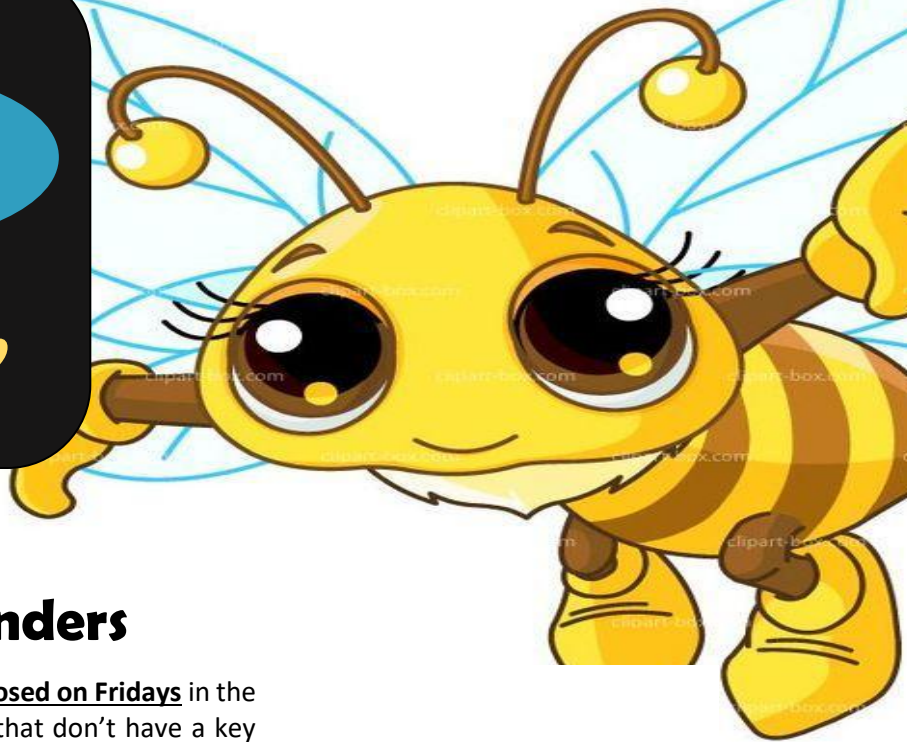


The Buzz...

Monthly Employee
Newsletter
May 2025



Summertime reminders

Keep in mind that the Freshwater Offices will be **closed on Fridays** in the summer. The front door will be locked for those that don't have a key fob.

The Freshwater Offices will be closed for the Juneteenth holiday on Thursday, June 19. There will be no school or activities held that day.

We're Hiring !

We have several great positions currently open at Freshwater. Check the website for these opportunities. Please spread the word by telling family and friends and share it on Facebook.

Congratulations Class of 2025 !

We are so proud of their hard work, resilience, and growth. Our graduates' journey has been filled with challenges and triumphs, and they've met them all with strength and determination. As they step into their next chapter, the entire Freshwater community is cheering them on. Their future is brighter because of you!

RETIREMENT CELEBRATION

WEDNESDAY,

MAY 14 – 3 to 5 PM

Freshwater Building, Wadena

THIS YEAR'S RETIREES:

- **Terrie Aho**
- **Amy Babler**
- **Bardie Skjonsberg**
- **Jana Timm**



Need to Meet with Office Staff over the Summer?

Please email or call the staff member in advance to set up an appointment to ensure that they will be in the office.

**THE FRESHWATER OFFICE IN WADENA WILL BE CLOSED FOR
CLEANING JUNE 30 – JULY 4**

Staff Recognitions

I would like to spotlight Jamie Wothe. Jamie's leadership during contentious meetings, conflicts, and difficult times has illustrated her human first leadership skills. Thank you for all you do.

