

Leading With Moral Authority

James Kouzes in his book *The Leadership Challenge* makes this important point: “All the techniques and all the tools that fill the pages of management and leadership books are not substitutes for WHO and WHAT you are...Credibility is the foundation of LEADERSHIP.” Credibility is an ethic that should be in the heart of every servant leader.

We emphasize in our ESC that everyone of us is a servant leader. Regardless of our role we all lead and we are to do so with a servant’s heart. At our opening staff meeting I tried to point out that we all need to maintain the right perspective that “right perspective” is captured in who we really are (servant leaders) and how we lead (moral authority).

“Moral authority” sounds....rather authoritarian. It is much more than being in a position of authority; as Kouzes writes it is “WHO and WHAT [we] are.” Those who properly lead with moral authority are willing to accept AND delegate responsibility. That means we appropriately accept responsibility for our own actions, even when things take a turn for the worse. If we are in a leadership role, it also carries with it the idea that we are willing to share our authority, even when it may have been easier to complete the task ourselves.

“Moral authority” goes beyond power sharing and accepting responsibility; it also conveys the idea of accountability. We have expectations for our own job performance, AND we are willing to do the hard work of holding those around us accountable. Why do we do this hard work? BECAUSE those we serve are counting on it.

One of the best ways we can hold ourselves and others accountable for performance as servant leaders in the ESC is to revisit our dimensions of customer service. These dimensions were developed with the idea that they SHOW how servant leaders carry out their jobs within this agency. All of them ooze with the truth of leading with moral authority. I end this article with these dimensions as a reminder that this is what servant leadership looks like for ALL of us:

S - Serving Others - Our #1 Priority

T - Teamwork - making everyone in the organization look good

A - Attitude - how you THINK about the customer WILL impact how you treat them

R - Reliability - everything you do ends up in front of our customers



Important Dates For the 2022-2023 School Year

Plans are already underway for the 2022-2023 school year. Below are some key dates you need to be aware of for next year:

New Staff Orientation - August 10, 2022 9AM - 3PM (ESC)

Opening Day Meeting - August 12, 2022 8:30 AM - 10:30 AM (Tolles Career Center)

Staff Meeting - Dec. 14, 2022 - 4 PM

Staff Meeting - March 22, 2023

Staff Breakfast - June 2, 2023 - 9 AM



Save the Date

Don't forget our Staff Recognition Breakfast will be held on Friday, June 3rd at 9AM. This program will recognize staff member for their years of service to the ESC, along with some special awards. The meeting will conclude with a brief staff update. Please look for the invitation coming out in mid-April from Ashley Carey.

Mileage Reimbursement Change

The mileage reimbursement rate for work-related travel was increased from 50 cents to 55 cents at the February ESC Governing Board meeting. In accordance with Board Policy 6550, this mileage rate will be reviewed on an annual basis and adjusted according to current fuel prices.



Recognition of Staff by Staff for the 4 Dimensions of Customer Service

Last year one of the leadership cohorts suggested that we create a program that would allow staff members to recognize their colleagues for clearly exemplifying the dimensions of customer service. Each quarter we have highlighted one dimension and given YOU the opportunity to brag about a colleague. We had a number of staff members recognized for serving others, serving their team and serving with a positive attitude. So far this year you have recognized 81 of your colleagues for the first three dimensions.

You have one more opportunity to recognize your colleagues. In this final quarter of the year we are looking for those employees who exemplify RELIABILITY they can be counted on to deliver great service everyday. They have the mindset that whatever they do will end up in front of those we serve so they always bring their “A-Game.” Ashley sent the email about this dimension a few weeks ago and she will send a reminder in April. Take the time to look around you and recognize one or more of your “reliable colleagues.”

Third Quarter Internal STARS

Congratulations to our Third Quarter Internal STARS! You each demonstrate what having a positive attitude truly means!

Our recognized staff for this quarter were:

Heather Burris, Barb Butler, Jason Campbell, Ashley Carey, James Cutlip-Savage, Heather Embry, Bryan Gates, Chasity Gregorek, Ryan Guthrie, Barry McNeely, Melinda Monteith, Crystal Morris, Diana Omlor, Melissa Peterman-Cutlip, Madison Risser, Meighan Rupert, Terri Schmitt, Ericka Schultz, Melissa Scoville, Missy Sine, Angie Thomas, Marie Wheeler, Angie Whip, Tracey Wilson, Kristin Wolff, and Michelle Yocom.



