

The Power of Promoting Your People

MASA/MOSPRA 2023



YOUR PRESENTERS



Bob Satnan

**Sedalia School
District 200**

**Communications
Director**

@b_satnan



Jacy Overstreet

**Lebannon R-3 School
District**

**Director of
Communications**



Jill Filer

Harrisonville Schools

**Director of
Communications**

@jfiler

Why?

Celebrate your people in order to...

- Increase morale
- Boost retention
- Humanize your schools

Awards & Honors Programs

Kudos to Cats (Harrisonville)

Difference Makers (Lebanon)

STAR Awards (Sedalia)

End-of-the-Year Awards
(Harrisonville)

Beginning-of-Year Awards
(Lebanon)

Sponsored Teacher of the Quarter
(Sedalia)

Awards & Honors Programs



Kudos to Cats (Harrisonville)

- "Admired & Acquired" from Affton Cougar Compliments
- Monthly recognition
- Anyone can nominate
- Everyone gets a certificate & candy delivered by Supt.
- Post on FB, website
- <https://www.harrisonvilleschools.org/kudostocats>



Awards & Honors Programs

Difference Makers (Lebanon)

- Anyone can nominate any staff member as a Yellowjacket "Difference Maker"
- Our Superintendent surprises the staff member in their classroom, bus, etc. & presents with a coin + reads nomination
- We record & share casual video on Facebook celebrating them



