

# News U Trust

Appreciating, Developing, and Supporting School Staff

November 2010

Membership Newsletter

Issue 10-11



*Custodian  
Appreciation  
Day*

## A Clean Finish for Germinators

Custodians all across the state were spotlighted for Custodian Appreciation Day with a theme of "Never fear the Germinators are here." Students had lots of fun celebrating the day using the theme. Students seemed to particularly enjoy the slogan "tap out germs, smack down dirt and knock out odors."

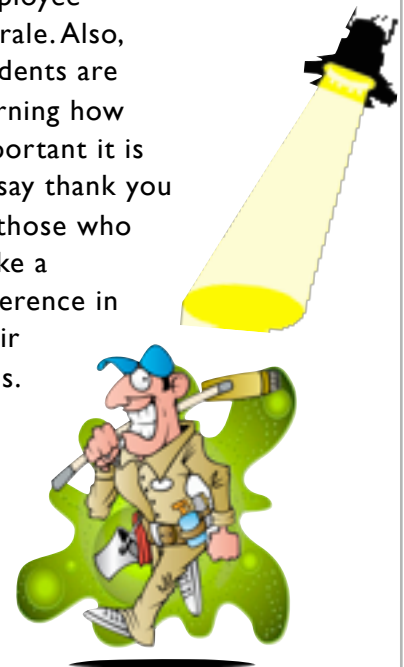
They made posters incorporating the slogan; developed videos of thanks and, in some cases, held special assemblies to honor the employees who keep the school clean and provide a

healthy learning environment for them.

Custodians were so touched by the appreciation they received that day that some even cried. One custodian said it had been an overwhelming day and that in over 25 years this was the first time anyone had really showed him that they appreciated him for what he did.

Often times these employees are under appreciated but not in the systems that participate in the EAP. We have received numerous reports that it has

made a real difference in employee morale. Also, students are learning how important it is to say thank you to those who make a difference in their lives.



Feeling gratitude and not expressing it is like wrapping a present and not giving it.

-William Arthur Ward

## Celebrations at Mt. Carmel Elementary: A Whole School Affair



Mt. Carmel Elementary School in Hawkins County managed to get the entire school family involved in the celebration of Custodian Appreciation Day. Each member of the staff and every class in the school made sure that the custodians knew how appreciated they were. Preschoolers hung thank you posters in the cafeteria. Kindergarteners made them cards and helped clean up that day by sweeping and emptying the trash.

First graders made an Appreciation Train with their hands and then placed them in the hallway. Second graders gave them a large card with their thumbprints on it with a poem that read:

**Our thumbprints here are meant to be,  
We signed each one for you to see,  
We appreciate everything you do,  
Our school looks GREAT because of YOU!**



Third graders made posters and hung them throughout the school and wrote thank you notes. Fourth grade students provided breakfast with cards of thanks.

The cafeteria staff made ham biscuits and provided each custodian with a treat bag and office staff gave them a thank you card, a certificate of appreciation and a gift card.

There was no doubt that at Mt. Carmel Elementary School the custodians knew they were appreciated.

## Cherokee High Gives Custodians Time Off

They say that a picture says a thousand words and the ones taken at Cherokee High showed custodians who were surprised to receive some time off as part of the celebrations for Custodian Appreciation Day. Students decided to do some extra cleaning to lighten the load of their custodians on that day and gave them a goody bag that included a gift certificate for a free car detailing. They decorated posters throughout the school honoring and recognizing the efforts of their custodians. Cherokee High students were delighted to be able to genuinely surprise their custodians on this special day.



# Superintendents Are Celebrated



Dr. Lynch receives a visit from the Chick-Fil-A cow



Mr. Barlow poses with his binary number cake



Director Britton received a beautiful bouquet of hand-made flowers

***Thanks Through Technology*** was the theme for the recent Superintendent Appreciation Day. Superintendents were brought to tears, trees were planted at schools in their honor, and the superintendent in Trousdale County, Clint Satterfield, even had a street named after him for a day.

Because superintendents spend countless hours dedicated to the success and growth of their school systems, schools across Tennessee gave them a big “thanks” for their efforts.

You know it’s going to be a great day when you meet a cow in your office first thing in the morning. In **Hamblen County**, Dr. Dale Lynch received a visit from the Chick-Fil-A cow bringing him chicken biscuits for Superintendent Appreciation Day. For dessert, Dr. Lynch snacked on the platter of brownies from Lincoln Elementary School. In keeping with the theme, students from West Elementary presented Dr. Lynch with their creation of a Facebook profile with status updates, including photos and a description of his interests. To wrap up the day, Dr. Lynch received a framed picture of students planting a tree in his honor along with a thank you letter.

