

Farewell Servant Leaders

I have a hard time coming to grips with the end of a career in a profession that I have so thoroughly enjoyed. Over 43 years the work and the culture in which we do this work has shifted dramatically. The demands on educators, students and communities has increased exponentially. Despite these changes there has been one constant: people. I have returned year after year to various jobs in public education because it afforded me the opportunity to influence people. In 1979 I started teaching students at Kenton Ridge High School, using English as the medium I had the opportunity to influence high school students. In 1988 when I became a principal at Triad High School, I had the opportunity to influence students and teachers. When I moved into the superintendency I had the opportunity to influence students, staff and the broader community. It is the opportunity to influence others that has motivated me to remain in this noble profession.

Leadership in its purest form is simply “influence” and I have learned at the Madison Champaign ESC the key to effective influence is learning to serve. Had it not been for the crisis we encountered as an agency in 2010, I would never have learned the invaluable lesson that if I truly desired to lead, I had to learn to serve the needs of others. It has transformed what I believe about being an influencer. True servant leaders don’t influence others for selfish reasons, they must first see the beauty in meeting the needs of others. Those who keep their focus on the needs of others are true people of character. I have been blessed to serve with a wonderful group of servant leaders who “work to serve.”

I hope that all of you will continue to serve those you lead, whether that is leading students or other staff members, may their needs continue to drive your work. Over the past 2 and a half years I have seen this staff continuously rise to meet the challenge that the COVID pandemic presented. You found creative ways to meet the needs of the students who were counting on you to see that their education continued uninterrupted. You met their needs emotionally, educationally and in many cases you made certain their physical needs were met. While these have been trying times you have kept your focus on others. Never lose that tenacious desire to meet the needs of all those you serve.

Thank you for letting me be part of your lives for what seems like a very short 13 and ½ years. I close my tenure at the Madison-Champaign ESC full of gratitude and satisfaction that I have done the best job possible to lead this organization. Any achievements during my tenure were not accomplished alone. I have had a great deal of help from wonderful people in leadership positions within the agency. This list would be too large - let it suffice to say what has been accomplished has been done by a group of dedicated servant leaders.



Farewell Servant Leaders cont..

As you return in August of 2022 it is my hope that you will continue to fan the flame of dedicated service to our students, our staff, our districts and our communities. May this ESC continue to be driven by a single mission: “working to serve.”

Farewell, may God bless you and may you have a restful and relaxing summer. You deserve it!

Preparing for a New Superintendent

Mary Mitchell has been the principal at Mac-A-Cheek Learning Center for the last seven years. Prior to joining the MCCESC, Mary was employed by the Urbana City School District as the Director of Special Education. She has also worked for the Clark County ESC as a Preschool Supervisor. She started her educational career at Clark-Shawnee Local Schools as an Intervention Specialist.

When asked about becoming the ESC's new superintendent, Mary said "I am excited for this new challenge but it is also bittersweet to leave Mac-A-Cheek. Working with the students at Mac-A-Cheek has reinforced my belief that the most important thing we can do as educators is make a connection with our students that allows us to have a lasting impact on their lives. My goal as the Superintendent of the ESC is to support our staff and districts so they are able to do this."

Summer Office Hours

The ESC's Central Office will be in operation throughout the summer months. We will have abbreviated hours (8 AM - 3 PM) beginning June 21st through July 29th. The office will be closed on June 20th in observance of Juneteenth and again on July 4th in observance of Independence Day.

If you need to speak with someone in the Central Office, it is a good practice to phone ahead to ensure that the person is actually in the office. Many of our year-round employees use their vacation days in June and July.



August Opening Staff Meeting

The mandatory August All-Staff Meeting is scheduled for Friday, August 12th at 8:30 AM at Tolles Career and Technical Center near Plain City, Ohio on State Route 42. Breakfast will begin at 7:45 AM. The opening staff meeting will begin at 8:30 AM. Beginning this year we will alternate the location of our opening meeting between Madison and Champaign Counties. This year's breakfast will be provided by Der Dutchman of Plain City.



License Renewal Reminders

If you need to renew your license before next year, remember those applications must be submitted in advance of the June 30th expiration date to ensure your valid license is issued prior to the beginning of the 2022-2023 school year. Failure to have the proper license could result in you not receiving your pay.

If you are renewing your license through the Local Professional Development Committee (LPDC) process remember that you must use the Madison-Champaign LPDC IRN # which is [008630](#)

If you have a classified contract and you are renewing your permit, you need to use the ESC IRN # which is [137364](#).