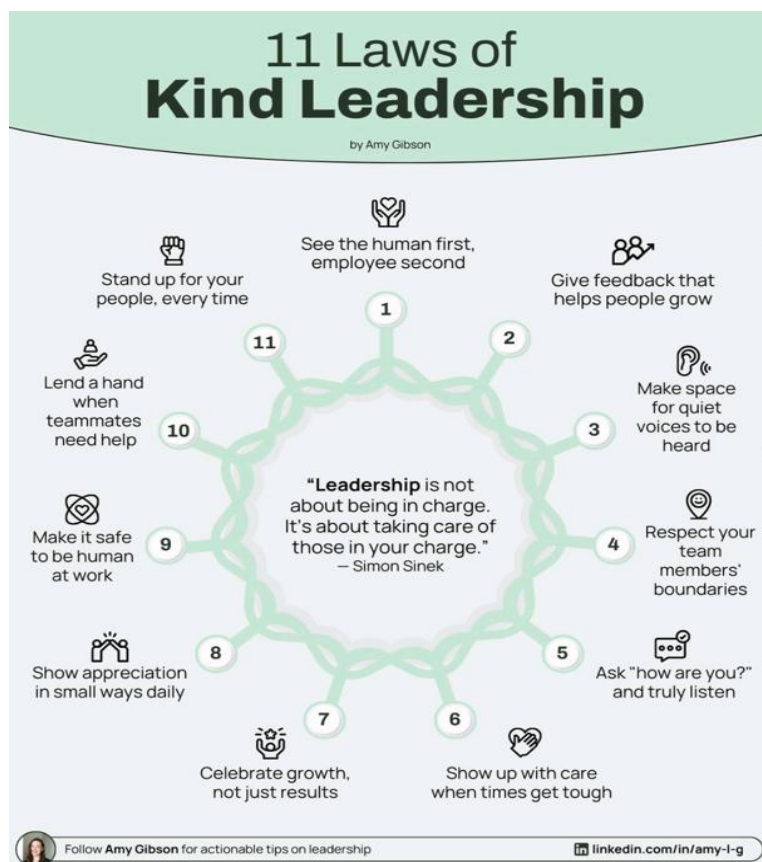
Attached, at right, is an image I love that illustrates a human first leader.

~Kristina Harstad

This is the second evaluation meeting in a district that I have sat in where parents have said they felt the evaluation report was very well done and thorough!

I want to spotlight Sally Christenson, Synneve Moe and Amy Mehl because their hard work on all of the evaluations that they take part in does not go unnoticed by me or parents!

~ Maria Theisen



~ WE APPRECIATE YOU ~

Teacher Appreciation Week – May 5 – 9

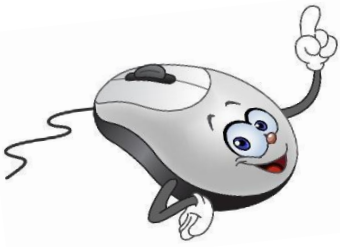
**ALL OF OUR WONDERFUL,
HARDWORKING TEACHERS!**

**National Speech Language Pathologist Day-
May 18**

SLP's - Kylie Olson, Myriah Becker, Matt Parker,
Kelsey Brakke, Sara Truax, Whitney Wegscheid

SLPA's - Taylor Mueller, Laura Bertram,
Miranda Sazama, Janelle Lass

REMINDER: PLEASE CHECK YOUR INBOX AND COMPLETE YOUR MONTHLY WIZER TRAINING



Summertime is a great time to earn some \$\$\$\$\$ on the Wellright App

Blue Cross Blue Shield members: Take some time over the summer to turn points into CASH on the Wellright App. If you haven't registered, use the code below to get started:



Scan the code with your phone's camera to register or sign into your account.

Get Started Today:

- Register at sourcewell.wellright.com or via the WellRight mobile app.
- Simply click 'Register' and complete the form.



NEED MORE OPTIONS IN THE CLOSET?

MANY new apparel options have been added to the FED Employee Store on our website. The on-line store can be found under Staff Resources.

Check it out!

<https://freshwaterclothing.itemorder.com/shop/sale/>



Monitoring Year Recap: Due Process Findings

English language learners

Consideration of Language and Cultural Factors

Before referring an ELL student for special education evaluation, educators must assess whether academic challenges are due to language acquisition, cultural differences, or a potential disability.

Use of Culturally and Linguistically Appropriate Interventions

Schools must implement and document research-based interventions tailored to the student's linguistic and cultural background to determine if additional support improves academic performance.

Collaboration with Multidisciplinary Teams

Teachers, ESL specialists, and parents work together to analyze the student's progress, review assessment data, and decide whether a formal special education evaluation is necessary.