**Jackson County** took the ***Thanks Through Technology*** theme and ran with it. Director of Schools, Joe Barlow, was brought to tears as he watched a video created by Gainesboro Elementary students and a power-point presentation showcasing his life from the Jackson County Adult High School. Students from the adult high school included statements about how he had made a difference in their lives. He received a scrapbook filled with notes and emails from the teachers and staff in Jackson County

along with a refreshment bar filled with food from one side of the room to the other. It was a feast fit for royalty. To wrap up his special day, Mr. Barlow had a slice of ice cream cake that had his name written in binary numbers to go along with the technology theme.

Mountain City Elementary in **Johnson County** created a video of thanks for their superintendent, Morris Woodring. On the morning of Superintendent Appreciation Day he was in for a delicious surprise. The cafeteria staff presented him with his favorite breakfast--biscuits with chocolate gravy.

After everything **Hawkins County** School District did for Superintendent Appreciation Day, Director of Schools Charlotte Britton couldn’t help but be brought to tears. She received hundreds of thank you letters, artwork and messages from students, posters and banners, an engraved plaque from Kepler Elementary, a giant bouquet of flowers, a gift certificate for a spa treatment and an invitation from St. Clair Elementary to attend the planting of a tree in her honor.

“The creative and sincere expressions of appreciation that superintendents received during Superintendent Appreciation Day helped to put in perspective their importance to the students, staff and community,” said Dr. Dan Tollett, Utrust Administrator. “That is exactly the kind of response we hoped the Utrust Employee Appreciation would stimulate. We were pleased to see the widespread use of our suggested theme in the celebrations. Lots of students and staff members had fun with the celebrations and lots of superintendents felt appreciated who would not have without the Employee Appreciation Program,” he



# CARTER COUNTY LOVES THEIR SUPERINTENDENT



The excitement didn't stop there. Range Elementary sang a happy superintendent day song to her from their virtual classroom and Mrs. Murphy's 2nd grade class at Hampton Elementary put together a "Bubble Joy" to say thanks. Click [here](#) to view that short video.

Dr. Ellis received system-wide recognition because they displayed a special message of thanks on Carter County's website, while the school board surprised her with an assortment of beautiful bouquets of flowers.

But the most emotional present she received came from Mr. Kelly's media class at Hampton High School. Dr. Ellis grew up in Hampton and it holds an important place in her heart. Dr. Ellis was moved as she watched the video of thanks from the students. The video featured a very special song by Hampton High School's very own Jerry White. Click [here](#) to see this video.

Superintendent Appreciation Day was a very special day for Dr. Ellis. "I was surprised, overjoyed and elated with the response from our school system and communities," Dr. Ellis concluded.

Carter County celebrated Superintendent Appreciation Day system-wide using the Utrust theme: Thanks Through Technology. "The different forms of technology used in expressing appreciation kept me busy much of the day," Dr. Ellis said. They had surprises planned for Dr. Ellis from each of the schools. Carter County's system coordinator, Lindsey Hill, did an outstanding job coordinating all of the activities.

Each school got involved by displaying a message of thanks on the marquee message boards. Valley Forge Elementary School's expressions of appreciation for Dr. Ellis received front-page coverage in the local newspaper on Superintendent Appreciation Day. A photo of kindergarten students was featured in the article.

True to the Thanks Through Technology theme, Carter County distance learning classes used their new conferencing software to express appreciation to Dr. Ellis. Little Milligan Elementary School, where Dr. Ellis first became a principal, also thanked Dr. Ellis using the video conferencing equipment.



Dr. Ellis receives flowers from the Board



Dr. Ellis chats with elementary students at Range Elementary School



Cover page of the power point slide show created for Dr. Ellis



Thank you message on marquee sign at Happy Valley HS



## *JACKSON AND HAWKINS COUNTIES WIN 2010 BEST EAP AWARDS*



Jackson County

Mark Brown, James Childress, Joe Barlow, Dewey Mabery, Freda Hammock, Sandy Ragland, Jeff Lynn



Hawkins County

Nedra Jackson, Holly Helton, Michael Williams, Charlotte Britton, Charles Fuller, Jennifer Winegar

Hawkins and Jackson Counties received Utrust awards for the State's Best Employee Appreciation Programs for their involvement of students, staff and community in celebrating their school employees this past school year. Both systems did an outstanding job of making employees feel special on each of the eight appreciation days.

In accepting the award, Hawkins County Superintendent Charlotte Britton said, "The Utrust Employee Appreciation Program has truly made a difference in our system. Our students and staff have bought into the program."

Jackson County Superintendent Joe Barlow said, "The Utrust Employee Appreciation Program has made a big difference in Jackson County for very little cost. I don't understand

why every school system in Tennessee is not participating in this program."

"Jackson and Hawkins Counties each have an excellent system coordinator (Freda Hammock and Nedra Jackson, respectively) who create enthusiasm for the program and make sure that in their district the program is a success," Dan Tollett, Utrust Administrator said. "Not only did they do a sensational job of showing the members of each group of employees how much they were appreciated, but also tremendously increased the amount of positive publicity for their systems. Both Freda and Nedra have done a good job of enlisting capable school coordinators who make the program work," Tollett continued.

