

# GO DUKES!



A digital newsletter from the  
Wellington Exempted Village Schools

FEB/MARCH 2023 | VOL 3 ISSUE 6

Westwood students are 100 days smarter!  
Students/staff recently celebrated the  
milestone with games and crafts.

## Important dates:

March 7: BOE Work Session at  
6 p.m. at Westwood

March 7: WHS mid-winter  
Band/Choir concert at 7 p.m. at  
Patricia Lindley Center

March 9: MMS mid-winter  
Band/Choir concert at 7 p.m. at  
Patricia Lindley Center

March 14-15: Kindergarten  
screening at Wellington LCCC

March 21: BOE Business Meeting at  
6 p.m. at Patricia Lindley Center

March 23: State of the Village at  
Eagles Hall

March 24: End of Third Quarter

April 3-10: Spring Break

April 11: Classes resume

For a complete calendar, go to  
[wellingtonvillageschools.org](http://wellingtonvillageschools.org)

## Spring is in the air

**Letter from Edward Weber, Superintendent**  
[eweber@wellingtonvillageschools.org](mailto:eweber@wellingtonvillageschools.org)

Turning the page into March, spring is right around the corner. We look forward to the many great things happening in and outside the classroom as we head down the home stretch of the school year.

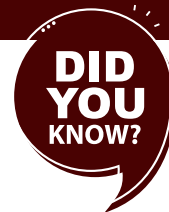
Come out and support the Dukes Track team. All ages are welcome to run the Dukes 5k Race (with a 1-mile fun run) on March 18 at 11 a.m. (389 Dickson Street). Proceeds go directly to the track team. High school softball and baseball are also getting prepared for the spring season, along with softball for athletes in grades 7 and 8.

The community is invited to attend our annual State of Wellington presentation March 23 at the Fraternal Order of Eagles hall. The event is sponsored by the Wellington Kiwanis and features important updates from Mayor Hans Schneider, Village Manager Jonathan Greever, school district Treasurer Mark Donnelly, and myself.

During last month's Wellington Board of Education (BOE) business meeting, board members and community members reviewed three presentations from architectural firms on proposed facility master plans. The three architectural firms that presented are: Luminaut, Inc., Legat Architects and BSHM Architects.

Each firm described other school district master planning projects they completed. They walked the BOE through their individual process of assessing buildings, inviting community, student, staff, and parent input, and developing a plan for remodeling or replacing buildings to best fit the present and future needs of our learners. Please reach out to the BOE or me with your input on creating a master plan of facilities that will best suit our learners and community now and into the future.

GO DUKES!



# Updates from the Treasurer's Office

Over the winter months, the Treasurer's office has been busy as we look to the future of our district. Planning has begun for Fiscal Year 24 as budget meetings have been scheduled and staffing needs are reviewed. This may not be the most exciting activity; however, it is extremely important to the fiscal health of our district to ensure we properly assess the needs of our students and how we can best meet those needs while staying fiscally responsible to our community. While the budget is not final until the end of June, a very solid plan will be presented when the Five-Year Forecast is presented to the Board of Education (BOE) on May 2.

We are also making plans and securing quotes for safety and security upgrades to each of our three school buildings. Last fall we applied for the Governor's Safety Grant program and we were awarded a total of \$300,000 (\$100,000 for each school). These dollars can be spent on additional security cameras, electronic door controls, MARC's radios to communicate with safety forces, fencing and other improvements to ensure our students can learn in the safest environment that we can provide. Once we receive the requested quotes, we intend to select the best option and begin the process. The plan is to have much of the work completed over the summer of 2023.

Another project we are looking into that will improve our safety and security is an upgrade of our phone system. The main obstacle has been the cost of the equipment. However, as we continued to ask questions and look into some creative options, we have found that our current vendor can provide a managed (leased) system that includes new hand sets and compliance with all of the newly enacted laws for 9-1-1 calls at the same or lower cost than our current system. There are some additional details to be covered, however we are hopeful that the new system can be installed before the end of this school year.