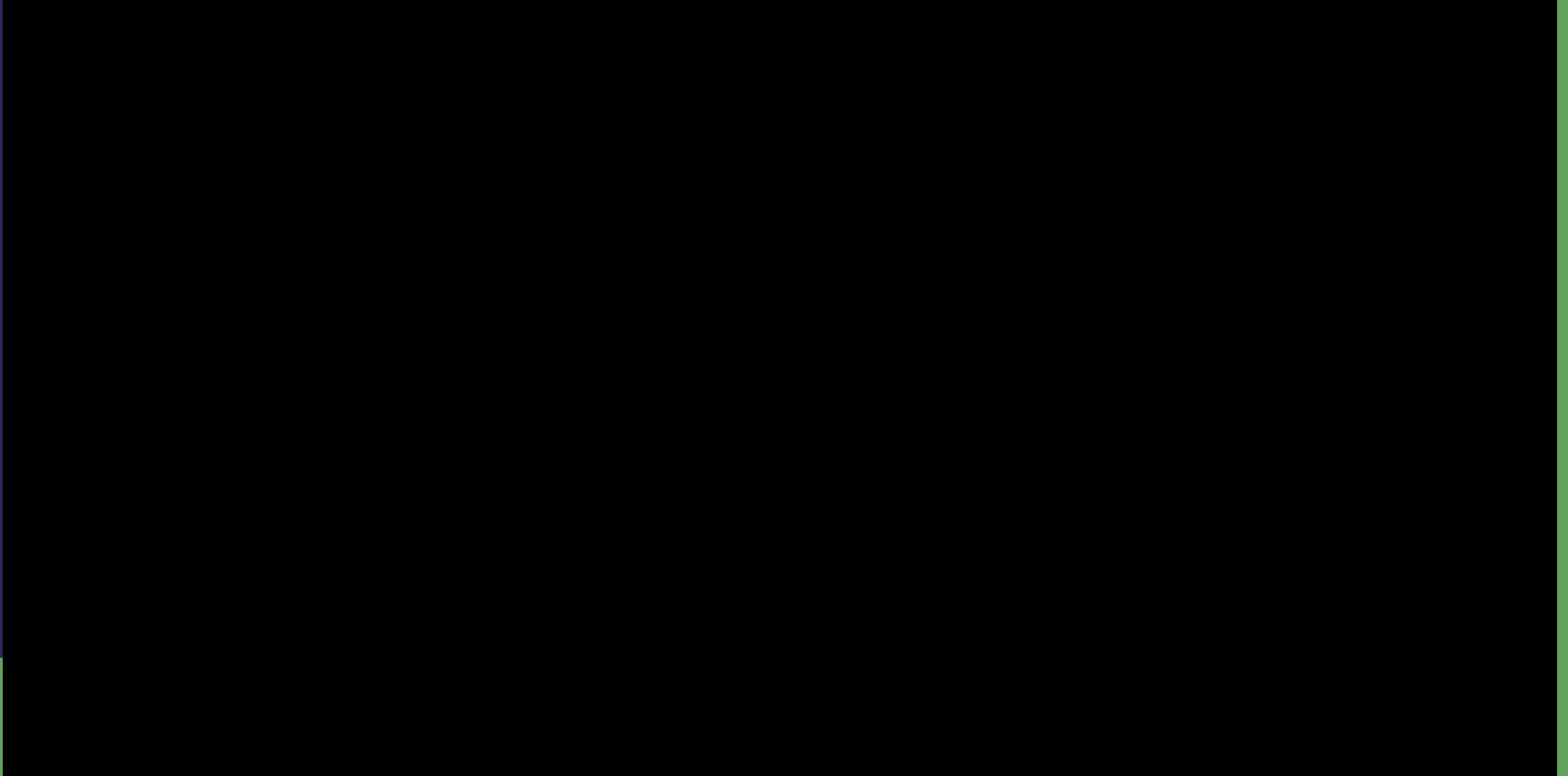
Awards & Honors Programs

Difference Makers (Lebanon)

- Share the love between certified and support staff
- One each month is chosen as our "Difference Maker Spotlight" with a professional feature video and School Board recognition

Difference Makers (Lebanon)

- Spotlight example



Awards & Honors Programs

STAR Awards (Sedalia)

- Superintendent's Tiger Achievement Recognition (STAR)
- Staff nominate peers
- Superintendent, building admin pick monthly recipients
- All nominees receive comments so they can see how they inspire others

Awards & Honors Programs

ASHLEY WENDT



Ashley is always finding creative ways to keep her students engaged. To assess their knowledge and assess their learning, she finds hands-on methods, instead of paper and pencil tasks. Ashley creates a safe environment where her students feel safe and welcome by all. Her classroom becomes a family very quickly and they spend the year working and learning as such.

S.T.A.R. AWARD NOMINEE

Awards & Honors Programs

End-of-the-Year Awards (Harrisonville)

- Educator of the Year
- Support Staff Employee of the Year
- Rising Star (within first 5 years)
- Nominations from all
- Recognize finalists w/surprise squad
- Winners named/honored at end-of-the-year celebration and/or convocation