David Jones, Utrust Chairman, presented both systems with their awards. "Congratulations Jackson County and Hawkins County for implementing the Utrust EAP in such an excellent manner," said Jones. "The efforts you have made to recognize your school employees has created immeasurable benefits for each of your systems."

To watch the awards videos, click either [Jackson County](#) or [Hawkins County](#) for more information about Tennessee's Best EAP Award winners.

Make sure you are sending in your pictures and stories from each of the appreciation day celebrations to ensure your district is next year's winner.

## Trustee Spotlight



David Jones of Hancock County is the Chairman of the Board of Trustees for Utrust. Jones was appointed to the Board of Trustees in 1986 and has served as Chairman of the board since 2007. Jones is the only at-large representative for Utrust. He has served on the Hancock Board of Education since 1980 and held the position of chairman for over twelve years.

During the time he has served as a trustee, Utrust has returned millions of dollars to its member school districts, established the Make a Difference Library, implemented an annual Member Appreciation Dinner, changed trustee selection from appointment to election by the membership, purchased its own headquarters, developed the Employee Appreciation Program, created and implemented the 5 Star Award for employee management, and established a writing competition with awards.

“David Jones has been a solid and strong contributor to the success of Utrust since its inception. He has provided excellent leadership and has enthusiastically supported every improvement in the program. He has helped to build a strong and effective board of trustees,” Dr. Dan Tollett, Trust Administrator said. “I don’t know how you could have a better chairman than David Jones,” Tollett continued.

In addition to his commitment to Utrust, Jones is the former chief of Sneedville Volunteer Fire Department and also served as the Chairman of Deacons at the First Baptist Church of Sneedville.

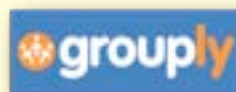
### **NEW NETWORK FOR SYSTEM AND SCHOOL COORDINATORS**

Attention school and system coordinators! Utrust has created a private network exclusively for School and System Coordinators.

We want to get you plugged in and sharing ideas with Utrust and each other about appreciation day celebrations--- How you worked with your A-Team; how your media adviser is helped; how you got the student body involved; etc. Share photos, videos, and stories by simply uploading them to the network. Post ideas and experiences you’ve had with appreciation day celebrations for others to see

and get some great ideas to use in your schools. Visit the [Grouply](#) website and upload a photo and begin interacting with coordinators across the state.

If you are on Facebook, become a fan of the [Utrust Facebook](#) page and get messages about what’s happening with the Utrust EAP. Join in the fun by becoming an active member of the Grouply [Utrust Coordinators](#) page.





## Start Your Engines and Shift into Gear For Food Service Appreciation Day

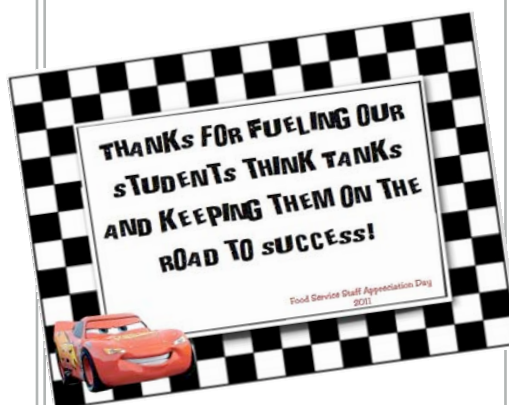
Give your employees a gift that keeps on giving. Kick the new year off by participating in the Utrust Employee Appreciation Program beginning with Food Service Staff Appreciation Day on January 13, 2011. The theme for the appreciation day is racing.

You will find that the appreciation packets are filled with fun artwork and ideas to recognize the food service staff using the racing theme. Packets for the board, elementary, middle and high school are now available on the Utrust website. Click [here](#) to view the packets.

Please join us in honoring the group of school employees who fuel our student's think tanks and keep them on the road to success so they can cross the finish line each day.

Get your A-Team involved in leading the celebrations and learning leadership skills.

Food Service Appreciation Day packets also include a leadership lesson for school coordinators to use with their A-Team.



## Appreciation Dinner at The Pinnacle

The 11<sup>th</sup> Annual Utrust Membership Appreciation Dinner held on Sunday, November 13 at the Pinnacle in downtown Nashville was a huge success. Hundreds of school board members, superintendents, and administrative staff members and their guests were in attendance for the event. Members enjoyed a nice dinner with a beautiful view of the Nashville skyline and then watched a short video about the Employee Appreciation Program and a short awards presentation for the State's Best Employee Appreciation Programs. Each attendee received a Utrust pad folio and a nylon-carrying bag.

Coming soon, check the Utrust website for a video and photographs of the evening events!



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