Finally, the project that is taking a lot of time is the new bleachers and a new paint scheme for the high school gym. This project was approved by the BOE last summer; however, it will take approximately eight weeks this coming summer to complete. To help defray some of the costs, we applied for and were awarded a \$40,000 grant for this project. If all goes according to plan, we should have this project completed by August of 2023, just in time for volleyball season and the start of the new school year.

Hopefully you received the next installment of our School Funding publication. To view School Funding 102. click [here](#).

Please take some time to review the Treasurer's page on the [district website](#) and explore how your tax dollars are used to benefit the students and the community. Thank you for your support of our school district.

Mark Donnelly  
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# New employees take H.E.A.R.T.

Several new Wellington employees indicate that the district-wide Communicate with H.E.A.R.T. training is making them more self-aware. Notations on self-surveys following the two-hour training generated the following sample responses... ***“The training made me more aware of the customer service that each one of us has to provide;” “Responding with H.E.A.R.T. made me think twice before responding, and to be a more active listener;” and “I think this training was valuable in helping to effectively communicate with parents and co-workers.”***

Now in its second full school year, H.E.A.R.T. which stands for “Hear,” Empathize,” “Apologize,” “Respond,” and “Thank” is the service recovery model of the customer experience in response to repairing a service failure. The two-part model begins with the engagement portal S.T.A.R.T. with Heart which is interpreted as “Smile,” “Tell Your Name and Role,” “Active Listening,” “Rapport and Relationship Building,” and “Thank.”

The two collaborative units form the basis of the evidence-based compassionate communications program devised by the Cleveland Clinic. While the Clinic used the program as a patient experience tool, Wellington schools are using the program to improve the customer experience. In its perfect form, classes are comprised of employees holding different positions meaning a cafeteria worker might be sitting next to a social worker.

The wisdom behind this is to underscore that employees are co-dependent and each has a role in shaping Wellington’s culture. An online H.E.A.R.T. refresher course is being planned, and parents, visitors and staff are being encouraged to utilize the H.E.A.R.T. survey on the district’s [website](#).

One new employee found validating and naming emotions, acknowledging another person’s concerns, and avoiding compassionate burnout as valuable outcomes of the course.

The goal is to model memorable customer experience practices within each Wellington school. Please take a moment and complete the H.E.A.R.T. survey on the district website, click [here](#).

For more information on S.T.A.R.T. with Heart, contact H.E.A.R.T. Trainer, Ronald Kisner at 440-647-7409 or [rkisner@wellingtonvillageschools.org](mailto:rkisner@wellingtonvillageschools.org)



## Wellness news from around our district

We are excited to announce a new program coming to our district this month. The program is called Ohio Handle with Care (HWC). It is a trauma-informed strategy to help kids safely transition back to school after experiencing some sort of traumatic event at home or in the community. If a law enforcement officer or other first responder such as fire or paramedics (EMS), encounters a child during a call, that child's name and three words, HANDLE WITH CARE, are forwarded to the school/child care agency before the school bell rings the next day. The school implements individual, class and whole school trauma-sensitive strategies so that potentially traumatized children are "Handled With Care" throughout their return. If a child needs more intervention, on-site trauma-focused mental healthcare is available at the school. It is a very simple program with a very big impact. We have been working on getting the program up and running in Lorain County for three years and due to all of the pieces required for a full launch, Wellington is going to be the first/pilot district for the entire county.

All school staff and Wellington First Responders (police, fire, and EMS) are trained in the model. First responders recently visited each of our schools. The visits were intended to be fun and interactive. We want the students to get to know who the first responders are in the community. As we continue to launch this new initiative, follow our schools and the district on [Facebook](#) for more updates.

## Meet our Social Worker Emily Medves



**Q: How long have you been a social worker?**

**A:** This is my first year being a school social worker. I have been a social worker for four years, with three of those years working for a community mental health agency in Bellefaire and other schools throughout Lorain County.

