

The Valley View

Survey Says . . . Licking Valley Staff Fully Highly Satisfied-Engaged in Their Work!

You may have noticed that the Licking Valley Schools adopted a new vision this school year. It is, "Every adult helping every child learn and grow every day." This reflects and aligns to our core purpose as educators. Research and evidence demonstrates that high performing organizations have a vision, everyone in the organization knows the vision and can articulate it and it aligns to the organization's core purpose, or reason for existence.

Having aligned our vision with our purpose, it is then important to measure the employees' connection and commitment to the achieving the organization's vision. To do this, on Friday, October 31, 2008, every employee and school board member in the Licking Valley Local Schools took the HUMANeX-Ventures Insight eX Survey, which is a computer-based, anonymous survey designed to measure employee **satisfaction** and **engagement** within the organization. The idea is that if employees are highly **satisfied** and **engaged** in their work, they recognize a strong connection to helping the organization achieve its vision and perform at higher levels of effectiveness and efficiency and improves their customer service, all of which ultimately adds value to the organization.

Our employee's results are truly amazing! 77% of LV staff fully indicated that they are **highly satisfied** and **highly engaged** in their work in the district. This is in comparison to a national average of 43%. Several of our employee subgroups (e.g., teachers and aides, transportation personnel, Administrative Team members, cooks, etc.) and buildings scored even higher than the district average. Some groups had over 90% of their employees in the **highly satisfied-highly engaged** quadrant!

Since receiving the results of the survey, every employee subgroup has met, reviewed the results specific to their subgroup and developed action plans for moving 100% of their colleagues into the **highly satisfied-highly engaged** quadrant on the satisfaction-engagement chart. These action plans will be implemented throughout the course of the next year, and then we will take the survey again next February to see how many more folks we have moved to the **highly satisfied-highly engaged** quadrant. We'll keep you updated on our progress.

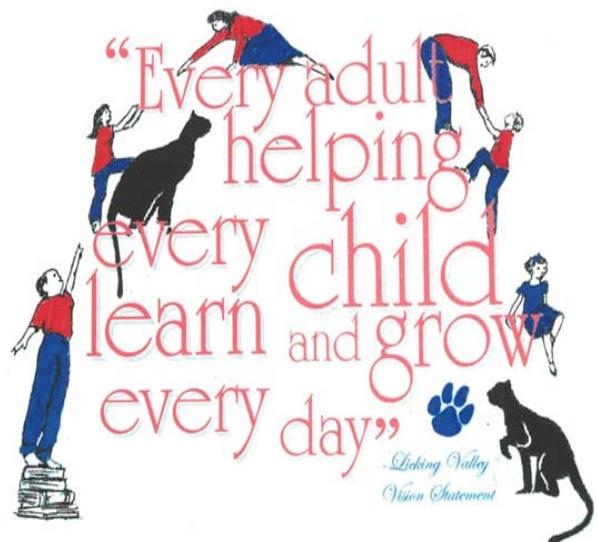
Licking Valley Pre-Kindergarten Clinic Wed., April 15, 2009 Thur., April 16, 2009

The pre-kindergarten clinic is instrumental in assuring that potential problems, which might interfere with a successful school experience for kindergarten students, will be identified and remediated as soon as possible.

This is the 35th year the clinic has been held in the district.

Kindergarten students must be 5 on or before August 1st.

Please call the LV Primary Elementary at 763-2865 to make an appointment for your child.



Licking Valley Alumni Spotlight

This is an ongoing feature started last year at the high school in order to promote former graduates who have gone on to be successful. The purpose is to show our current students the importance of hard work during their school age years, as well as the importance of continuing their education in some manner after they graduate. We will be choosing two to four people each month to spotlight. If you have anyone you would like to nominate please contact Brian Ledford, Licking Valley High School Math Teacher, by either phone (763-3721) or email (ledfordb@lickingvalley.k12.oh.us).