Indirect Services



Indirect services are supports provided for the student rather than to the student.



These services help educators and staff implement the IEP effectively.



think about all the times you communicate and collaborate with other educators and staff about students on IEPs.

Accommodations and Modifications within an IEP

- Visual and verbal prompts for expectations, work completion, materials expected, and homework assistance.
- Completing a planner at the end of the day.
- Check in/check out system to ensure student has his materials and is completing homework.
- Visual reminder to stay on task.
- Graphic Organizer to assist in writing assignments and instruction in how to complete them.
- Copy of CLOZE teacher notes to assist in attention and note-taking.
- Paired with a positive peer role model to complete projects.
- Academic support in the areas of math, reading, and written expression.
- Modified learning objectives to increase academic fluency (modified assignments).
- Extended time to complete assignments that require longer stamina on concentration.

Spotlight: Special Education Related Services in Minnesota

Minnesota offers a wide array of related services to support students with disabilities. Here are a few highlights:

- **Comprehensive Support:** From speech therapy to counseling and physical therapy, students receive tailored services to help them thrive.
- **Built into the IEP:** Services are included in each student's Individualized Education Program (IEP) when necessary.
- **Team Approach:** Delivered by a team of skilled professionals—therapists, psychologists, nurses, and more.
- **Rooted in Law:** All services follow federal (IDEA) and state education regulations.
- **Early Help Matters:** Early identification and intervention are key priorities.
- **Whole-Child Focus:** Services aim to prepare students for school, work, and independent living.

To learn more about how these services support our students, visit the [Minnesota Department of Education](#).

Know the Timelines: Special Education in Minnesota

Timely support is essential in special education. Here are important deadlines Minnesota schools follow to ensure students get the help they need:

- When a school receives a **referral for an evaluation**, it must follow specific timelines:
 - **Evaluation Determination:** Within 10 school days, the district must determine whether an evaluation is warranted.
 - A school **must accept all referrals** at any time of the year. They **cannot impose a deadline** that restricts a parent's or educator's right to refer a student for special education evaluation.
 - If a referral is received late in the year, districts are expected to **begin the evaluation process promptly** and **complete it within the required number of school days** once school resumes, unless they choose to conduct it during summer.
- **Evaluation After Consent:** Schools must complete an initial evaluation within **30 school days** after a parent gives written consent.

- **Reevaluation Frequency:** A reevaluation must occur at least **once every three years**, or sooner if requested by the parent or teacher, or if conditions warrant.
- **IEP Implementation:** The services outlined in the IEP should commence **as determined** at the IEP meeting.
- **Annual Review:** The IEP must be reviewed at least **once every 12 months** to assess progress and make necessary adjustments, or sooner if requested by the parent or teacher, or if conditions warrant.
- **Prior Written Notice (PWN):** When proposing or refusing changes to a student's IEP, schools must provide parents with a PWN **within a reasonable time** before implementing the changes.
- **Parental Response Period:** Parents have 14 calendar days to respond to a Prior Written Notice (PWN) regarding a proposed reevaluation or proposed changes to their child's IEP.

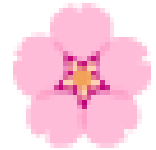
These timelines are designed to keep the process moving efficiently and ensure every child receives appropriate services without undue delay.

For more detailed information, visit the [Minnesota Department of Education](https://www.doe.state.mn.us/education/IEP).



A May Message for the Freshwater Team

(AI generated)



The flowers bloom, the songbirds sing,
And May arrives on gentle wing.
With sunshine bright and skies of blue,
It's time I send my thanks to you.

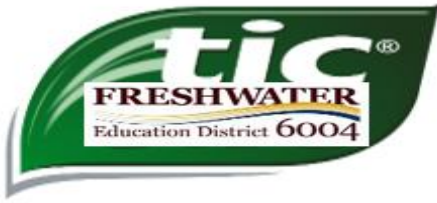
At **Freshwater**, where hearts are wide,
You lead with passion, strength, and pride.
Through every task, both big and small,
You lift up learners, one and all.

You've led with heart, you've stood so tall,
You've answered every student's call.
Through winds of change and skies of gray,
You brought the sunshine every day

From classroom calm to hallway cheer,
Your steady hands have brought us here.
And as the year winds to a close,
You're still the rock our mission knows.