Awards & Honors Programs

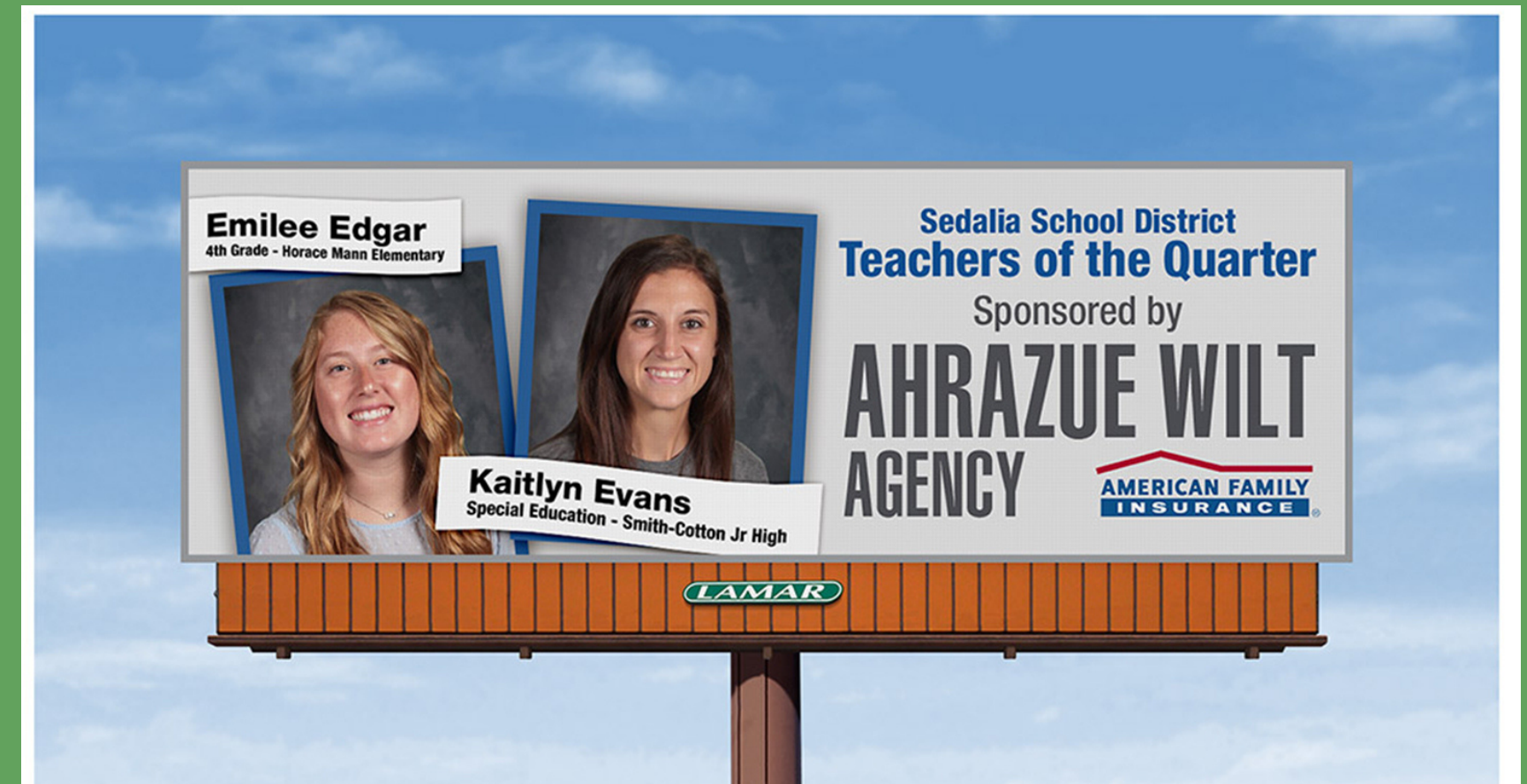
Beginning-of-Year Awards (Lebanon) at All-Staff Convocation

- Elementary and Secondary Teachers of the Year
- Support Staffer of the Year
- Nominations come from fellow staff
- Years of Service awards (10, 20, 35+, etc.)

Awards & Honors Programs

Sponsored Teacher of the Quarter

- Admin select winners, sponsor provides gifts, billboard promotion



New Teachers/ Staff

Introduction Graphics (Sedalia)

Introduction Videos (Harrisonville)

New Teacher Institute + Building

Social Media Posts (Lebanon)

New Teachers/ Staff

Introduction Graphics (Sedalia)

- 140+ new employees this year
- Needed to introduce them to our community as well as their new co-workers
- Let them tell their story

New Teachers/ Staff

NEW TO #SSD200



PHILLIP XIMINIES

SCIENCE TEACHER

Mr. Ximinies holds bachelor's and master's degrees from Missouri Valley College. He is a big dog person and he and his wife foster for Pawsitive Tails KC and the Sedalia Animal Shelter.



SMITH-COTTON JUNIOR HIGH

New Teachers/ Staff

NEW TO #SSD200



ZARA HOOVER

PARAPROFESSIONAL

Ms. Hoover, who also is the Smith-Cotton varsity cheerleading coach, is looking forward to a fun, exciting year in a new environment with great staff and students.



