



## Instructional Rounds: Getting Better Together

### In this Edition:

- **LCS Bond Update**
- **Staff Shoutouts**
- **Meet our District Command Team**
- **Pension & Retirement Seminar Coming Soon**

Last month, members of our instructional and administrative staff took part in instructional rounds at Zemmer 8-9 Campus and Lapeer High School. For those of you who have never heard of “Rounds,” we’ll get you up to speed:

LCS, and many districts across the state, utilize instructional rounds as a professional development strategy to enhance the teaching and learning experience for students and staff. Teams of educators take turns visiting classrooms during instructional time, provide feedback, and identify areas of success and potential improvement as a collaborative body.



The District adopted Instructional Rounds as a best practice back in 2017 at Schickler Elementary, which had recently been named a “Reward School” by the Michigan Department of Education for [“beating the odds”](#). Scott Warren, the former principal at Schickler, identified two of the driving forces behind the school’s success at that time: *Trust and collaboration*.

“We have teachers that have no fear about asking for help from colleagues,” he said. “They are dedicated to the improvement of their craft and helping students take the necessary next steps to further their learning.”

Soon, what was being learned at Schickler was adapted and exported throughout the District; the process by which it was being learned was shared as well.

“This entire process fits neatly into the District’s goal of continuous improvement,” said Michelle Bradford, Asst. Superintendent for Curriculum and Instruction. “It’s not a top-down approach to improved instruction, but a process that involves professional educators who share the same vision for growth among students at every level. From this process, we can derive important data that inform decisions not just about instruction, but also curriculum and professional development.”

## Instructional Rounds: Getting Better Together (cont'd)



Each year, administrators participate in rounds at each building and teachers within their own building. Participants are provided with a method to identify three goals within the essential practices that they want to grow in, and focus on collectively.

One thing that we've learned throughout this process is that everyone involved learns something. Over the years, we have developed common language, expectations and goals. And with every opportunity, *we get better together.*

Teachers can see the application of new instructional strategies, how they are received by students and, potentially, bring them to their classroom. Principals can see how students progress from level to level, and how instructional strategies evolve.



LHS Teacher Shannon Francis

"Rounds are about what 'we' are focused on as a building and not evaluative," Bradford said. "They are about growing instructional practices across all grade levels and departments and focused on the interactions among teachers, students and content."

Case in point, one of the most rewarding aspects of the process is the sharing of "glows." To be succinct, if we want to grow we must also take time to glow — that is, to celebrate the instructional practices that are working, those that are making a difference for our students. From a data perspective, the takeaways from Instructional Rounds can lead to impactful professional development opportunities in the future. We can both identify issues within instruction and test potential solutions.

"We're continuously collaborating within our own departments, but instructional rounds give us an opportunity to go see the unique things being done by colleagues in other departments," said Sommer Schons, a veteran teacher at Lapeer High School. "From simple ideas like classroom organization and grouping techniques, to high order discussion methods, there's value in having the chance to see different approaches."

[Click here](#) to learn more about Instructional Rounds.

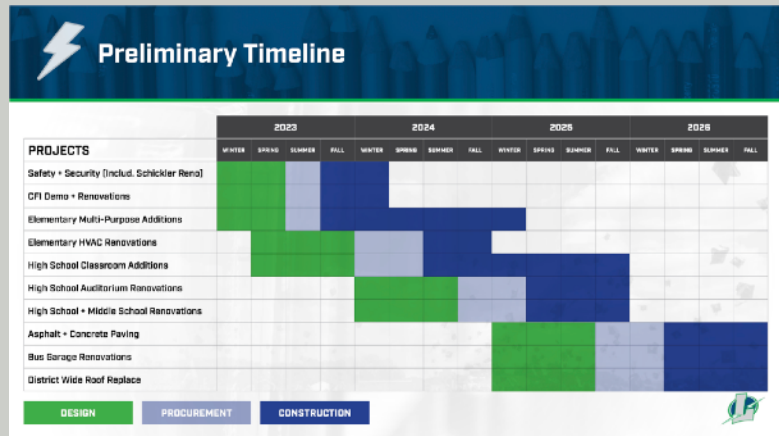
## Busy Spring and Summer Ahead for LCS Bond Projects

Following a winter of mostly indoor work, several major projects funded by the Lapeer Community Schools 2022 Bond will begin in earnest this spring. Last fall, the footprints of the District's three new elementary multipurpose spaces were laid out — starting in early spring, the heavy lifting begins.

