

THE SPECIAL EDITION



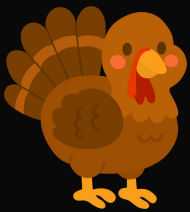
THIS MONTH

Time to Be Thankful

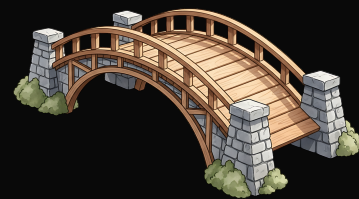
We are incredibly thankful for the teams we get to work with every day, from our paraeducators to our teachers to our related service providers and to our business office staff. We enjoy coming out to see you in action with our students and working hard in the office. You all play an integral part in serving not only our special education students but also in supporting general education staff and students.

We sincerely hope that you all enjoy your Thanksgiving break and that you come back ready to ride the craziness of December.

Keystone Administration

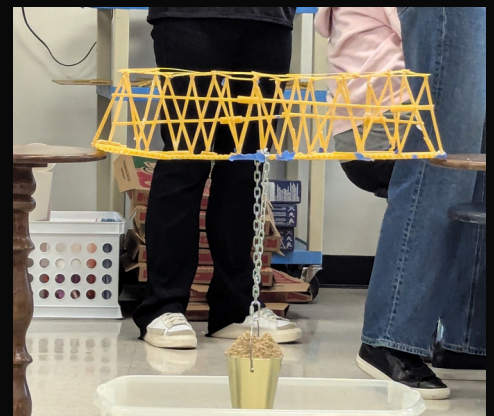


SPOTLIGHT



This month we want to highlight our Gifted Team - Sarah Reynolds, Shari Furuccia, & Mariah Hegemann

Our gifted team brought elementary and middle school students together at Perry/Lecompton Middle School for a pasta bridge-building contest. Students built bridges individually out of pasta and then tested their strength. It was great to get our gifted students together for an active day of learning and competing. Thank you to our team for putting this competition together.



welcome

New Keystone Staff

Susan Harris Michaela Shobe Casandra Dinger
Zoe Hackathorn Shari Kuenzi



CERTIFIED

Special Education Teacher

- #339 - Jefferson County North (Elementary)
- #340 - Jeff West (Middle & High)
- #341 - Oskaloosa (High)
- #377 - Atchison County Community - (Jr. / Sr. High)

Social Worker

- #449 - Easton

CLASSIFIED

Paraeducator

- #338 - Valley Falls Elementary
- #340 - Jeff West High School
- #341 - Oskaloosa Elementary & Speech
- #342 - McLouth Middle School
- #377 - Atchison County Community 7-9
- #449 - Easton Speech



Refer a friend and receive \$100.00

www.keystonelearning.org

HR UPDATES

This month, HR is focused on first-semester performance evaluations for paraeducators. These evaluations help ensure consistent expectations, support professional growth, and recognize the important work happening every day.

We are also continuing recruitment for open positions and appreciate your help in sharing postings and welcoming new team members as they onboard. Your support makes a tremendous difference in maintaining strong, stable services for students.

EMPLOYEE ASSISTANCE PLAN

LUCET Employee Assistance Plan (EAP)

All employees have access to the LUCET Employee Assistance Plan, a confidential and free resource available to you and your household members. LUCET provides support for a wide variety of needs, including:

- Counseling and mental health support
- Stress, burnout, or workplace challenges
- Family, financial, or legal guidance
- 24/7 access to trained professionals

How to Access LUCET EAP:

- Website: eap.lucethealth.com
- Phone: 800-624-5544
- Company Code: Keystone

Please use this resource anytime you or your family may need support. It is completely confidential and available at no cost.





GRATEFUL TOGETHER



Share one thing you're thankful for at work this year... maybe it's a supportive teammate, a favorite student moment, or something small that made your day brighter.