American Fidelity

DO NOT FORGET TO SCHEDULE YOUR APPOINTMENT WITH AMERICAN FIDELITY!

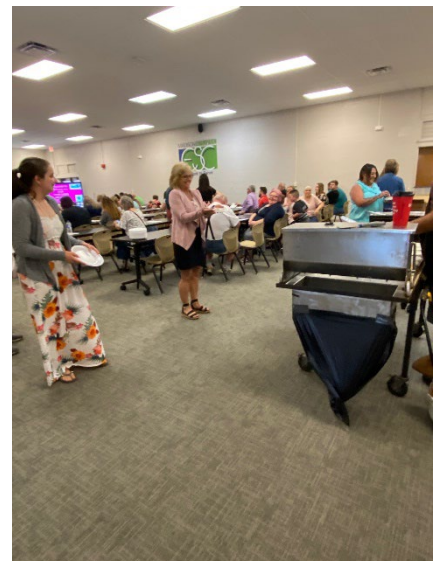
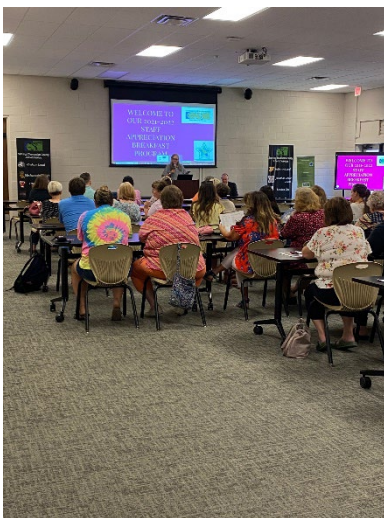


Star Customer Service Recipient

Melissa Scoville, Math Curriculum Specialist, received the second semester STAR Customer Service Award. Melissa was nominated by Mechanicsburg Middle School Principal, Marlo Schipfer, Triad's Chief Academic Officer, Morgan Fagnani, and Director of Tolles Career and Technical Center, Connie Strebe. Congratulations, Melissa You are a wonderful example of "working to serve."



Staff Appreciation Breakfast and All Staff Meeting



Heart for Service Award Winner

You have heard it a million times, but we here at the ESC truly work to serve. Though we are all servant leaders, there are some who go above and beyond time and time again. Below is the Heart for Service Award winner.

Tisha Kauffman



Years of Service



1 Year of Service



5 Years of Service



10 Years of Service



20 Years of Service



25 Years of Service



Retirees

Fourth Quarter Internal STARS

Congratulations to our Fourth Quarter Internal STARS! You each demonstrate what being reliable means!

Our recognized staff for this quarter were:

Laura Andrews, Leanna Belcher, Linda Bennett, Gabby Boucher, Melissa Bowersock, Debra Bowen, Heather Burris, Ashley Carey, Erin Converse, Jeri Cushman, Chelsea Harvey, Liz Henry, Cherie Knight, Connie Lollo, Kathy Looby, Dayna Ober, Brooke Parsley, Angie Thomas, Marcie Trein, George VanHorn and Michelle Yocom.



PLO Document for 2022-2023

The T&L Department has finalized its annual [Professional Learning Opportunity](#) document. This document gives dates for network meetings and PLO's that are currently scheduled for next year. However, throughout the year new events may be scheduled, but they will be advertised separately.

ESC Receives Building Capacity Literacy Grant

As part of its initiative to build the capacity of ESC's to support districts in their literacy work, ODE offered a structured literacy grant to cover the cost of having individuals trained in AIM Pathways to Proficient Reading as well as to eventually be able to train the required 18 hours of dyslexia professional development next year. The Teaching & Learning Department submitted an application and was awarded over \$16,000 which will allow us to create a cadre of individuals to help support our districts with required training next year.

Prisms



Thanks to the Extended Learning and Recovery Plan grant, we have been able to partner with Montgomery County ESC to bring Prisms of Reality to Triad Local Schools.

Prisms, an SF & NYC-based education company, is scaling hands-on problem-solving across secondary math & the physical sciences using Immersive Virtual Reality. As a K-12 district leader in our largest urban school systems for 10+ years, Prisms founder and CEO, Anurupa Ganguly, didn't have the tools to authentically engage her students in math experiences that were purposeful, led to lasting understanding, and inspired them to solve worthwhile problems. Anurupa founded Prisms to solve the stubborn STEM attrition problem by actualizing hands-on, real-world problem-solving for math that was impossible to realize until recent advances in technology.

