

THE SPECIAL EDITION



THIS MONTH

“Blessed is the season which engages the whole world in a conspiracy of love.”
– Hamilton Wright Mabie

As we enter this holiday season, we are reminded of how your work each day reflects this same spirit in the quiet acts of care, and in the encouragement and patience that make a meaningful difference for our students. Thank you for continuing to show up with compassion and consistency, even during the busiest times of the year. We want to acknowledge the way you each help spark curiosity, confidence, and belonging for students every day. Your dedication creates the environment where students feel safe, supported, and capable, even when the calendar gets full and the energy is high.

Wishing each of you moments of peace, joy and well-earned rest in the weeks ahead.

SPOTLIGHT

In the spirit of the season, we're pleased to spotlight Cindy Rauch, our Payroll Clerk at Keystone Learning Services. Cindy is a behind-the-scenes hero who helps keep everything running smoothly, especially during a busy time of year. Her attention to detail, reliability, and thoughtful support ensure payroll is accurate and on time, bringing peace of mind to staff across the organization. Cindy approaches her work with care, professionalism, and a steady presence that truly reflects the spirit of service.

As we reflect on the year and look ahead to the winter break, we are especially grateful for Cindy's dedication and the important role she plays in supporting our team. Thank you, Cindy, for all you do to help make Keystone a great place to work.

welcome

New Keystone Staff

Cassandra Bevitt

Daya Causer

Felicia Noll



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
- #341 - Oskaloosa Speech
- #342 - McLouth Elementary & Middle School
- #343 - Perry-Lecompton Elementary
- #377 - Atchison County Community 7-9
- #449 - Easton Speech



Refer a friend and receive \$100.00

www.keystonelearning.org

HR UPDATES

Celebrate the Season

This season is often a time for reflection, connection, and gratitude. We recognize and respect the many ways our staff may observe this time of year and hope you're able to find moments of rest and renewal.



Happy Holidays from the Business Office



Our office will be closed 12/23/25 - 01/01/2026



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.



RESOURCE

Lucid Spark

LucidSpark is a versatile, collaborative digital whiteboard that can enhance planning, instruction, and communication in special education settings. Teachers can use it to visually map IEP goals, track student progress, and design individualized interventions. Its flexible templates support lesson planning, behavior plans, data collection and team-based problem solving. LucidSpark also makes collaboration easier. Teachers, related service providers, and paraprofessionals can work together in real time to brainstorm strategies, review student needs or document accommodations and supports. Because it is highly visual and interactive, it can also be used directly with students to break down complex tasks, build routines, support executive function and promote active engagement during instruction.



January 5th 8:30-11:00 Inservice for 340 & 449 at Keystone
January 5th 12:30-3:00 Inservice for 338, 339, & JDLA at Keystone
January 7th Mentoring Day at Keystone
January 13th Superintendents at Keystone
January 19th 8:30-11:00 Inservice for 342, 342, & 377 at Keystone
January 21st New Para Training at Keystone
January 21st Keystone Board Meeting
January 29th 1:45-3:45 Inservice for 341 at Oskaloosa

ASSISTIVE TECHNOLOGY

Myth 

The child doesn't want to use the AT, so we don't push it



 **Fact**

If the child is reluctant, then the IEP team finds and addresses the barrier