"I am most thankful for the paras who work with me every day. They are flexible, reliable, and help make days flow as easily as they can! Going from part time to full time has been challenging just juggling everything and they have been my saving grace!" - J. Hayes

"I am thankful for having a new opportunity to learn new skills in a different setting and having the chance to watch my students since I've known since 1st grade change and mature." - K. Shobe

"I will be forever grateful for my coworkers who support me every single day. I know that's pretty broad, but I just have so many that truly lift me up all the time, but here are a couple! Matt Mohr has been instrumental in helping the students on my caseload receive quality services. Everything that I throw at him, he is willing to adjust on the spot...like running a 3-week rotating schedule while we were helping cover one of our other OTs. Things were pretty chaotic for us, and he was still asking me what he could do to help out more. Raenise Sampson has been a wonderful coworker to work with, but an even better mother figure that I didn't realize I needed as much as I do. Any time that I get to work together with Raenise for a student session, it makes me so happy. It's nice to be able to watch her do her job so that I can also work on their communication goals during solo sessions. She's been there through all of life's struggles, too, and I will never be able to express how much her support means to me." - K. Latta

"I'm thankful for my Mentor Mrs. Ralph whos always there to answer all my questions and my amazing paras MaKenzie Lash, Bethany Bolinger, Jodi Ragan for always supporting me and our students." K. Rhodelander

"I'm thankful for the way our team looks out for each other and works together to come up with ideas to help our students!" E. Guess



THANKFUL THOUGHTS CONTINUED...

"I'm thankful for the opportunity to refresh some old skills working with more high school and middle school students this year." - M. Noll

"I just wanted to say that I'm very thankful to have a team! In the past, I've always been the only gifted facilitator for my district, so I'm really happy to be working with Shari and Mariah this year. They have helped me cover students when I run into scheduling conflicts, have wonderful ideas and feedback on student projects, and are so supportive in every way. I really appreciate them!" - S. Reynolds

"I'm thankful for my amazing coworkers and the amazing kids I get to spend time with. I also enjoy the accidental fun we get into! Like dressing alike and not even planning it!!" - C. Pruitt



"I am thankful for amazing paras. I am thankful for thoughtful dedicated gen ed and special ed coworkers. I am thankful for supportive Keystone administration. I am thankful that the grades I'm in charge of got reduced this year and it all feels so much more manageable." - B. Meyers

"I wanted to share that I am thankful for the support I've received from the teachers and staff in my district since joining Keystone. They've really stepped up to show me the ropes of their district and welcomed me with open arms. Though I knew I was filling "big shoes", I've never felt less than or incapable. When I am feeling lost, I know that I can lean on anyone in the building for support. They always include me in their events and seem to genuinely care about my wellbeing. I also would love to highlight my lone para, Ms. Mandy--she understands the needs of our students and district. She jumps in when and where she is needed and never complains. She is always willing to try something new. She has been a great resource while learning a new position and district. I am not sure that I would've been able to "make it" without her." B. Wright

THANK YOU FOR SENDING YOUR THANKFUL THOUGHTS!

Gift Card Winner

Jennifer Hayes

Teacher @ USD #449

RESOURCE

ChatGPT for High Leverage Practices

Have you ever wanted different ideas to try with a student? This AI tool will provide you with high leverage practices to try.

Always remember to keep student confidentiality when using AI and use descriptors and not names. Also use your judgement as to whether the suggestions are accurate for the student. AI is a tool not a replacement.



December 2nd - Speech/Language Pathologist Meeting

December 3rd - Keystone Mentoring Day at Keystone

December 9th - Superintendent Meeting at Keystone

December 10th - Principal Training at Keystone

December 12th - Motor Team Meeting

December 16th - School Psychologist Meeting

December 17th - New Para Training at Keystone

December 17th - Keystone Board Meeting

ASSISTIVE TECHNOLOGY

Myth 

AT decisions don't
need to be
documented in
the IEP



 **Fact**

IDEA requires
documentation of AT
decisions on the IEP