Prisms' award-winning team of educators, designers, game developers, and data scientists launched their flagship Algebra I library and, subsequently, their Geometry library, to over 60 school districts this year, including 30 in Ohio. Ohio is truly at the center of this new movement in education!

Prisms has also partnered with research group WestEd to rigorously study the implementation of Virtual Reality (VR) in a classroom setting. Our hope in bringing this program to Triad is to bring Algebra and Geometry to life in an engaging, understandable way for students in a rural setting.

To learn more about Prisms, visit their website at <https://www.prismsvr.com/>



Students in Norma Bottom's 8th-grade Algebra class prevent drones from attacking a glacier as they explore linear functions.

Ohio Personalized Learning Specialist Grant

To support the growth of personalized learning, the Ohio Department of Education is partnering with KnowledgeWorks and educational service centers (ESCs) to create the Ohio Personalized Learning Network (OPLN). Madison-Champaign ESC was awarded one of ten OPLN grants to identify and recruit districts that are currently engaged in personalized learning and/or are new to personalized learning, as well as to hire a personalized learning specialist to support regional efforts. Science Curriculum Specialist, Tracy Merica, will be serving in this role. She will work directly with interested school and district teams within the central region to provide technical assistance and professional development at no charge.

Through the OPLN, with the support of KnowledgeWorks, these ten specialists will create a system of professional development designed to provide multiple entry points to meet the needs of schools and districts. They will be supporting the state's schools and districts by providing support via professional learning pathways, a multi-level system of professional development, and customized support through a structure of Explore, Launch, and Transform.

Schools and districts that wish to EXPLORE personalized learning will have access to on-demand online learning modules to develop foundational knowledge of personalized learning. Districts ready to LAUNCH personalized learning will participate in a 2-year cohort and develop the knowledge and skills needed to shift traditional teaching and learning practices. These districts will receive professional development and coaching through OPLN. Districts that are ready to TRANSFORM will join a 5-year cohort to develop a comprehensive plan for district-wide implementation of personalized, competency-based learning.

Learn more about the pathways [here](https://oh.knowledgeworks.org/) or at <https://oh.knowledgeworks.org/>

Professional Learning Pathways

Grant-funded opportunities for educators, schools and districts coming soon from the Ohio Personalized Learning Network



EXPLORE Personalized Learning

On-demand resources for educators interested in learning at their own pace

Available Summer 2022

Access [on-demand, online learning modules](#) and curated resources to explore:

- ✓ What is personalized learning?
- ✓ Why personalized learning?
- ✓ Preparing to launch your individual or team's journey

Develop foundational knowledge of personalized learning and spark interest in shifting traditional teaching and learning practices

Join virtual meetings with fellow Ohio educators to share ideas and ask questions



LAUNCH Personalized Learning

Two-year cohort for school and district teams ready to re-energize your vision for learning

Cohort 1 Begins Fall 2022

Develop the **knowledge and skills** needed to shift traditional teaching and learning practices, including:

- ✓ Immediately applicable strategies to personalize learning at the classroom and school level
- ✓ Creating the conditions and building the capacity for learner agency
- ✓ Assessment strategies
- ✓ Leading in a personalized learning environment
- ✓ Change management
- ✓ Identifying and addressing systemic barriers to learning

Identify and apply strategies to **energize your vision** and build community-wide commitment

Identify **strengths and opportunities** for growth and alignment across 12 conditions necessary for systemic change (Download [Finding Your Path: A Narrative Tool for Systemic Personalized, Competency-Based Learning](#) to learn more).

Anticipated Commitments

- Initial planning meetings beginning in summer 2022 for school/district leaders
- Up to four virtual or in person cohort convenings per year, beginning in fall 2022 for full district/school teams
- Ongoing check-ins and support from personalized learning coaches
- Ongoing optional peer-to-peer learning opportunities and role-based connections



TRANSFORM Systems

Five-year cohort for districts ready to transform to a more equitable system of teaching and learning by implementing a district-wide system of personalized, competency-based learning

Develop a **comprehensive plan** for systemic, district-wide implementation of personalized, competency-based learning

Expand the **knowledge and skills** needed for system-wide transformation, including:

- ✓ Change leadership
- ✓ Community buy-in and meaningful support
- ✓ Scaling school-level implementation
- ✓ Competency and learning continuum development
- ✓ Systemic assessment practices
- ✓ Continuous quality improvement
- ✓ Strategic planning informed by futures thinking

Ongoing **district-specific coaching** and three cohort convenings per year

Embedded **evaluation of impact**

Ongoing optional peer-to-peer learning opportunities and role-based connections

Outcomes

- ✓ In early years, see growth in student agency, positive learning environments in supportive relationships
- ✓ In subsequent years, see evidence in growth in deeper learning, career readiness skills, equity of learning outcomes and post-secondary outcomes

Ready to get started? Questions?