**Q: Where did you attend school?**

**A:** Bowling Green State University (bachelor's) and Cleveland State University (master's).

**Q: What attracted you to this line of work?**

**A:** I love schools and working with kids in an educational setting, and problem solving with staff. There is always something going on and a way to solve problems. I love that Wellington is smaller and I get to interact with all the age ranges from elementary to high school. Working with all ages and types of students is rewarding.

**Q: Describe your favorite part of working with students:**

**A:** My favorite part of working with students is building that connection with them. When you see students in the hallway and they wave you down or give you a hug, or they remember your name, it makes me feel like I'm making an impact. Watching students grow throughout the year is one of my favorite things.

Click [here](#) for a Family Outreach form.



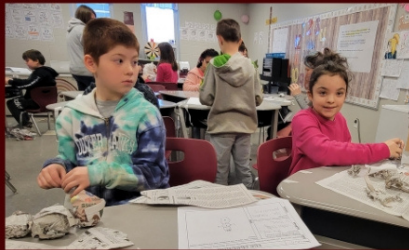
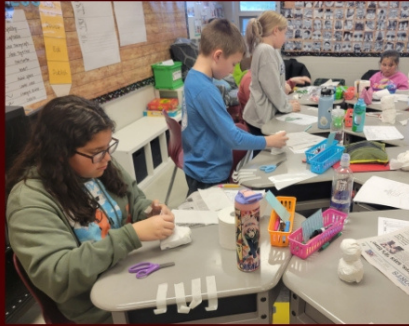
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Emily Medves  
Social Worker  
[emedves@wellingtonvillageschools.org](mailto:emedves@wellingtonvillageschools.org)





## Students in 4th Grade designed and built Snowmen from newspaper and masking tape for their STEM project



Science  
Technology  
Engineering  
Math



**WELLINGTON**  
EXEMPTED  
VILLAGE SCHOOLS



## Music contests

Congratulations to our Lorain County Solo and Ensemble participants!

- 1) Kyleigh Johnson/Tess McDonnel, duet: Superior rating (I)
- 2) Elise Krouse, solo: Superior rating (I)
- 3) Kyleigh Johnson/Maddison Odom/Kami West/Tara Patton/Tess McDonnel, women's ensemble: Superior rating (I)
- 4) Alyssa Fronek, solo: Excellent rating (II)

Congratulations to Kitiara Hill, Maya Feron, Trinity Sutton, Wilson Schmucker, and Julien Owens, who recently participated in the Ohio Music Education Association (OMEA) Solo and Ensemble contest. They all came out with Superior (I) ratings!

## Scholastic traveling art show features WHS student

Congratulations WHS sophomore Ayla DeLima!

Her artwork entitled, "Koru," was chosen as part of the traveling Regional Scholastic Art Show exhibit and will be on display through March at University Hospitals Elyria Medical Center, 630 East River Street, Elyria.

Please note that masks are required in the hospital.



Ayla DeLima





The Westwood Elementary School (grades K-3) Kindland "Stick Together" Rally was held last month in the gymnasium. The rally completed the Kindland "anti-bullying" cycle of rallies that began in the high school and continued on to McCormick Middle School. Superintendent Edward Weber wanted the entire Wellington school district to participate in the "stick together" rallies illustrated by a demonstration using strips of Duct tape and students pledging to "stick together". The rally was interactive and solicited responses from students to reflect on definitions of "kindness", "bullying," and they were also asked to imagine what--if any--changes might need to be made to create a "kinder" environment at their school. The rally consisted of videos/slides and included student volunteers with microphones roaming the audience for responses. The rally began with introductions from Westwood Elementary School Principal Dr. Janet Kubasak and McCormick Middle School Dean of Culture Nathan Morris. McCormick Middle School students, Pierce Barbra (grade 6) and Remington Rourke (grade 7), served as "Hosts" of the Westwood rally.

Wellington Kindland ambassadors also participated in last month's Support Local Saturday in the Village spreading kindness and raising awareness. During the event, the theme and goal was to ask residents what they love about Wellington. The relationship the district has built with the Village and Main Street Wellington through Kindland as an outreach liaison between the school and the community will be represented through the first collaboration of the Heart & Soul program. This was displayed to the community during the Support Local Saturday event. Stay tuned for more info.