So here's to you, our mighty crew,
For all you say and all you do.
May this month bring joy your way—
You've earned it more than words can say.

With gratitude and springtime cheer,
Thank you for an amazing year!



From our Together Improving Care Team

Vision: A compassionate community that builds relationships and empowers individuals

In all our interactions we need to focus on COMFORT versus CONTROL.

The Ukeru 2020 idea of "Comfort versus Control" is about how adults—like teachers or caregivers—can choose to either make kids feel safe and understood (comfort) or try to force them to behave a certain way (control). Ukeru believes that helping kids feel calm and cared for works better than using punishment or strict rules. When people feel safe, they can learn and grow better. So instead of focusing on controlling behavior, it's more helpful to understand why someone is upset and give them comfort first.

DID YOU KNOW?

IN ALL OUR
INTERACTIONS WE NEED
TO FOCUS ON
COMFORT versus ~~CONTROL~~

WAYS to take care of yourself

- Take time to smell the flowers
- Work at being optimistic and cheerful
- Say no more often
- Avoid negative people
- Use time wisely
- Do everything in moderation
- Stretch your limits a little each day
- Say something nice to someone
- Look for the silver lining
- Don't know all the answers
- Don't rely on your memory
- Avoid relying on chemical aids
- Unclutter your life
- Don't say negative things to/about yourself
- Visualize yourself winning
- Break large tasks into bite-sized portions
- Schedule play time into every day
- Take a bubble bath
- Become a better listener
- Clean out a closet
- Go on a picnic
- Get enough sleep
- Quit trying to "fix" people
- Talk less; listen more
- Do a brand new thing
- Have goals for yourself



- Keep a journal
- Remember that part of stress is attitude
- Ask someone to be your "vent" partner
- Stop a bad habit
- Prepare for the morning the night before
- Look at problems as challenges
- Believe in yourself
- Say hello to a stranger
- Practice slow breathing
- Read a story
- Walk in the rain
- Exercise every day
- Write a letter to a faraway friend
- Buy yourself flowers
- Smile often



MAY	JUNE	JULY	AUGUST
Kevin Johnson - May 4	Kim Marstein – June 1	Kelsey Hemberger – July 3	Kathy Danielson – August 2
Ruth Kinnunen - May 4	Tiffany Sweeney – June 3	Jill Line – July 3	Ryan O’Bar – August 2
Coralie DeWald - May 5	Deb Baune – June 5	Laura Bertram – July 7	Jeremy Rach – August 2
Robin Rothstein - May 5	Alecia Wahlin – June 6	Izzabelle Nesland – July 8	Jamie Wothe – August 2
Julie Benning - May 10	Jessica Nelson – June 8	Sally Christenson – July 9	Heather Jasmer – August 3
Holly Lillis - May 12	Charlotte Roe – June 11	Taylor Mueller – July 12	Maureen Baymler – August 4
Tammy Miller - May 14	Joni Schwartz – June 13	Sharon Thiel – July 12	Johnie Goodpasture – August 5
Fay Pary – May 16	Eric Weber – June 18	Stephanie Eckhoff – July 15	Lacey Baumgart – August 7
Lee Truax – May 16	Marah May – June 21	Roxann Nyhus – July 15	Heidi Haase – August 7
Mike Kaluza – May 17	Val Schmitz – June 24	Jena Osberg – July 15	Stacey Schwendeman–August 11
Betsy Larson – May 18	Tara Dravis – June 25	Jerry Miller – July 16	Bryan Tollefson – August 20
Carissa Goff – May 19	Michelle Wolhowe – June 28	Vanessa Waldahl – July 18	Sara Grabe – August 25
Suzanna Holper – May 23		Kim Becker – July 21	Missy Ludovissie – August 27
Shawn McAllister – May 24		Macy Murch – July 21	Leah Bloemendaal – August 28
Ann Hutchison – May 26		Sara Lenz – July 26	Carrie Jares – August 29
Ashtyn Wollenburg – May 26		Myriah Becker – July 28	Shelby Speckien – August 30
Kelsi Schalow – May 30			
Synneve Moe – May 31			
Dawn Wegscheid – May 31			