "Go out and carry on Walt's unfinished work. Dream big dreams, and pursue those dreams with courage, optimism and perseverance. Commit to making the world a better place."

Here are some creative insights drawn from Walt's life:

Draw on all of your life experiences.

Everything that has ever happened to you is the grist for the mill of your imagination. Don't waste your experiences. Remember them, reflect on them, and let them inspire you.

Remove the limits from your imagination.

"I must explore and experiment," Walt once said. "I am never satisfied with my work. I resent the limitations of my own imagination."

Consider all possible solutions to every problem. Creative people ... don't want one solution. They want hundreds. Once, when presented with a single rendering for a project and asked what he thought, Walt smiled and said, "Well, it's kind of hard to choose between one."

Silence your inner critic. Walt said, "Just as a muscle grows flabby with disuse, so the bright imagination of a child pales in later years if he ceases to exercise it." Creative people learn to shut off that critical voice.

To be creative, be courageous. The so-called expert called Disneyland "Disney's Folly." But it turned out that the real folly lay in ridiculing Walt's wonderful ideas. Walt said, "All of our dreams can come true, if we have the courage to pursue them."

Work hard. Authentic creativity doesn't just dream; it builds. We need people today who have the vision to dream as he did, plus the skill and the energy to pull it off and make the dreams come true.

Ask yourself, "What if--?" Creative people don't say, "I always do it this way." They ask, "What if we could find a better way?"

"Walt Disney couldn't forget his dream," Norman Vincent Peale once observed, "for it grabbed him and wouldn't let go. He just kept on believing in himself and working and dreaming ... When you get discouraged and feel like throwing in the sponge, just remember Walt Disney and Mickey Mouse."

Work Cited

Williams, Pat and Denny, Jim, *How to Be Like Walt*, 2004, p. 62-71.

Nebo Crisis Team

When disaster or tragedy strikes that affects a school setting, the media often reports that crisis counselors are available for students and faculty. Nebo has had several such incidents each year that have required the assistance of additional team members.

The Nebo Crisis Team is directed by Scott Wilson, Assistant Superintendent. Upon learning about tragic information, Scott notifies the principal of the specific event.

The Crisis Team Leader is contacted along with additional team members, if needed, to support the existing counseling and administrative team. The protocol used by this team is located in the Nebo Crisis Intervention Plan. The primary responsibility of this team is to provide assistance to students or faculty that are grieving and to provide resources where needed. Posters, cards, and flowers may be given to the grieving families of the victims.

Additionally, the Nebo Spokesperson, Lana Hiskey, will provide assistance on appropriate dealings with the media.

The Crisis Team appreciates the efforts and accommodations provided by teachers on these difficult days. If a student, employee, or administrator ever becomes aware of a situation that might warrant additional support, please contact your building administrator.



School Board & Superintendent's Staff Goals

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Focus on Students



The Nebo School Board and the Superintendent's Staff continue to collaborate and set goals for Nebo School District. This month we are highlighting Quality Staff

The Quality Staff Goal: Continue to train and empower faculty and staff in their primary responsibility as educators of the whole child.

Action Items:

1. Train faculty to teach new Common Core in Literacy and Math.
 - ◆ Provide staff development to ensure that each individual teacher understands district expectations regarding content, instructional strategies, utilization of resources, and assessment
2. Prepare faculty and staff through ongoing professional development to effectively provide fine arts instruction for every child every day.
 - ◆ Continue the fine arts integration staff development plan during the 2011-2012 school year.
3. Develop and implement effective evaluation processes for all employees.
 - ◆ Conduct annual evaluations for all employees (certified, classified, management).
 - ◆ Train administrators/supervisors on conducting effective evaluations (pre-conference, observation, goal setting, post conference).
 - ◆ Clearly communicate to each employee the essential elements of their position.
 - ◆ Emphasize the goal setting component of each employee evaluation – goals on common core, integration, collaboration, intervention, and differentiation.
 - ◆ Form a district committee to 1) analyze and assess the effectiveness of each evaluation instrument, 2) make recommendations for a student achievement component on the certified evaluation, and 3) make recommendations for a parent/student input component on the certified evaluation.

Live Your Dream
"To accomplish great things, we must not only act but also dream, not only plan but also believe." By: Anatole France

Tips for School Support Staff

The staff of every school must work hard at communicating its good image to others. And, the "frontline" army of communicators in most schools is the support staff.

Bus drivers are the first and last school employees many children see daily; school secretaries are the key office contact for parents, other visitors and teachers; the groundskeeper may be the only employee some homeowners near the school ever see.

As "frontline" communicators, support staff have tremendous credibility with the public, and along with that, a responsibility to deliver a good first impression of our schools and district.

Here are some tips to help everyone in our schools, not just support staff, become better communicators:

- ◆ Know important facts about your school and district. (Hint: the principal can provide all staff with a "resource sheet" of facts for easy reference.)
- ◆ Get to know the people who deal regularly with your school and its employees. They are often community opinion leaders, so help them get answers to their questions.
- ◆ Treat everyone who enters or calls the school like a board member. Treat every staff member like the superintendent.
- ◆ Acknowledge people immediately. Greet the parent AND child. Learn names whenever possible.
- ◆ Don't appear to protect or cover for an administrator. Don't speak for him or her.
- ◆ Never act or appear superior to others.
- ◆ Be sincere and empathetic. Deal with people from the heart.
- ◆ Don't give opinions. Listen to all sides of a story. Don't jump to conclusions.
- ◆ Let people know you care and have pride in your job and your school.
- ◆ Avoid gossip. Be mindful of confidentiality.
- ◆ Know the process for inquiries in your school or district. Share that information when parents and others ask you for assistance.
- ◆ If you hear rumors about your school or district, report what you hear to your supervisor. Also, seek clarification of the rumor so you can address the issue if asked.

*From the office of Lana Hiskey, Public Information Officer,
Source: NSPRA's Resource Files*