During RAK (Random Acts of Kindness) week, high school students answered what they love about Wellington on red hearts that were displayed in the windows of the Main Street Wellington office in advance of the Support Local event.

For more information regarding Kindland, click [here](#).

#### Kindland contacts

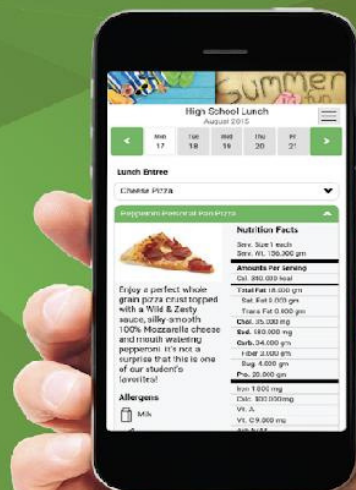
Ronald Kisner  
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Kathleen Dickason  
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Wellington Nutrition Services is pleased to utilize My School Menus as an easy and convenient way to view our menus.

# MY SCHOOL MENUS APP - NUTRITION ON THE GO



## AWESOME FEATURES

- SEE MENU ITEMS OFFERED AT YOUR SCHOOL
- VIEW ALLERGENS & INGREDIENTS
- ACCESS NUTRIENT INFO
- NAVIGATE TO MEAL PAYMENT OR BENEFIT PROGRAMS



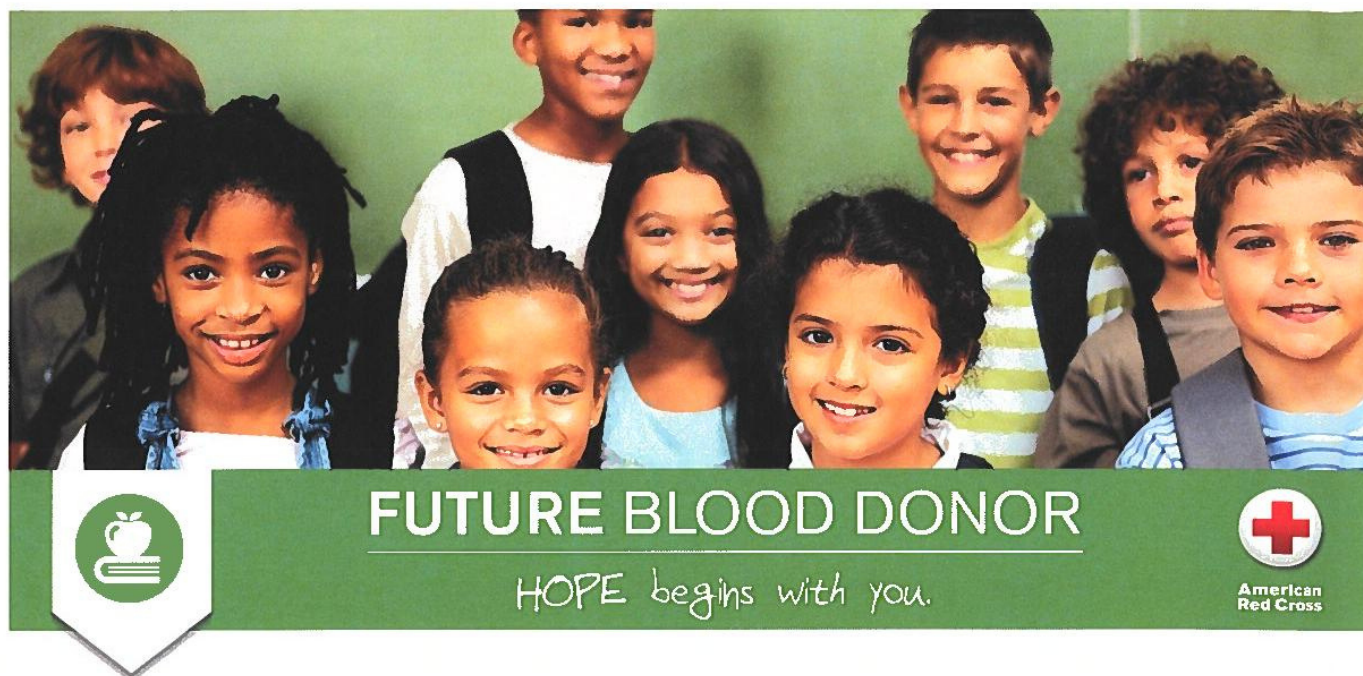
## TO DOWNLOAD:



