

May Staff Development Newsletter

May 1st, 2025

Message from Matt

As we stand at the close of another school year, it's the perfect time to pause and reflect. Back in August, I asked you to consider a powerful question: *What do you want your students to say about you at the end of the year?* Now, with the final days upon us, I encourage you to look back and reflect honestly—did you live up to that vision? The relationships you built, the lessons you taught, and the example you set—these are the memories and impressions your students will carry forward.



Your dedication and hard work have not gone unnoticed. You rose to the challenge of preparing your students for state assessments with excellence, and the results speak volumes. We are incredibly proud of the effort you've poured into your classrooms and the high standards you've maintained. Together, you have helped shape a culture of excellence that defines our district, and for that, we are deeply grateful.

As you approach the finish line, I encourage you to finish strong. Enjoy your well-deserved time off, rest, and recharge—but never forget the impact you've had. You made a difference in the lives of your students. Thank you for your commitment, your resilience, and your heart.

Jon Gordon's Three Strategies for Success

We often make life more complicated than it needs to be. Simple is powerful. The closer we get to truth, the simpler and more powerful the principles and lessons become. There's nothing more powerful than Love, Serve and Care. In a world filled with complicated success programs these are the 3 greatest success strategies of all from my bestselling book [*The Carpenter*](#).

LOVE

It all starts with love. Steve Jobs said it best, "The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle."

When you love what you do you will embrace all the challenges, adversity and rejection to keep doing what you love. If you don't love it you won't persevere through all the obstacles to become great at it. The key then is to do what you love and love what you do. If, in your current job, you aren't doing what you love then you can find things to love about what you do.

Love is also the greatest leadership and team building principle, customer service strategy and sales technique on the planet. Regardless of title or profession to be human is to love and want to be loved.

Love is what separates good and great. Good teachers know their lesson plans. Great teachers also know and love their students. Good coaches know X and O's. Great coaches also know and love their players. Good sales people know how to sell. Great sales people also love their clients. Good leaders know their vision and purpose. Great leaders also know and love their people.

It's simple. Greatness is built with love.

SERVE

Because you love, you serve. Serving is love in action. Service takes many forms. You can wash feet, march for civil rights, serve sandwiches, help the needy, feed the poor, build schools and wells in Africa, assist the elderly, serve your customers, patients, and students, and coach others to greatness. The ways are endless but all acts of service put the needs of others before your own. Great leaders serve the people they lead. Great companies serve their clients. Great hospitals serve their patients interests before their own. Great schools know they exist to serve the growth and development of their students. Great coaches serve their players. Great leaders don't succeed because they're great. They succeed because they bring out the greatness in others.

You don't have to be great to serve but you have to serve to be great. The ironic part of serving is that when you serve and help people improve and grow, you improve and grow. When you lose your ego in the service of others you find the greatness within you.

CARE

When you love and serve you find ways to show that you care. You make people feel important and let them know that they matter. You focus on all the details because everyone and everything matters.

When you care you stand out in a world where so many don't seem to care. You do more, give more, become more, and create more. People sense your care and they flock to you and your work. The world takes notice and you inspire people around you to care.

When you care you become a craftsman/craftswoman instead of a carpenter. A carpenter builds things but a craftsman/craftswoman puts their heart, soul, spirit and passion into their craft.

Instead of creating something ordinary a craftsman/craftswoman creates and builds something great.

#LOVESERVECARE

Many people say to focus on growing your business. But I say to focus on loving, serving and caring and your business will grow exponentially. Focus on loving, serving and caring one person at a time and people will be drawn to your business, service, school, hospital, etc. When you love, serve and care you not only change your heart and mind, you change the hearts and minds of the people around you.

It's not complicated but that doesn't mean it's easy. It's easy to be scattered. It's easy to focus on the outcome instead of the process. It's easy to focus on the numbers instead of people. The path

to greatness isn't easy but it is simple. Do what you love. Serve others. Show you care. Do this day in and day out, one person at a time and the impact you have and the legacy you leave will be truly great. You won't just have success. You will help others be successful and this is the true measure of success.

-Jon

PD For Next Year

I want to take a moment to recognize and celebrate the tremendous work our building MTSS teams have done establishing the MTSS (Multi-Tiered System of Supports) framework. Your commitment to building a strong foundation has created meaningful supports for our students and strengthened our collective practice. While we've made great progress, we recognize that continued refinement will help us further integrate MTSS into daily instruction and decision-making.

Looking ahead to next year, our professional development will focus on reestablishing a shared understanding of our instructional model. Consistency and clarity in how we plan, deliver, and reflect on instruction are essential to ensuring continued excellence and effectiveness across all classrooms. Reaffirming this common language and approach will help us build coherence in our practice and improve outcomes for all students.

Aligned with this focus, we will revisit the Marzano instructional elements that directly connect to both our evaluation framework and instructional model. These elements provide a clear structure for effective teaching strategies and will serve as a guide for deepening instructional expertise. Our goal is to support you with practical tools, collaborative learning, and reflective practices that strengthen teaching and learning schoolwide.

Patriotic Holidays

Nebraska Revised Statute 79-724 requires the following:

Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent in every public, private, denominational, and parochial school on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King Jr.'s birthday, Native American Heritage Day, Constitution Day, **Memorial Day**, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

Memorial Day is May 26th.

Malcolm X Day

Nebraska Revised Statute 82-903 outlines the following:

May 19 of each year shall be recognized as El-Hajj Malik El-Shabazz, Malcolm X Day, and shall be set apart for holding suitable exercises in the schools of the state in recognition of the sacrifices

of the late Nebraska Hall of Fame inductee El-Hajj Malik El-Shabazz, Malcolm X and his contributions to the betterment of society.



Matt Dominy

Matt is using Smore to create beautiful newsletters