KEVIN SCHAD

Kevin, 40, graduated from Licking Valley in 1986. He currently lives in the Cincinnati area with his wife Jill, also an LV grad, as well as his daughter Claire. Kevin earned his Bachelor of Arts degree from Ohio State in 1990, majoring in Political

Science, and minoring in Criminology and Criminal Justice. In 1993 he earned his J. D. Degree from the University of Cincinnati. Kevin is currently an attorney in his own law firm, Schad & Schad, along with his brother Brian. He has been practicing law for the past 15 years, focusing mainly on federal criminal defense work, appeals, post-conviction petitions, and trials. He is also currently a member of every federal court of appeals, over 20 federal district court bars, and a life member of the Sixth Circuit Judicial Conference. Kevin is also an adjunct professor at the University of Cincinnati College of Law and in 1999 he argued a case in front of the United States Supreme Court. In his free time Kevin is active in his church and enjoys playing softball. Along with this he has competed in the Flying Pig and Air Force Base marathons and regularly chauffeurs his teenage daughter and her friends around town.

Advice to Students: I did not have perfect grades in school, but I knew that I wanted to go to college. Once in college, I found my calling, to be a criminal defense attorney. Any student that wants to succeed needs to have self motivation. Set a goal, and then decide yourself how you are going to get there. Don't rely on family and friends to set your goals for you, or allow them to substitute themselves for the work you need to do.



ALLISON GALBARI

Allison, 21, graduated from Licking Valley in 2006 and is currently a third year student at Heidelberg University in Tiffin, Ohio. When not on campus she resides in Hanover with her mom, Robin. Allison is majoring

in Anthropology and hopes to graduate a year early with her Bachelor of Science degree with a focus on Archeology. She is currently working on her Senior Capstone project where she is researching the ceramics recovered from Johnson's Island and how they can be used to determine change in prisoner treatment over time. She presented some of this information on February 19 at a student research conference and she will be presenting the final project closer to May in a research presentation for students graduating from the Honors Program. Johnson's Island was a Civil War prison camp in Sandusky Bay in Lake Erie that only held Confederate Officers. It was also the only prison during the war built for the specific purpose of being a prison. Allison and her team actually discovered several artifacts at the camp during an archeological dig. Outside of her school work she participates in Mixed Martial Arts and is the president of the Anthropology Club. After graduation Allison hopes to attend Ball State University for her graduate studies where she will focus on the Iron Age in Europe and her long term goal is to teach Anthropology at a college or university.

Advice to Students : Work hard but have fun, and figure out how to make what you love into a career path. The grades you are getting now will have an impact on the schools, programs and financial aid you get in the future, but it is also important to have fun and make memories while making the grade. I was lucky that I figured out what I wanted to do fairly early and I love every minute of it. I do work really hard and have only received one 'B' in college, but I love every minute of it and I don't hesitate to stop and take a break if it means running off and doing something with my friends. Remember, there are always ways to make work fun.

ELEMENTARY BITS



- School Hours 8:40 A.M.-3:30 P.M.
- Tardy Bell 8:50 A.M.
- Students should be reported absent or late by 9:10 A.M.
- Pick-up students are dismissed at 3:25 P.M.
- School Lunch \$1.75 Breakfast \$1.00
- School Fees \$20.00/Student
- Building Phone Numbers PES-763-2865 IES-763-2031

Transportation News

Mickie Archer, Transportation Supervisor is pleased to announce the Licking Valley Transportation Department's February employee of the month Darla Cozzens and March employee of the month Debbie Nance.



**Bus #12
Darla Cozzens**

Darla's positive attitude makes her an excellent team member. She is friendly and courteous to her students, parents, and fellow employees. She recognizes her students for good behavior, maintains the cleanliness of her bus even in the coldest of temperatures and can be spotted cleaning other drivers' buses. You can even find her working on her bus on the weekends. Please join us in thanking Darla for a job well done.



