



Nebo News



VOLUME III ISSUE V

JANUARY 2014

NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has over 31,000 students 2013-2014.
- Nebo District has over 3,500 employees.
- Nebo District is the 6th largest district in Utah.
- Nebo District is the 5th largest employer in Utah County.

INSIDE THIS ISSUE:

Dates	2
Be a Nebo Ambassador	2
Take Trick & Treachery Out of Walking	2
New Year's Communication	3
December PEAK Awards	3
Celebrations	4
Positive PR Tips	4

Message from the Superintendent

Welcome back from the holidays. I hope everyone had wonderful Christmas and New Year's celebrations.

A few weeks ago, I was visiting a school and noticed a faculty bulletin board with the heading "Lessons from the Mouse" and the following quote: "Never Let Backstage Come Onstage." These were very intriguing statements to me, so I dug a little deeper into Dennis Snow's book "Lessons from the Mouse."

Two things stood out to me as I read the initial chapter:

1. Snow teaches that "onstage" is where the "show takes place," where cast members and employees have "an opportunity to impress the guests." We are obviously "onstage" when school is in session, the bus is rolling, students are in the hallways, we are at an event, etc. However, in today's education climate, it seems we are always "onstage." People frequently make judgments about our district, our schools, our coworkers, and the experience their children are having based on things they hear in grocery stores, family gatherings, sporting events, church hallways, Facebook, Twitter, etc.
2. Our organization is not perfect. I'm not a perfect leader. In fact, no employee in the district is perfect in their decisions or in doing their job. Dennis Snow says, "There's no such thing as a perfect boss or a perfect company. If you're looking for either one, you're doomed to a life of disappointment."

This recognition of imperfection does not mean we settle for mediocrity or substandard

performance in ourselves or our district. It does mean that we recognize the good work we do, while also recognizing that there is always room for improvement. As Lexus, the automaker, said for years, "We are in the 'Relentless Pursuit of Perfection.'"

This lack of perfection, coupled with our constant "onstage" presence, means that we have to be very careful about how and where we talk about the shortcomings of others, our schools, and our district.

Jamie Vollmer suggests, "Teachers, [education support] professionals, support staff, administrators, and board members must stop bad-mouthing one another and their schools in public. This destructive behavior... undermines the reputation of the speaker while simultaneously grinding down the public's opinion of their local schools."

Vollmer then encourages us all to make it a practice to, "Share something positive [about our schools] within our social networks. Soon, with almost no effort, the entire community is enlivened with good news about their schools, and everyone is energized in the process."

Admittedly we are not Disney World. We don't have rides, costumed characters, treats, parades, etc. to support a declaration of "The Happiest Place on Earth!" However, I have always felt that schools really can be some of the happiest places on earth for students and employees. The people we work with and the students we serve make working in education, and especially in Nebo District, an amazing job. I thank each of you for the opportunity I have to work alongside such amazing "cast members."

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

Jan. 1

New Year's Day

Jan. 4

World Braille Day *Celebrating the birthday of Louis Braille (1809)*

Jan. 5

National Bird Day *Recognizing the beauty, songs, and flight of birds as a source of inspiration*

Jan. 10

National Save Energy Day

Jan. 14

Ratification Day *Anniversary of the ratification of the Treaty of Paris (1784), establishing the U.S. as a nation*

Jan. 17

Benjamin Franklin Day

Jan. 20

Martin Luther King, Jr. Day

Jan. 23

National Handwriting Day
Recognizing the art and value of legible handwriting

Jan. 27

Holocaust Memorial Day

Jan. 28

Christa McAuliffe Day *Commemorating all seven astronauts killed in the Challenger tragedy (Jan. 28, 1986)*

Jan. 31

Chinese New Year

Be a Nebo School Ambassador

Ideally, every staff member should be an *"ambassador"* for your school. Here are some guidelines to help you think like an *"ambassador:"*

- ◆ **Strive to understand** your school's programs and achievements.
- ◆ **Communicate and listen effectively** with parents, co-workers, and visitors.
- ◆ **Act professionally and courteously.**
- ◆ **Respect others'** values and differences.
- ◆ **Answer the phone and greet people** with a smile.
- ◆ **Respond to parents, co-workers, and visitors** with interest and concern.
- ◆ **Promote teamwork and collaboration** with coworkers.
- ◆ **Be flexible** in a changing work environment.
- ◆ **Represent your school** with a "best foot forward" in communication and actions.

Always remember, our school's "bottom line" is the education and welfare of our students. *(Source: NSPRA's resource files)*

Take Trick & Treachery Out of Walking

Follow these tips and take some of the trick and treachery out of walking outside during the winter months.

- ◆ **Plan ahead.**
- ◆ **Slow down.**
- ◆ **Keep your center of gravity over your knees** by bending your knees a little.
- ◆ **Walk flat-footed and take smaller steps.**
- ◆ **Avoid quick and sharp turns.**
- ◆ **Don't pivot on one foot.**
- ◆ **Walk with your hands out of your pockets.** This will assist you in maintaining your balance.
- ◆ **Wear Appropriate Footwear.**
- ◆ **Be extra cautious where two different surfaces meet.** Traction levels can change significantly when stepping from one type of surface to another. For example, entrances at many buildings have walk-off mats which transition into a tile floor. Stepping from carpet to tile with moisture on the sole of a shoe/boot can significantly change the friction level and result in a fall accident.
- ◆ **Walk around, not over, snow piles.**
- ◆ **Warn/remind others to be cautious.** Our heads are not always in the game, so do a coworker, a friend, or a family member a favor by reminding them to follow these tips.