SKYLINE ELEMENTARY

New Teachers/ Staff

Introduction Videos (Harrisonville)

- Brief interview done when they come in for initial welcome w/Asst. Supt.
- Name/Position, Background (college & experience), What are you looking forward to, Hobbies, Family
- Example:
<https://www.facebook.com/HarrisonvilleSchools/videos/888239878818118/>

New Teachers/ Staff

New Teacher Institute + Building Social Media Posts (Lebanon)

- Special moments for New Teacher Institute (i.e. welcome from superintendents, school supplies farmers market)
- Group photo celebrating new teachers on district channels
- Buildings introduce new teachers on their Facebook pages (photo and brief intro)

Regular Facebook Features

Teacher Proud Tuesday


Thankful Thursday (support staff)

#SSDTigerPride Staff Posts

Recognition Calendar/Days

Regular Facebook Features

Teacher Proud Tuesday (Harrisonville)

**Harrisonville Schools**
4d · 🌐

#TeacherProudTuesday

We are excited to join school districts around the state to celebrate [#TeacherProudTuesdays](#). Each Tuesday we'll shine the spotlight on one of our awesome teachers.

Next up, [Harrisonville High School](#) science teacher Audrey Gibbs. Mrs. Gibbs has 22 years of teaching experience with the last 11 at HHS.

"I love helping students figure 'it' out! I also love the process for myself - of figuring out what may work best for students with so many different needs and styles of learning."

"I've always loved science & nature and I was taking college classes in that field. I had some experience teaching younger students while I was in high school & college, and I decided to join my husband (we were married in college) in pursuing education as a profession."

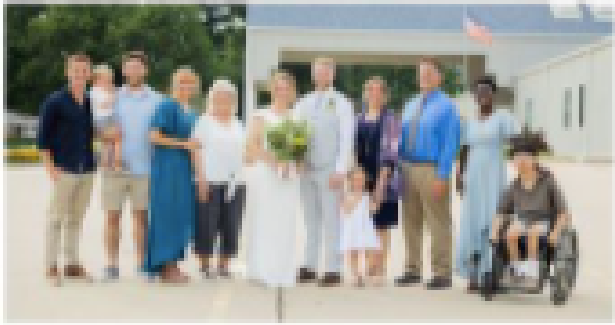
Fun Facts about Mrs. Gibbs...

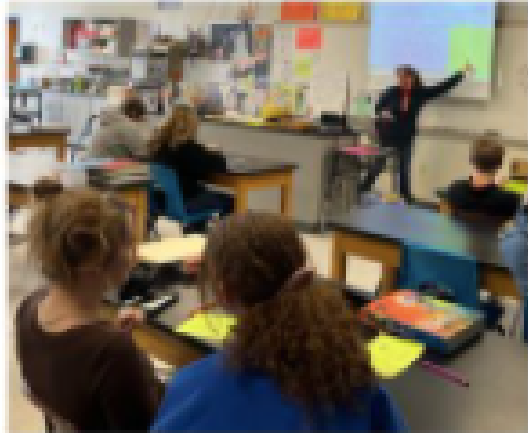
My husband and I both grew up in Nebraska, but four of our children are HHS grads, and our 5th is currently a sophomore here.


[#HighQualityStaff](#) [#WildcatPride](#)

#TEACHERPROUDTUESDAY

Audrey Gibbs
Harrisonville High School Science







Regular Facebook Features

Teacher Proud Tuesday (Lebanon)



Lebanon R-3 School District

Published by Jacy Overstreet · 1d ·



We can't think of anything better to share on [#TeacherProud](#) Tuesday than our March Difference Maker Spotlight: Shelby Meckem, kindergarten teacher at Esther Elementary.

Mrs. Meckem radiates kindness and patience, and a stop in her kindergarten classroom reflects a calm and content atmosphere. Her students and colleagues adore her for her calm and caring personality and willingness to go above and beyond for her students. Observing her students watch her and follow her lead is always a joy to see.

Countless parents told us what an impact she has made in their students' lives. From students with learning barriers to gifted students, Mrs. Meckem knows how to reach and teach each student with what they need as an individual.

Thank you to [Sweno Visuals](#) for another outstanding video!

Our Difference Maker program recognize staff members who are going above and beyond with our mission of creating positive relationships, personalized experiences, and a focus on the future. Each month, one of our Difference Makers is featured as a spotlight, with a special video and recognition before the Board to thank them for the impactful work they do.