**Bus #15
Debbie Nance**

March's employee of the month willingness to help makes her an excellent team member. She is always volunteering to help the other drivers with any task. She makes a very conscientious effort to welcome her students and parents by personally contacting the parents of new students; especially new kindergarten students. In the summer before school starts for the next year she makes home visits to all the new kindergarten students, introducing herself to the students and parents. She recognizes her students for good behavior, maintains the cleanliness of her bus, and has excellent attendance. Please join us in thanking Debbie for a job well done.

**Athletic Boosters
Annual Sports Dinner and
Auction
MARCH 21, 2009
LICKING VALLEY HIGH
SCHOOL**

**Doors Open At 4:00 P.M.
Tickets: \$15.00 each or 2/\$25.00**

Call: 763-2542, 763-4966, 763-4446 or 345-0891 to purchase tickets or to make a donation.

Tickets can also be purchased at the Athletic Director's office during school hours.

Reminder to Parents

Unpaid student fees carry over year to year. Seniors must have all fees paid upon graduation. Please contact your respective building to make arrangements to pay your student's fees.

High School	763-3721
Middle School	763-3396
Primary ES	763-2865
Intermediate ES	763-2031

Middle School State Wrestling Qualifiers



Congratulations to Steven Nethers, Alternate; Caleb Nethers, Tommy Wogan, Blake Owens, and Steven Nethers, State Qualifiers. These middle school students wrestled at the Junior High Districts in Athens and Qualified to the Junior High State meet being held at the Marion Veterans Memorial Coliseum in Marion on March 14, 15. Tommy, Nathan and Caleb will receive the All Ohio Academic Award at the meet.

After Prom Committee Fund Raiser

**Pizza Hut
Monday
March 23rd
5:00-8:00 P.M.**

The committee will receive 15% of all sales and 100% of the tips received between the hours of 5:00-8:00 p.m.

Take the family out for supper!



Board Members

President
Lydia Miller

Vice President
Angie Stagers

Board Members
Jackie Caughenbaugh
Gary Barr
Brianna Nethers

Licking Valley Local School District
1379 Licking Valley Rd. N.E.
Newark, OH 43055

Non-Profit Org.
US POSTAGE
PAID
Permit No. 446
Newark, OH 43055

April 2009

We're are on the web:
www.edline.net/pages/licking_valley_local_sd

Sun	Mon	Tue	Wed	Thu	Fri	Sat
5 PALM SUNDAY	6 BB Bexley V-A/JV-H SB Bexley V-A/JV-H	7	8 BB Lakewood V-H/JV-A SB Lakewood V-H/JV-A	9 BB Whitehall V-A/JV-H SB Whitehall V-A/JV-H Dick Houston Relays	10 Day 100 of the year. NO SCHOOL	11
12 EASTER	13 BB Heath V-H/JV-A SB Heath V-H/JV-A	14 LV FFA 7:00	15 BB Newark Catholic V-A/JV-H SB Newark Catholic V-A/JV-H Kindergarten Clinic	16	17 BB Granville V-H/JV-A SB Granville V-H/JV-A HS Spring Musical	18 HS Spring Musical
19	20 BB Cols. Academy V-A/JV-H SB Cols. Academy V-S/JV-H LV Financial Task Force	21 Music Boosters 7:00 LV FFA Alumni, Inc. 7:30	22 EARTH DAY BB Bexley V-H/JV-A SB Bexley V-H/JV-A C-TEC Shadow Day LV Secretary Day	23 LV Track Invitational	24 BB Lakewood V-A/JV-H SB Lakewood V-A/JV-H	25
26 LVHS Honor Society Induction	27 BB Whitehall V-H/JV-A SB Whitehall V-H/JV-A LV Athletic Boosters 7:00	28 BB Coshocton V-H/JV-A	29 BB Heath V-A/JV-H SB Heath V-A/JV-H	30	*Schedule of events are as of date of publication and are subject to change	
April 20 - May 8 Ohio Achievement Tests Grades 3-8						