[Fill out our brief interest survey](#) to request more information or schedule a time to discuss your team. Or reach out directly to Teresa Dempsey at PersonalizedLearning@Education.ohio.gov

ESC Now has 3 Regional Data Leads

In March, our Teaching & Learning Department attended EVAAS University at the SAS Institute in Cary, North Carolina. EVAAS, which stands for Education Visual And Analytics Solutions, is a program utilized by a number of states, including Ohio to help determine the growth of students during a school year. SAS's EVAAS team has developed an engaging, highly-informative multi-day training for Ohio's Regional Data Leads (RDLs). Training costs were covered thanks to the Extended Learning and Recovery Plan grant that the team received in January.

During the training, our team took on the roles of teachers and administrators, exploring the vast number of reports within the program, and learned how to navigate discussions and utilize the information from those reports to improve student learning. In collaboration with other ESCs from across the state, along with members of the Ohio Department of Education, the team was able to strengthen their network and consider *how* to make these reports usable and understandable for end-users.

With value-added being a requirement of High Quality Student Data (HQSD), our team has developed a 2-hour session to assist teachers in understanding their personal value-added reports. A key piece of these reports is **to inform** instruction - with this information, what are next steps to ensure that every student, no matter their achievement level, is receiving the supports necessary to succeed.

And while learning about these reports was exciting, our adventures did not end there. Besides a tornado causing damage within 5 miles of the training center, our team encountered some travel headaches, as well, including their final flight home being canceled. Luckily, the **drive** home was beautiful and uneventful.



STAR Students

Madison-Champaign ESC annually recognizes students that exemplify our 4 Dimensions of Service: Service, Teamwork, Attitude and Reliability (STAR). The following students were nominated: Kariah Madaj, Gabriel Haulk, Kamden Eades, and Gabriel Haulk.

This year, two students were selected to receive the Madison-Champaign ESC's STAR Student award: Gabriel Haulk and Kairah Madaj.

Some of what their nominators had to say:



Gabriel Haulk(Kindergarten)-

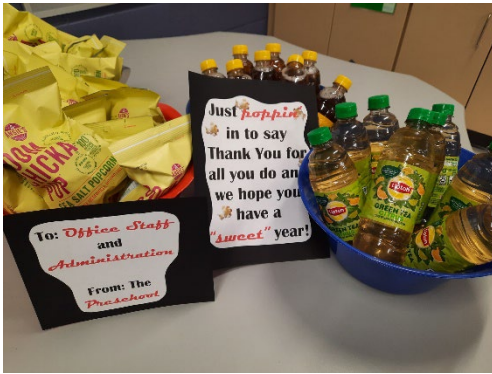
“We are always able to count on Gabe doing the right thing. He comes to school, greets staff and others appropriately then opens his folder and gets right to work. He rarely needs a prompt to get busy; he knows what is expected of him and he does it.”



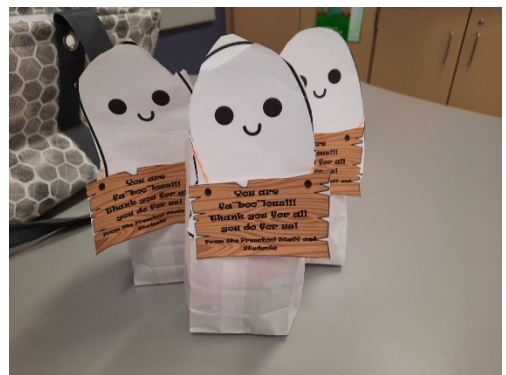
Kairah Madaj (preschool)-

“Kairah is always one of the first kiddos to check on someone else who is hurt or to volunteer to give someone else a turn at an activity. She is often thinking of the needs of others and is happy to help fill those needs. She plays well with some of our kiddos who have higher needs and wants to help them have fun and learn. She is a great friend to all of the other kids.”