Volunteer Opportunities

Triad needs volunteers for track and field meets, including hurdle movers and people measuring for the different field events. The following dates are available:

Friday 4/8/22 High School Meet (Field events at 5:00, running at 5:45)

Teams include: Madison Plains, North Union, Riverside, Southeastern, West Jefferson

Saturday 4/9/22 Middle School Meet (Field events at 10:00, running at 10:45)

Teams include: Mount Gilead, North Union, Riverside, Southeastern, Urbana

Please email Matt Harper (matt.harper@mccesc.org) if you are interested in helping.



Any of our districts would be happy to have volunteers for track meets and other school events. As always - if you volunteer in one of our districts in any capacity, let Angie Brouhard know.

An Introduction to the ZONES of Regulation: A Curriculum Designed to Foster Self-Regulation and Emotional Control

On March 3, Kathleen Riley MS OTR/L, gave an inservice to the Mechanicsburg pre-school, kindergarten, and IS staff entitled “An Introduction to the ZONES of Regulation: A Curriculum Designed to Foster Self-Regulation and Emotional Control.” The one-hour class covered topics including sensory processing, executive functioning, and emotional regulation, as related to a student’s ability to self-regulate in the school setting. The ZONES topics of “expected vs unexpected behaviors,” identifying “the size of the problem,” listening to your “inner coach vs inner critic,” using “flexible vs stuck thinking,” and identifying one’s own “triggers” were all covered. Class participants discussed how to use the ZONES curriculum in their own classrooms as well as how to create their own “toolbox” of tools for their students to use for self-regulation. The conversation was lively and lots of great ideas were shared by all!

Capital Conference



Marcia Bailey received the Award for Outstanding Community Leadership. Marcia was recognized by OESCA for her leadership of the Champaign Economic Partnership. As its first executive director, she has purposefully led the county through strategic planning which has led to increased business development, business expansion and the retention of employees in our county-based businesses. She has made a point to partner with all five school districts to ensure their interests were represented in the economic development of the business community.

Senator Robert Hackett, representing Senate District 10, received the Outstanding Legislator Award. Senator Hackett has been one of the most forthcoming and accessible legislators in the current General Assembly. He regularly attends the superintendents meetings in all of the counties he represents, and he is willing to engage in difficult dialogue. He has remained a staunch proponent of Ohio's public schools even in the face of criticism of his own party. He is an excellent listener and a tireless advocate for his constituents.



Board President Retirement

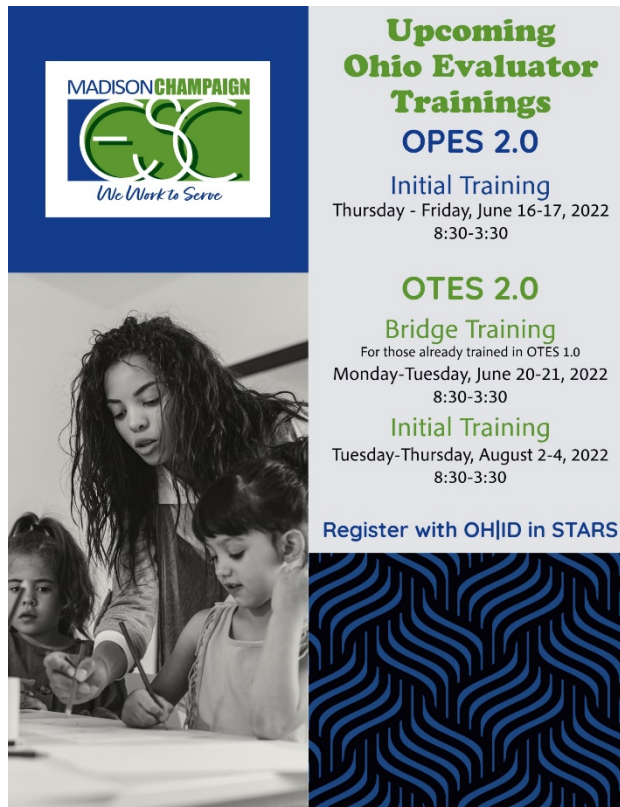
Mary Lee Gecowets presided over her last board meeting, December 22, 2021. Thank you Mary Lee for working to serve the students and staff of the Madison Champaign ESC.