Nebo's Mission

is to provide each student with quality instruction, learning opportunities, and educational environments which inspire classroom success, personal excellence, and responsible citizenship.

New Year's Communication

"New Year's resolutions" to establish a *culture of communication* in your school:

- ◆ **Demonstrate the importance of communication**, through behavior and actions. Consistency in keeping people informed builds the trust needed for solid relationships with principal, staff, and parents.
- ◆ **Engage principal, staff, and parents on issues and solutions.** Seeking opinions and input from others is part of a meaningful process when issues arise. And, it opens the door for two-way communication.

- ◆ **Be visible.** Be seen in classrooms, participate in school and community activities and events, and meet regularly with staff and parents. Nothing beats face-to-face interaction.

- ◆ **Set the tone for transparency.** Operations and processes should become demystified and transparent to your school's internal and external stakeholders. This again builds trust. *(Source: NSPRA's resource files)*



December PEAK Awards Celebrated



Nominator Suzanne Kimball
PEAK Award Julie Silcox, Lunch Manager Salem Junior
School Board Vice President Kristen Betts
Superintendent Rick Nielsen



Nominators Principal Mike Duncan, Chalyce Peck,
Jodie Gibb, & Sarah Sumsion
PEAK Award Kerrie Taylor, Secretary Cherry Creek Elementary
School Board Vice President Kristen Betts
Superintendent Rick Nielsen



Nominator Brenda Gillie
PEAK Award Steve Hone, Technician Payson High
School Board Vice President Kristen Betts
Superintendent Rick Nielsen



Nominators Principal Ryan Kay, Tamra Lybbert,
Lorie Graham, & Sherylyn Lowe,
PEAK Award Ann Banks, Secretary Park Elementary
School Board Vice President Kristen Betts
Superintendent Rick Nielsen



Nominator DeAnn Carter
PEAK Award Kali Brown, Principal Spanish Oaks Elementary
School Board Vice President Kristen Betts
Superintendent Rick Nielsen



Nominators District Office Staff
PEAK Award Scott Wilson, Assistant Superintendent
School Board Vice President Kristen Betts
Superintendent Rick Nielsen



Nebo School District

350 South Main
Spanish Fork, UT 84660

Phone: 801-354-7400

Fax: 801-798-4010

Email: iana.hiskey@nebo.edu

www.nebo.edu



*If your successes are not listed,
please get awards to
iana.hiskey@nebo.edu with Award
Nebo News in the subject line.
(I may pull items off your school
website if time permits.)*

Positive PR Tips

Sometimes innocent comments can take on negative connotations when people speak before considering the impact of their words. Encourage your staff to look for positive ways to communicate basic information. For example:

- ◆ *"The school office is open until 4 o'clock,"* instead of "The school office closes promptly at 4 o'clock."
- ◆ *"We'll be happy to give you those records as soon as we have a signed release form,"* instead of "We can't give you anything unless we have a signed release form."
- ◆ *"I know Mrs. Jones (principal) would like to talk with you. But right now she's attending to an urgent matter. I'll let her know you called, and she'll call you back today, as soon as she can,"* instead of "Mrs. Jones is too busy to talk to you. I'll ask her to call you."

Appreciate the power of "Yes." Educators should always look for ways to help our "customers" and be positive! When someone has a request (as long as it's reasonable), they should tell the person they can do it, and be sure to follow up, and do what they promised. *(Source: NSPRA's resource files)*

Nebo District's Celebrations

Students:

Liz Eaton, MMHS Girls' Basketball, was selected by **Preps Magazine** for the first round of their Edge MVP award.

FBLA Central Region Competition:

First Place: Robert Nay, MMHS, in Cyber Security, Computer Apps, Tech. Concepts, and Help Desk. Thomas Heinz, MMHS, in Business Communication.

McKenna Bate, Diamond Fork Junior, selected in the top ten for **National Radon Poster Contest**.

Sydnee Westwood, Mara Turner, and Joe Nelson, Salem Junior, top winners in the Radon Poster Contest.

Brenda Quintana, MMHS, named **Questbridge Winner** at Wesleyan. Scholarship of \$240,000 over 4 years.

Becca Brown & Amber Ringer, PHS, made 3A All-State Drill Team.

NuSkin Awarded the following grants:
Landmark: \$900 Dave Work
Maple Mountain: \$3,550 Robert Eastman
Payson High: \$3,175 Linda Walter
Salem Hills High: \$3,450 Chris Andrews
Spanish Fork High: \$3,400 Ryan Kunzler
Springville High: \$3,850 Kristen Massick

Employees & Programs:

Julie Hammari, East Meadows, selected as the recipient of the prestigious **Presidential Award for Excellence in Science Teaching**.

Brian Ostler, Springville High, received the **Welding Section Educator Award** by the American Welding Society.

Scott Haney, Salem Hills High, selected as the **All Sports Coach of the Year** by the Utah High School Athletic Association.

Doug Welton, Salem Hills High, earned the distinction as a First Diamond Coach in the **National Forensics League** — Speech and Debate.

Kristel Peterson, Brockbank, received the **Carol Lynn Ross Award** for Debate Coach.

Khristen Massic, Springville High, awarded the **New CTE Teacher of the Year** by the Utah Association for Career and Technical Education.

Brandi Wayment, First-grade teacher at Hobbie Creek Elementary, awarded the **Educator of the Year Award** by the United Angels Foundation.

Khristen Massick, SHS, awarded an additional grant of \$4,000 from NuSkin.

Concurrent Enrollment (percentage of our students in post-secondary course work) has increased by 24% from last year.