Regular Facebook Features

Teacher Proud Tuesday (Lebanon)



Lebanon R-3 School District

January 10 · 🌐


For [#TeacherProud](#) Tuesday, District leaders visited Lebanon High School to pass out brownies to our fantastic educators and staff! [#TeacherProud](#) Tuesday celebrates the impactful and important work that teachers and support staff do every day in our schools!



+9

Regular Facebook Features

Thankful Thursday (Harrisonville support staff)

**Harrisonville Schools**
2d · 🌐

In addition to [#TeacherProudTuesdays](#), we're celebrating [#ThankfulThursdays](#) & spotlighting our amazing support staff! We are so appreciative of all they do to ensure our schools run smoothly.


This week, we are shining our spotlight on Behavioral Coach Lauren Spengler.

Lauren is an angel. The way she works with students and staff is amazing. Her ability to remain calm and positive is something I envy. I love passing her in the hallway because she always has a smile on her face, even when she is dealing with a struggling student. HES and the Harrisonville School District are BLESSED to have her!



Thank you Lauren for all you do for our students.

If you'd like to express your appreciation to any staff member, please use our Kudos to Cats form here - <https://www.harrisonvilleschools.org/domain/365>.

[#HighQualityStaff](#) [#WildcatPride](#)



**#THANKFUL
THURSDAY**
Lauren Spengler
Behavioral Coach



Regular Facebook Features

#SSDTigerPride Staff Posts

- Celebrating staff who want the attention
- Pop-in posts to fill gaps on Facebook, Instagram
- Tell their own story

Regular Facebook Features

#SSDTIGERPRIDE



JENNIE
Guerrini

Whittier High School
Electives Teacher

I am a Smith-Cotton grad entering my 22nd year teaching. I love Whittier's family atmosphere, which is small and welcoming for students. I am proud of all of our Tigers - past, present and future.

Regular Facebook Features

#SSDTIGERPRIDE



KYLE
Zimmerman

Smith-Cotton Junior High
Physical Education Teacher

I enjoy getting to know all of the students throughout the year and doing my best to help them become successful. I also coach seventh grade basketball and I am head coach for the Smith-Cotton baseball program.

Regular Facebook Features

Recognition Calendar/Days



Lebanon R-3 School District

February 6 · 🌐

Happy National School Counseling Week to our outstanding team of school counselors! We are so thankful for the important and impactful work they do with our students each day!