ESC Receives Extended Learning and Recovery Grant

Members of the Teaching & Learning (T&L) Department spent much of the first semester working on the application for the ELAR grant from The Ohio Department of Education. In February the team found out they received partial funding for the grant - receiving \$1.23 million of the \$3.9 million requested. These funds are available through September 2024. While the partial funding means that not all of the original plans can be implemented, the awarded amount will go a long way in allowing the ESC to provide districts with no-cost support in implementing their Extended Learning Plans.

The T&L Department plans to use the funds to cover the cost of the entire team, which means free PD, Coaching, and Data Support for districts over the next two school years. They also hope to expand the department to create the capacity to support districts with the required implementation components of Ohio's new Dyslexia law.



MADISONCHAMPAIGN
ESC
We Work to Succeed

Upcoming Ohio Evaluator Trainings
OPES 2.0
Initial Training
Thursday - Friday, June 16-17, 2022
8:30-3:30

OTES 2.0
Bridge Training
For those already trained in OTES 1.0
Monday-Tuesday, June 20-21, 2022
8:30-3:30

Initial Training
Tuesday-Thursday, August 2-4, 2022
8:30-3:30

Register with OH|ID in STARS

Madison County Spelling Bee

In January, members of our Teaching & Learning team, along with administrators from Madison County assisted in the annual Madison County Spelling Bee competition held at Tolles Technical Center. There were a total of 56 competitors in grades 5-8 from all four school districts: Jonathan Alder, London, Madison-Plains, and West Jefferson.

All students competed in both the written test and the oral Bee. The oral Bee went 10 rounds and lasted two hours and 15 minutes.

Patrick Murphy, an eighth-grader from West Jefferson Middle School, was the last correct speller in the ninth round with the word "regurgitate" and went on to win the competition in the tenth round with the word "transposable".

Overall Champion: Patrick Murphy from West Jefferson Middle School

Runner-up: Chloe Wilson from Jonathan Alder Junior High

Written Test Winners

5th-grade: Kaden Myers from Norwood Elementary (West Jefferson)

6th-grade: Martin Rits from West Jefferson Middle School

7th-grade: Tucker Phipps from West Jefferson Middle School

8th-grade: Chloe Wilson from Jonathan Alder Junior High



(From left to right: Chloe Wilson, Patrick Murphy)



(From left to right: Chloe Wilson, Tucker Phipps, Martin Rits, Kaden Myers)



(From left to right: Patrick Murphy, Kolby Thoman, Gavin Cloutier, Khloe Lemon, and Laasya Paruchuri)

Oral Round Winners by Grade Level

5th-grade: Laasya Paruchuri from Canaan Middle School (Jonathan Alder)

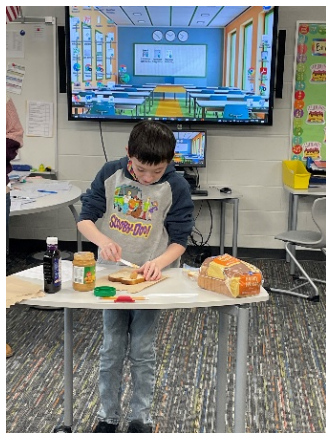
6th-grade (tie): Gavin Cloutier from Madison-Plains Intermediate and Khloe Lemon from West Jefferson Middle School

7th-grade: Kolby Thoman from London Middle School

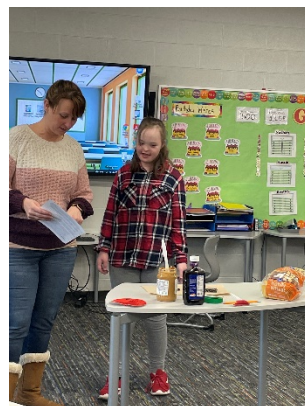
8th-grade: Patrick Murphy from West Jefferson Middle School



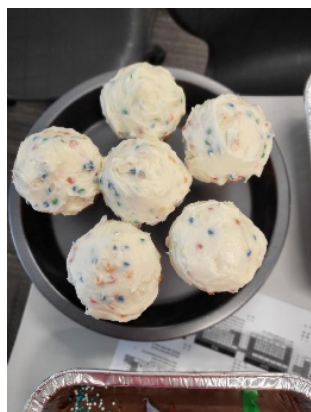
Happenings at the ESC



The students in Mrs. Knight's class at Urbana wrote their own directions for making peanut butter and jelly sandwiches. The directions were then carried out and demonstrated. They had a great time following the unique directions!!



