



December Staff Development News

December 1st, 2025

SPS Mission

Seward Public Schools - a district rooted in excellence - in cooperation with family and community members is committed to the development of the whole student and affirms that all students will have the skills to become productive, resilient, and contributing members of their community.

The Bully in Your Head

I recently attended a conference where the keynote speaker was James Lawrence—the “Iron Cowboy.” Lawrence is known for completing *50 Ironman triathlons in 50 days in 50 states*, along with countless other extreme endurance challenges. While his athletic achievements are incredible, it was one simple idea from his presentation that stayed with me long after I left: the bully in your head.

Lawrence described the bully in your head as the voice that whispers (or sometimes shouts) doubt. It’s the voice that says *you can’t do this... you’re not good enough... you don’t deserve success... this is too hard*. That internal bully can be more damaging than any external critic because it quietly limits what we attempt, what we believe we’re capable of, and what we allow ourselves to become. Since hearing this, I’ve found myself in several conversations with others who said the same thing—the idea stuck with them too.

So here’s a question worth asking yourself: What would you pursue if the bully in your head wasn’t holding you back? What goals, opportunities, or meaningful changes would you step toward if that inner voice of doubt grew quieter—and your voice of courage grew louder? Lawrence encouraged us not just to silence the bully, but to *talk back* to it. Replace “I can’t” with “I will.” Replace “I’m not enough” with “Watch me.” The more we challenge that inner bully, the more space we create for growth, confidence, and possibility.

Here is a quick snippet from James Lawrence—take a moment to check it out, and reflect on what the bully in your head might be keeping you from reaching for. You may be surprised by what

becomes possible when you rewrite that internal dialogue.

https://youtube.com/shorts/3CdvjM5x_mY?si=dfWY_Y7hvLMLlyQJ

Merry Christmas and Happy New Year to you and your family. May this holiday season bring rest, joy, and meaningful moments with the people you love.

January Staff Development Day

We are pleased to share with you that Tim Elmore will be our keynote speaker on our January Staff Development Day. Please see the information below to learn more about Tim:

Tim is Founder of Growing Leaders, an Atlanta-based non-profit organization created to develop emerging leaders. His work grew out of 20 years of serving alongside Dr. John C. Maxwell. Elmore has appeared in The Wall Street Journal, The Washington Post, USA Today, Psychology Today, and been featured on CNN's Headline News, Fox Business, Newsmax TV and Fox & Friends to talk about leading multiple generations in the marketplace. He has written 40 books, including *Habitudes: Images That Form Leadership Habits and Attitudes*, and *Eight Paradoxes of Great Leadership*. His latest book, *The Future Begins with Z: Nine Strategies to Lead Generation Z As They Disrupt the Workplace*, releases fall of 2025. You can find his work at: TimElmore.com.

Turn Frustration into Fascination with Dr. Tim Elmore



Explicit Instruction

Our Strategic Plan Goal this year was to focus on Tier1 or Core Instruction. The article below does a great job explaining the benefits of explicit instruction for student learning. As you go through the article, ask yourself- do I do that? How could I do that more?



Why Explicit Instruction Works — Reading Rev

I was lucky enough to start my teaching career (back in 2003 🙄) at a school who cherished/ required explicit instruction before explicit instruction was cool. I was 24 years-old when asked in my first interview, “Should teachers be a guide on the side or the sage on the stage ?” I honestly had n

🔗 readingrev.com

Patriotic Holidays

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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.

There are no Patriotic Holidays in December.



Seward Public Schools