Happenings at the ESC



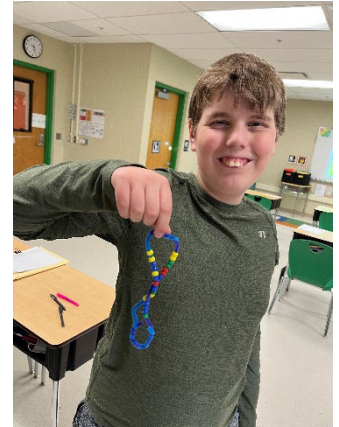
The ESC preschool classrooms at Urbana started a Kindness project during this school year. We made small gifts and delivered them to a different department at the Urbana building each month from September through February. We made gifts for the following departments: Office/Administration, Nursing/Custodial, Food Service, K-3, and Transportation. The children helped cut and glue the projects and the staff who received them really appreciated them! It was fun to spread some kindness each month!



Happenings at the ESC



Students at WLS created a replica of their genotype while studying DNA.



Students from Miss. Demons' classroom enjoyed Pi Day at Triad Middle School!

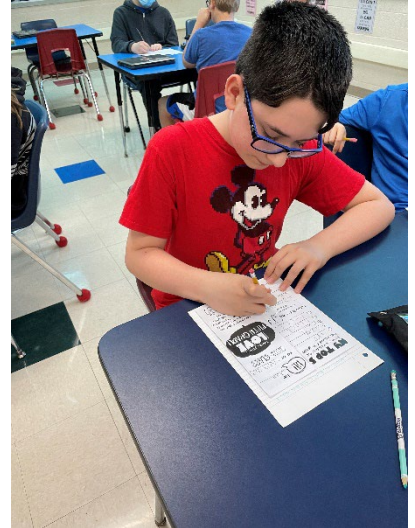


Jennifer Hall-Heminger's class attended the CBC Cup in London on May 6. Transportation and a supportive clap-off were provided by Urbana! The students performed very well and had a great time! One student in her room won the Sportsmanship award.

Happenings at the ESC



For United Service Day students from Jessica Nieman's room worked on brochures for the incoming 5th graders.



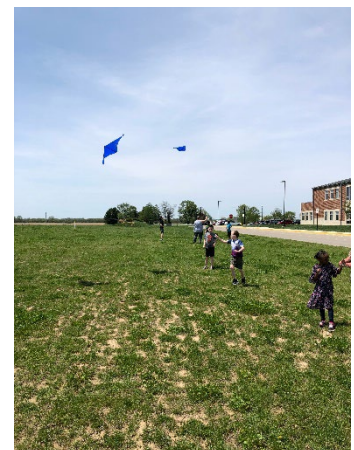
Big thank you to:

- Karen Kleis and Megan Horn who contributed a raffle basket for a program at Graham.
- Carolyn O'Neal who volunteered at a weekend track meet at Triad.
- Matt Harper, who helped organize and the Track and Field program at Triad this spring. He did a "fabulous job" according to one report!

Thank you for all that you do to support our districts and the students and families that you serve!



APE teacher Chasity Gregorek flies kites with students at Urbana Junior High School. What a great way to end the year!



Happenings at the ESC



The ESC Preschool students from the Dohron Wilson Elementary School enjoyed a Preschool Celebration day on May 13, 2022. Assistant Director from the Mechanicsburg Library, Jennifer Alltop, joined in the events with a book reading.



Urbana Preschool classes had the excitement of being able to watch caterpillars change to butterflies and then release them for the end of the school year. Thanks to a generous donation from The Master Gardeners of Champaign County, the ESC Preschool classes were able to watch Painted Lady caterpillars change from tiny caterpillars into beautiful butterflies, right in their classrooms.



The ESC Preschool classroom at Dohron Wilson Elementary School hosted Dr. Grove to present the Realeyes "Sammy Safe-Eyes" program for the preschool students on May 23, 2022. Dr. Grove volunteers through Realeyes to do 30 minute programs in elementary schools to promote vision safety and wellness. This program was created by the Ohio Optometric Association through a grant from the Ohio Department of Health Save Our Sight Fund. The preschool program certainly appreciated Dr. Groves' time and knowledge in making this important presentation to our students.

Happenings at the ESC



A West Liberty student enjoys a switch adapted bubble machine allowing him to make bubbles for himself.



The WLS class enjoys end of year activities including baking, reading outdoors, and tie dye.