SCAN HERE OR SEARCH "MY SCHOOL MENUS" IN THE APP STORE OR GOOGLE PLAY

Menus can also be viewed via website link:

<https://www.myschoolmenus.com/organizations/1492>



## **Blood Drive** **McCormick Middle School**

**Gym**  
**627 N. Main Street**  
**Wellington, OH 44090**

**Friday, March 10, 2023**  
**8:30 a.m. to 2:30 p.m.**

To schedule an appointment go to [RedCrossBlood.org](https://RedCrossBlood.org) and enter sponsor code "MMS", or call 1-800-RED-CROSS (1-800-733-2767).



Scan to be directed to  
RapidPass®



Scan to schedule  
an appointment.

[RedCrossBlood.org](https://RedCrossBlood.org) | 1-800-RED CROSS | Download the Blood Donor App

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# SPORTS UPDATES

## CONGRATS WHITNEY!

WHS junior Whitney Kirschner represented the Wellington Dukes in the State bowling tournament held this past weekend in Columbus. Whitney is just the second bowler in school history to reach the State tournament.

She placed 18th in the State with a 566 series.

She put together a 575 series at Districts earlier this month to earn her way to State. Whitney has had an impressive season including a personal best 289 game she bowled earlier this year.

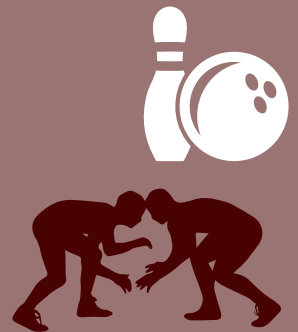


The State bid was the fourth consecutive sports season (all sports teams) that the Dukes have been represented in the State tournament. The athletic department has only achieved this one other time in school history (1982-1983). This also marks the seventh straight year the Dukes have had an athlete reach the State tournament (all sports).


## WRESTLERS ADVANCE

Congratulations to WHS senior Wayde Bowman who finished third and freshman Manny Mitchell finishing fourth at wrestling Sectionals earlier this month.

Wayde and Manny advanced to the District matches held this past weekend at Perry High School.



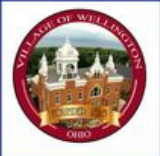
# Save the dates!!




## State of Wellington Breakfast

**Thursday, March 23rd 8 a.m.**  
@Fraternal Order of Eagles 631 S. Main St. Wellington

**Attend to Network, Dine, & Help Kids!**



Speakers:  
Mayor Hans Schneider  
Jonathan Greever, Village Manager  
with Village of Wellington




Superintendent Edward Weber  
Treasurer Mark Donnelly  
with Wellington Exempted Village  
School District

**\$ 15 Buffet Breakfast**  
Tickets on Sale at  
**Bremke Insurance**  
5/3 Bank  
3rd Floor Town Hall

March 30-April 1 @ 7 p.m.  
(doors open at 6:30 p.m.)  
Patricia Lindley Center

## LITTLE SHOP OF HORRORS



## Save the Date!

# DUKE PRIDE CARNIVAL

Dozens of carnival games for children!



