



Monthly Employee
Newsletter –
December 2024



Dear Team,

Wow, the school year is nearly half over! As we close out the calendar year, I want to thank each of you for your commitment to our students and school community. This is the season to take time to enjoy the festivities, explore local events, and make cherished memories with your loved ones.

I have a favor to ask. I would like each of you to pay special attention to **Student and Staff Mental Health** during this time. With the holiday season approaching, it's crucial to support our students' and colleagues' well-being.

Wishing you a joyful holiday season and a happy New Year!

Warm regards, *Eric*

Freshwater Education Foundation

Who We Are and What We Do Campaign

Please plan on attending
our Giving Tuesday event to
enjoy a free
meal—December 3rd at the
Academies Activity Center.
Anytime between
4:00-6:00.

Everyone and anyone is
welcome. Please tell
others.

Licensed Staff: Check your license expiration date

Now is a good time to look at your license to see when it expires. Our relicensing committee meets 4 times per year. You will need to get your CEUs to them if your license expires this summer. If you have any questions, contact Tiffany Sweeney.

School Announcements and Weather

We use our Mass Notification System to send out school delays or closures information. These messages will come to you by text and email.

Wanting to take vacation or personal leave?

As a reminder, vacation and personal leave needs to be pre-approved by your supervisor. Please request as early as possible.

Field Trip Request Forms

This form is now online on our website. Once you click submit, it comes to my email. I will then send you an approval email.

HOLIDAY BREAK for students and teaching staff:

December 23 to January 1

*School resumes January 2

FED Admin/Business Office closed for the holidays:

December 24 & 25

December 31 & January 1

TECH
TIDBIT



If you are in one of the Freshwater Buildings, you should see this in your printers. Here is how you get there: Click start - Settings - Bluetooth & Devices - Printers & Scanners. You should have these two printers below showing up. If you do not see them, please email helpdesk@fed.k12.mn.us so we can take care of it for you.



FED_FindMe_BW on VISION_2024.fed.local
10 document(s) in queue



FED_FindMe_Color on VISION_2024
18 document(s) in queue

Freshwater MnMTSS Leadership Team Monthly Update

Over the past month, the Freshwater MnMTSS Leadership Team has focused on advancing the implementation of MnMTSS and building upon the foundation established during the six-session course. Efforts have been directed toward:

- **Deepening Professional Learning:** Team members have engaged in opportunities to analyze systems data and enhance understanding of the five components of MnMTSS.
- **Key Areas of Focus:** Progress has been made in several critical areas, including teaming structures, professional learning, data and assessment systems, tiered supports, funding streams, and policy analysis. Additionally, the team continues to work on the development of an MnMTSS Handbook to guide implementation and ensure consistency.
- **Tier 1 Instruction and Support:** The team has been working to understand the indicators of successful Tier 1 instruction, which include:
 - The use of **evidence-based instructional materials and practices**.
 - Ensuring **horizontal and vertical alignment** across grade levels.
 - Establishing clear **Tier 1 targets** and ensuring **fidelity of implementation**.
 - Exploring criteria for success using a **data-based decision-making process**.



These efforts are aimed at enhancing the effectiveness of Tier 1 supports to ensure equitable access and improved outcomes for all students. The leadership team remains dedicated to fostering strong, system-wide practices that align with MnMTSS principles.



From our Together Improving Care Team

Vision: A compassionate community that builds relationships and empowers individuals

Research shows that when multiple people experience the same traumatic event, they can often exhibit similar symptoms but the severity of these symptoms can vary depending on individual factors like prior trauma history, coping mechanisms, and their relationship to the event.

When comparing siblings who grew up in the same home and experienced the same types of trauma, one sibling may not have any trauma effect later in life while the other may have severe effects.

We must always remember to treat everyone with "Universal Precautions of Trauma". Assume that everyone you interact with has some form of trauma. Treat others with patience, kindness and respect.

DID YOU KNOW?

"TRAUMA IS INDIVIDUAL TO THE PERSON"

  **Staff Recognitions**  

I'd like to give a staff shout out to the business office. I'm so beyond grateful for the incredible business staff that we have here at Freshwater. If I ever have a question, they have been prompt and friendly in providing an answer. Whether it's been with payroll or health insurance questions, my concerns have been prioritized, heard

and answered.

I so appreciate the consistency that they demonstrate and the interest in the people that they serve.

~ Nick Lorensen



Michelle Olson	12/1
John Fox	12/4
Christa Perala	12/4
Heather Calhoun	12/6
Kayla Keil	12/6
Mikayla Jorgenson	12/10
Deanna Hillukka	12/16
Annette Lillquist	12/22
Amber Nelson	12/23
Cathy Salathe	12/24
Stacy DeMars	12/26
Britney Bursch	12/27
Jordan Anderson	12/28
Maria Theisen	12/29
Sondra Lee	12/31

Minnesota Music and Arts Events **in December**

Embrace the rich cultural tapestry of our state by attending these events:

- **A Christmas Carol at Guthrie Theater**
 - *When:* November 9 – December 29, 2024
 - *Where:* Guthrie Theater, 818 S 2nd St, Minneapolis, MN 55415
 - *Details:* Experience Charles Dickens' classic tale of Ebenezer Scrooge's transformation.
[Minneapolis](#)
- **Arts of the Holidays Show and Sale**
 - **When:** October 25 – December 21, 2024
 - **Where:** Laura H. Miles Gallery, Wayzata, MN
 - **Details:** This event features a curated selection of fine art and craft items suitable for holiday gifts, showcasing the work of over 100 artists.
[FestivalNet](#)
- **Bentleyville Tour of Lights**
 - **When:** November 18 – December 26, 2024
 - **Where:** Bayfront Festival Park, Duluth, MN

- o **Details:** Walk through America's largest free lighting display, featuring over 5 million lights, complimentary treats, and visits with Santa Claus.
- **Cyndi Lauper Concert**
 - o *When:* December 4, 2024
 - o *Where:* Target Center, Minneapolis, MN
 - o *Details:* Enjoy an evening with the iconic singer-songwriter performing her greatest hits.
[Minneapolis Events](#)
- **Zeal and Ardor Concert**
 - o *When:* December 4, 2024
 - o *Where:* Varsity Theater, Minneapolis, MN
 - o *Details:* Experience a unique blend of black metal and blues in this live performance.
[Minneapolis Events](#)
- **European Christmas Market**
 - o **When:** December 6 – 8, 13 – 15, 20 – 22, 2024
 - o **Where:** Union Depot, St. Paul, MN
 - o **Details:** Enjoy a traditional European-style market with handcrafted goods, festive foods, and live entertainment.
[Christmas Market Guides](#)
- **Northern Minnesota Craft and Vendor Expo**
 - o **When:** December 7, 2024
 - o **Where:** Uptown Mall, Virginia, MN
 - o **Details:** Featuring over 150 exhibitors, this expo offers a diverse selection of crafts and vendor products, ideal for holiday shopping.
[FestivalNet](#)
- **The Nutcracker by Stroia Dance Studios**
 - o *When:* December 13 – December 15, 2024
 - o *Where:* Paramount Center for the Arts, St. Cloud, MN
 - o *Details:* Enjoy the timeless ballet performance that brings holiday magic to life.
[Paramount Arts](#)
- **Rock n Roll Xmas Spectacular**
 - o *When:* December 19 – December 23, 2024
 - o *Where:* Paramount Center for the Arts, St. Cloud, MN

Details: Celebrate the season with a high-energy concert featuring classic rock and holiday favorites.
[Paramount Arts](#)