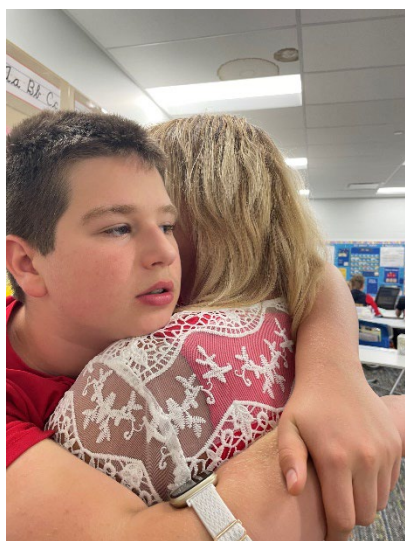


Students at WLS pose for a picture after end of year awards.

Happenings at the ESC



Mechanicsburg eighth grade graduation included two students from Emily (Davis) Wemyss' classroom.



Goodbyes are hard!



Mother's Day crafts made for the families at WLS.

MAC North Graduation



This year Mac-A-Cheek celebrated the graduation of 6 students: Kim Garris (Triad), Devine Dick (Bellefontaine), Richard Hindman (Bellefontaine), JR Parker (Indian Lake), Kylan Arnette ((Indian Lake), and Dakota Purk (Urbana). Each of these students has worked very hard to reach their accomplishments. Congratulations Graduates!




2022 class of
C O N G R A T S !

2022 Graduates from the Highly Structured Program



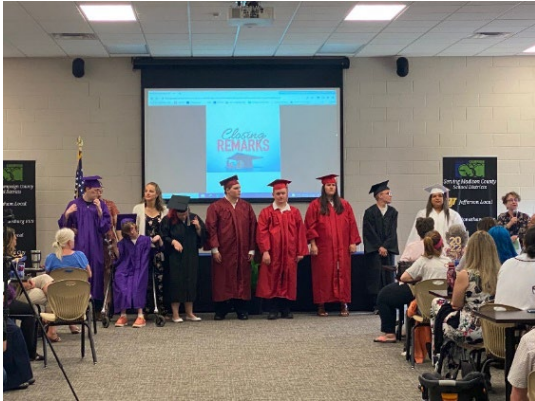
The Highly Structured Program proudly presents our five graduates!



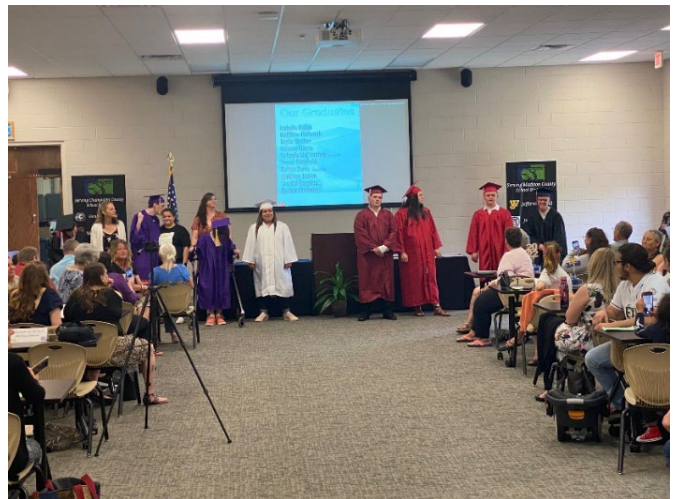
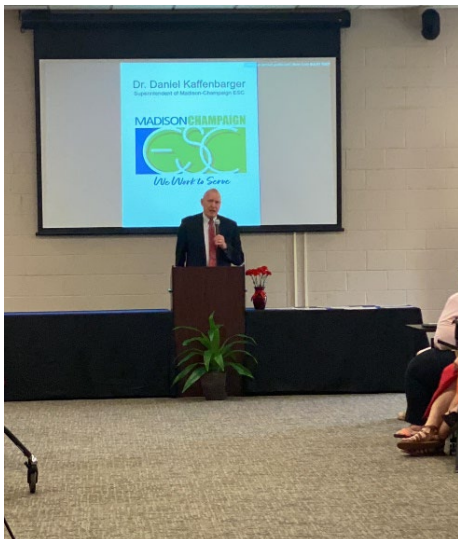
We celebrated their success with a class picnic.



Graduation at the Central Office



The ESC celebrated the graduates at a Convocation ceremony on Friday, May 20th. There were graduates from Graham, Mechanicsburg, Triad, Urbana, and West Liberty-Salem school districts. Representatives from the graduate's respective districts presented the graduates with their certificate of completion for earning all their high school credits. A cake and punch reception was held immediately after the ceremony for all those in attendance.



WHO'S WHO AT THE 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	Mary Mitchell	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, ProStratus	937-717-2177
Web Check (BCI & FBI)	Heather Burris	ext.100