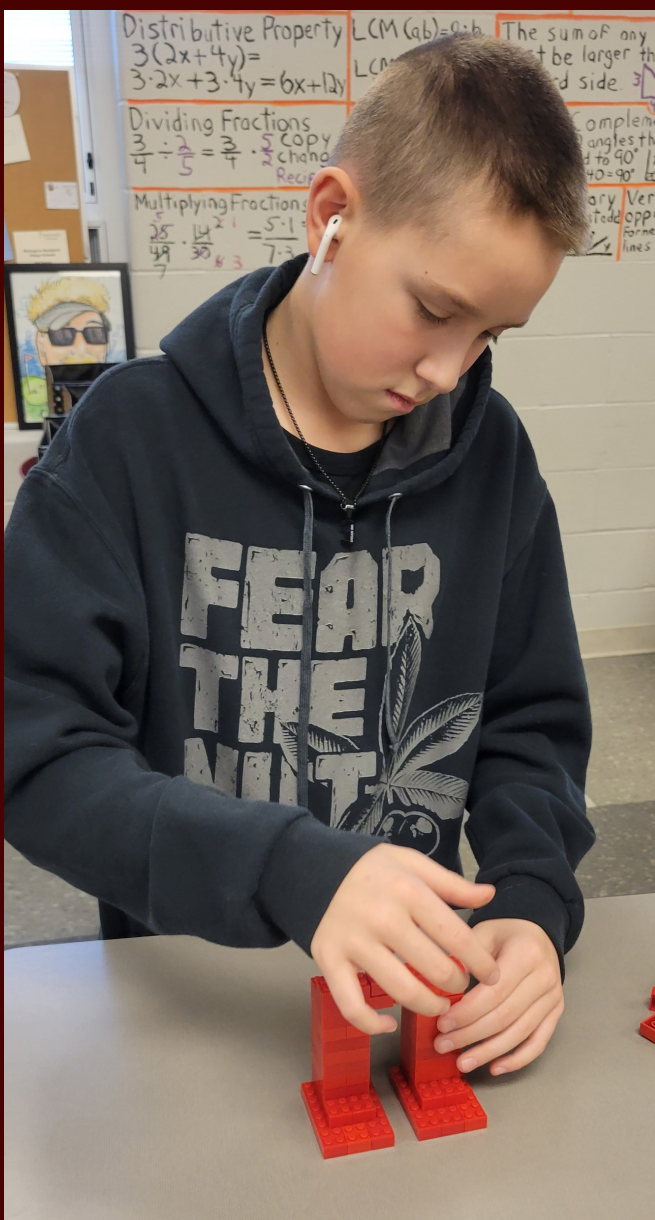
**April 15**

**Free Breakfast: 8 - 11 a.m.**  
**Carnival: 9 a.m. - Noon**  
Wellington High School  
629 N. Main St.





# Images from around our school district





## WELLINGTON EXEMPTED VILLAGE SCHOOLS

# Goals and Objectives

## Strategic Plan


**GOAL  
#**

1

**Communication (Internal & External)**


Develop clear expectations for all forms of internal staff communications so that each building level/department receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district's vision and decisions and avoid selective pockets and siloed information.



Create two-way communication processes that allow the certified and classified staff to interact with the district administration.



Establish a comprehensive external communications program to ensure community stakeholder engagement; create consistent communications that target community members, businesses, non-profit organizations and key stakeholders to create a supportive community environment; develop appropriate/multiple communications channels and tactics; create consistent district communication expectations with families.



Perform a comprehensive website audit to determine functionality and ease of information retrieval; ensure all components of the district website are up-to-date and consistently monitored.

**GOAL  
#**

2

**Academic Achievement and Programming/Technology**


Create and promote multiple pathways for college, career and life readiness via a relevant, rigorous and aligned K-12 curriculum; communicate a culture of high academic expectations regardless of a student's chosen pathway.



Create classroom expectations that engage students in 21st century, problem/project-based and service-learning opportunities.



Define a consistent process and data review system to determine appropriate gap closing measures and practices K-12.



Perform an audit of curriculum vertical alignment as it pertains to grade level and building transitions.



Effectively utilize technology as a transformative creation tool in the hands of students. Offer professional development opportunities for staff members to enhance their technology skills that could enhance classroom learning opportunities for all students.



Enhance targeted academic resources for student subgroups including gifted and special needs learners. Consider the addition of support staff members to assist those students who need scaffolded supports.