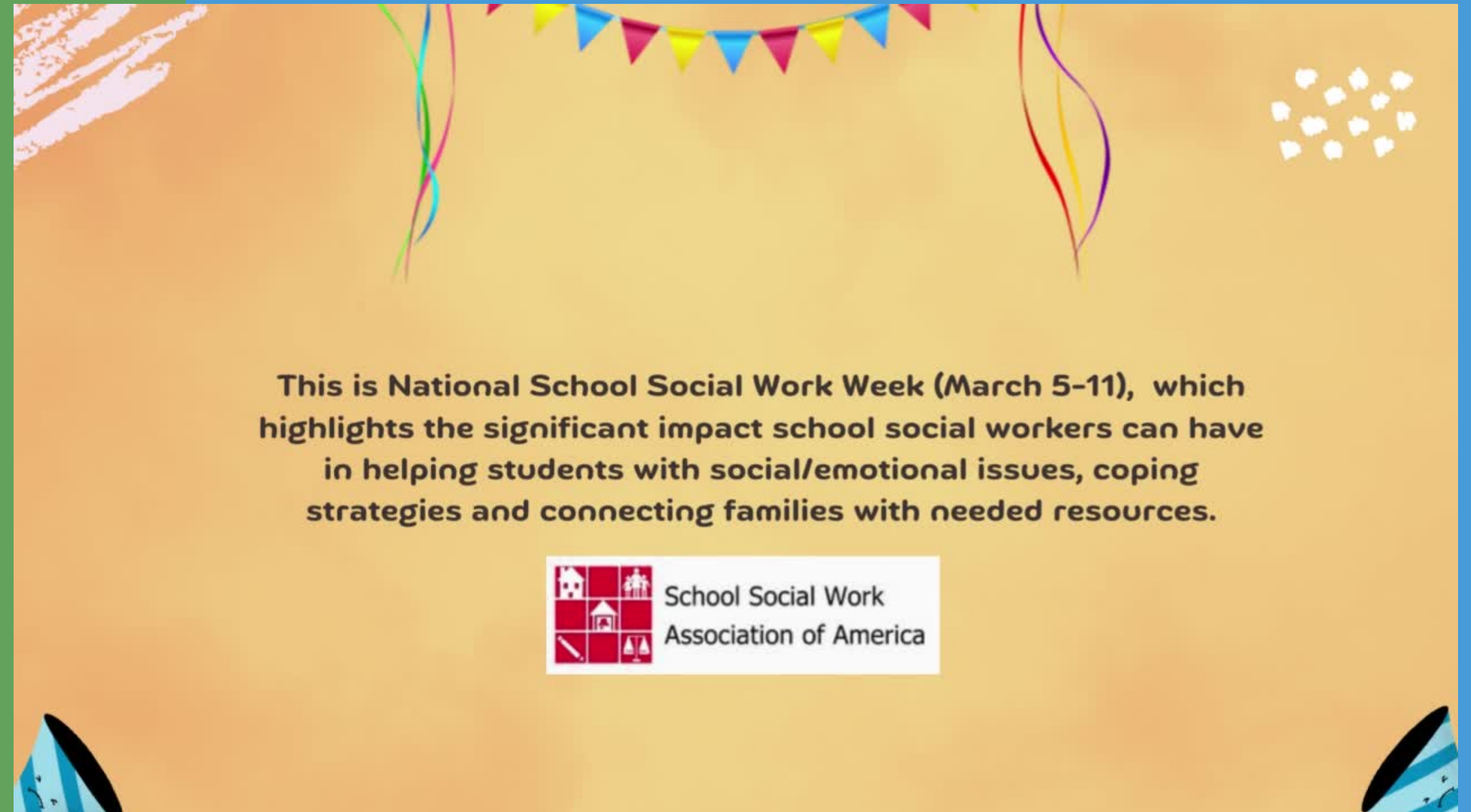


Tracy Evans, Tricia Steffen and 220 others

10 comments 8 shares

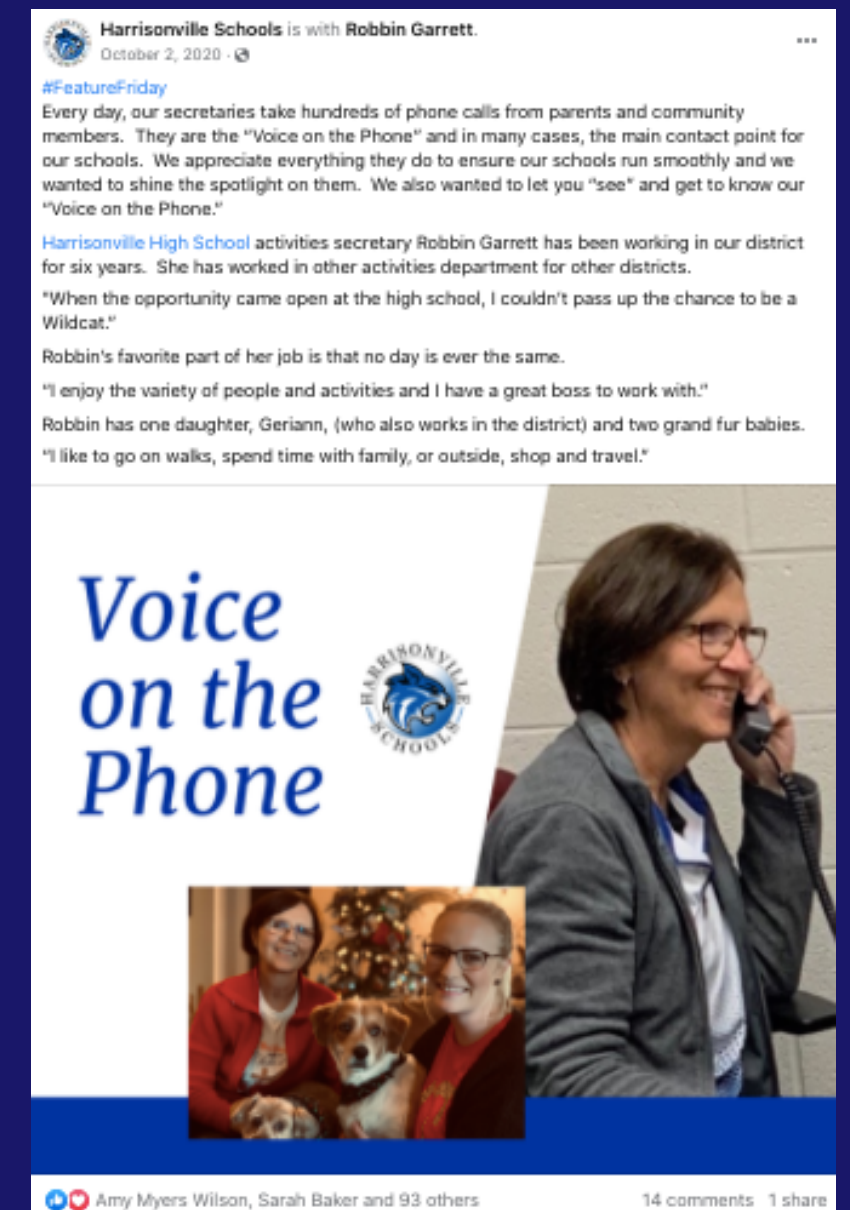
Recognition Calendar/Days

Regular Facebook Features



Other Facebook Features

Voices on the Phone Wednesday Wisdom Staff Who are Family Then & Now (Alumni Staff) First Day



Personalized Celebrations

- Birthdays
- Rounding Program S/Os
- Survey S/Os

Personalized Celebrations

Recognizing staff accomplishments, awards, those who present at conferences, etc.



Lebanon R-3 School District

April 19, 2022 · 🌐



A huge congratulations goes to Lebanon High School art teacher Elizabeth Barker, who was recently nominated and selected as the National Art Education Association's Secondary Art Teacher of the Year!

This award is determined through a peer review of nominations and "recognizes the exemplary contributions, service and achievements of one outstanding NAEA member annually at the national level." The award was presented during the NAEA 2022 National convention in New York City last month.



Retirement Celebrations



It's Your Day! (Harrisonville)

- Full day of celebrating each retiree
- Morning - classroom surprise with framed certificate, bell, sash/crown, Sonic drink
- Deliver lunch from local restaurant
- FB posts (5) throughout the day based on retiree questionnaire, photos submitted; plus video messages from family

Retirement Celebrations



RETIREE SPOTLIGHT: REBECCA CHRISTAL LEBANON HIGH SCHOOL SOCIAL STUDIES

Taught all 29 years at Lebanon High School!

Alma mater: Drury University

Hobbies: "I love history (obviously!) and visiting historical places and museums. Growing flowers and landscaping my yard occupy my spring, fall, and summer. I am an avid reader and enjoy cooking."

Special memories: "Lebanon High School is very special to my family. My parents graduated from LHS in 1949; my brother was a member of the Class of 1976, and I was a member of the Class of 1978. When my youngest graduates this year, I will have had all four of my children in class at the high school (and dual credit), and they will all be LHS graduates as well (2005, 2012, 2018, and 2020)."

Plans for retirement: "Currently, Chuck and I have plans to travel (hopefully) and spend time with our three grandchildren. We also enjoy just being at home which is a good thing at this moment!"

Retiree Spotlights (Lebanon)

- Throughout the month of May, we spotlight each retiring certified staff member on our social media and email newsletters
- We send a questionnaire to retirees asking things like special memories, plans for retirement, hobbies, etc.

Thank You



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