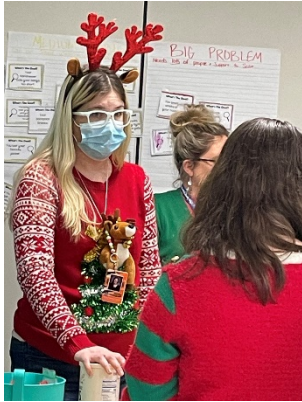
Let's get COOKing



Students from Mrs. Hall-Heminger's Urbana High School classroom had a baking contest to culminate lessons on fractions and following recipes. They all did a fantastic job!



Happenings at the ESC



Mrs. Smith's classroom at West Liberty-Salem Middle School followed a recipe to create reindeer treats.



APE teacher, Chasity Gregorek, challenged West Liberty students to learn ping-pong. They had a great time learning new skills and participating in leisure activities!



Students from Cheryl Leffel's class participated in their own Olympics.



Happenings at the ESC

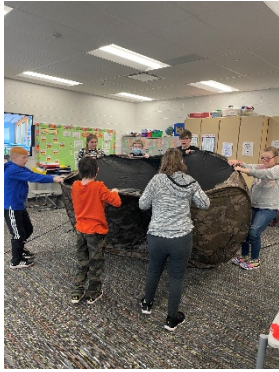


Thank you to Rich Valerio for all of the food he donated for the Kiwanis Club's food drive. Without Rich and our other staff, Champaign County would not have topped all other counties in the Kiwanis region!



Thank you, Cheryl Tuck for sharing this blast from the past. Cheryl said, "The elementary classes in the county got together once a year to do a big county treat day. It was much fun for everyone. The kids would parade through the ESC office before they left."

Happenings at the ESC



Mrs. Knight's students received a quarterly reward! It was campout day complete with picnic foods made by the students, as well as a tent raising completed by students independently following the directions!

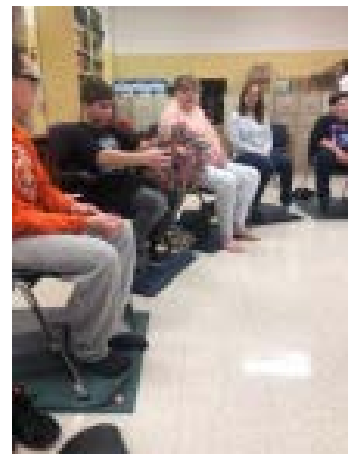


A group of folks from our Related Services department got together for an evening of fellowship and fun at the Southwest Bowl in Urbana. They are hoping this turns into a quarterly gathering!



Happenings at MAC

Mac-A-Cheek Learning Center and Addy Passaro from Homegrown Yoga have teamed up to bring Mindfulness Yoga to students and staff. Mindfulness Yoga is a six week program discussing topics and stretches around grounding, choices, taking action, routine and control. Mindfulness yoga is funded by a Mary Rutan Hospital Foundation grant.



WHO'S WHO AT THE ESC

Madison-Champaign ESC • Main Office: 937-484-1557 • Fax: 937-652-2221



Administrative Assistant to the Superintendent	Ashley Carey	ext. 111
Change of Address	Nick Howell	ext. 112
City Taxes	Nick Howell	ext. 112
Contract Questions	Matthew Ketcham	ext. 103
Employment Verification	Nick Howell	ext. 112
Front Desk Administrative Assistant	Heather Burris	ext. 100
Home School	Heather Burris	ext. 100
Human Resources	Sheila Roberts	ext. 105
Insurance	Nick Howell	ext. 112
Licensure	Teresa Barr	ext. 110
LPDC	Dr. Kaffenbarger	ext. 101
Payroll	Nick Howell	ext. 112
Personal, Sick & Vacation Days	Nick Howell	ext. 112
Job Openings	Ashley Carey	ext. 111
Personnel Questions	Teresa Barr	ext. 110
Professional Development	James Cutlip-Savage	ext. 102
Purchase Orders	Teresa Barr	ext. 110
Purchasing	Matthew Ketcham	ext. 103
Safety Administrator	Matthew Ketcham	ext. 103
Substitute Information	Heather Burris	ext. 100
Technology	Rich Valerio	937-717-2177
Web Check (BCI & FBI)	Heather Burris	ext. 100