Perform a comprehensive department/program audit review K-12; ensure that current courses are aligned with 21st century job market demand; consider the creation and infusion of new courses that are more deeply aligned to STEAM and other in-demand disciplines. Consider the creation or return of life-skills programming throughout the grade levels.

**GOAL  
#**

3

**Facilities, Safety and Security**


Develop a master facilities plan to address both possible construction and long-term maintenance of current buildings.



Engage the community to gather input from families and other stakeholders regarding the types of facilities for possible construction/renovation and the best use of those facilities in future years.



Provide facilities that prioritize student and staff safety, promote interaction, create engagement and provide an excellent environment for 21st century learning.



Communicate the need for possible new construction and/or renovated facilities that meet the educational needs of the students to the community.



Review all aspects of physical security throughout the district to include reaction and response to any imposed/perceived threats; recommend changes to policy and application of best practice strategies; ensure consistent application of security protocol/procedures for district buildings and athletic events.



## WELLINGTON EXEMPTED VILLAGE SCHOOLS

# Goals and Objectives

## Strategic Plan


**GOAL  
#**

4

**Finance and Accountability**


Create a regular, transparent communication's plan for all district expenditures. Communicate in multiple mediums, the 5-year forecast, as well as the building budgets and expenditures. Publish and promote a regular schedule of community friendly graphics to educate Wellington Exempted Village School's stakeholders and taxpayers more deeply on current and projected (future) expenditures; consistently communicate district financial picture to provide an accurate portrayal of financial standing.



Conduct annual comprehensive audits of district's revenue sources and non-payroll expenditures along with the state of the schools address. Communicate the financial status of the district during that address. Include information regarding like-district compensation and fringe benefit package audit; ensure competitive compensation to recruit and retain all district staff, both certified and classified.



Plan for district levy cycles (Including Operational and Bond Levies) to determine strategy for levy implementation in relation to potential facilities and operational needs.

**GOAL  
#**

5

**Climate, Culture & Wellness**


Create a district task force to examine positive behavior models and social-emotional curriculum K-12.



Review district anti-bullying policies and practices to ensure consistent implementation at each building and grade level.



Implement a diversity and equity advisory council using stakeholder feedback to assist in the development of a district diversity plan; consider continued work or partnership with the NEO Diversity Center of Cleveland; ensure district policies continue to promote inclusion and equity of underrepresented groups.



Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish districtwide standards for external display of school spirit in all buildings. Intentionally and purposefully communicate these accomplishments both internally and to all external stakeholders in the school community.



Create of an initiative that focuses upon staff morale and a Culture of Appreciation for the certified, classified and administrative personnel.

**GOAL  
#**

6

**Human Resources and Staff Support**


Provide customer service training for Wellington Exempted Village Schools employees to create a positive customer experience.



Conduct a comprehensive audit to ensure the proper staffing levels in each classroom; provide specific guidelines and expectations for paraprofessional/aide utilization.



Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; create mechanisms for dialogue to understand the complexities of home life and school life more deeply.



Implement a system of teacher, support staff and substitute recruitment to obtain the highest quality, diverse professional staff.

## Contact us if you have any questions or concerns

Wellington Exempted Village Schools

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Westwood Elementary School

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Dr. Janet Kubasak, Principal

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McCormick Middle School

Phone: (440) 647-2342

John Telloni, Principal

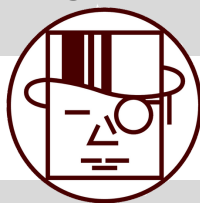
[jtelloni@wellingtonvillageschools.org](mailto:jtelloni@wellingtonvillageschools.org)

Wellington High School

Phone: (440) 647-3734

Donna Keenan, Principal

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As one of the district's Strategic Plan initiatives, the Wellington Village Schools would like to improve and increase communication with students, parents, staff and community members. @WellingtonSchools is a monthly digital newsletter distributed via email to our school families. For more information on our schools, check out our website, [www.wellingtonvillageschools.org](http://www.wellingtonvillageschools.org); or Facebook @WEVSD.