“We’re so excited about the prospect of having separate gym and cafeteria spaces at all our elementary schools,” said LCS Superintendent Matt Wandrie. “This is a long-overdue expansion and we are excited to see it take shape over the next year.”

The additions will be at the campuses of Murphy Elementary, Schickler Elementary (seen below) and Turrill Elementary (Lynch Elementary already has separate spaces).

Speaking of long-overdue improvements, bond funds will also cover the HVAC upgrades at elementary schools across the District. That work is slated to begin in June.



“We have old systems and controls at many of our schools,” said Brian Badder, LCS Director of Operations, who is overseeing the bond work. “This is an investment in the District that will create climate-controlled environments in all our elementary schools that are more comfortable and conducive to learning.”

At the secondary level, the focal point of spring and summer work will be Lapeer High School. Starting in April, exterior site work will begin on classroom additions that will allow the District to return ninth graders to the high school starting in the fall of 2026.

“This move has been a priority for the District for years, and it is gratifying to see the vision coming together,” Wandrie said. “Ninth graders belong in our high school, with access to all the resources we have in that building. Thanks to our supporters in the community, we are making this happen.”

In addition, we will begin interior improvements at LHS in June. These projects include classroom upgrades, bathroom renovations and the expansion of the weight room facility.

Finally, critical improvements are coming to our beleaguered bus garage. Significant drainage and paving work will be done on the property. Today, a substantial portion of the property is unpaved and improperly drained. This has caused numerous problems including, and most recently, issues with our underground fuel tanks.

“We recognize that there are aspects of our bond program that aren’t shiny, or in the front of people’s mind, but there are critical,” Wandrie said. “These are by no means the only improvements coming to the bus garage, but they represent an urgent need.”



For more information on the 2022 School Bond, including projects slated for 2025, visit [LapeerBond.com](http://LapeerBond.com).

### Dayonte Grimes, Lapeer High School

"Schickler Elementary would like to give a huge shoutout to Dayonte Grimes, LCS employee and Schickler parent. He dusted off our 3D printer, gave it a necessary tune up, and came over from the high school to teach some of our students how to use it. We have some 4th and 5th graders who are super excited to get started 3D printing! Thank you, Dayonte!"

### Matt Nowak, Lapeer Wrestling

"Coach Nowak was awarded the *Regional Assistant Coach of the Year* award for his work with Lapeer Wrestling. Matt has jumped back into helping the program over the last few years and has been integral to the success we are starting to see. The award Matt received is voted on by his coaching peers and is a testament to his commitment to the sport of wrestling. He will now be up for *State Assistant Coach of the Year* over the next two weeks as voted on by coaches across the state. Congrats Matt and thank you for your dedication to our wrestlers!"

### Lisa McAley, ASC - Human Resources

"Lisa has been an incredible asset to the District for many years in her role in HR. She's always positive, kind and professional in her interactions with the staff, even in the midst of daily challenges. Many of the problems brought about by the Pandemic and subsequent worker shortages landed on HR, and we are fortunate to have people like Lisa to help us overcome those obstacles. Lisa is a great mom, a great friend and an enthusiastic supporter of LCS. Thank you, Lisa!"



## Do you know someone on our staff deserving of recognition?

Recognition isn't just about noticing the big events, it is about recognizing the small things along the way that have a big impact. When you send a submission, please name the employee, share specific info about what they did and why it was important to you. If possible, please send a photo. Please submit your own staff shoutout to [Jared Field](#) prior to the 20th of each month.

## Here Comes the Tax Man!

Tax season is upon us. Please note: If you need to update your withholdings for federal, state or local taxes, please contact Terrific Krista Trevithick ([krista.trevithick@lapeerschools.org](mailto:krista.trevithick@lapeerschools.org)) in the business office or click here for [local](#), [state](#) or [federal form](#).



## Protect yourself (and the District) from Cyber Attacks!

### Reminder: Check your Email for Training Information from Infosec

Make sure you take a few moments to complete our monthly cybersecurity short video trainings. These video trainings will occur at the beginning of each month and will help us qualify for our cyber insurance; and, more importantly, they will help protect the staff by providing tools, knowledge and how to recognize cyber security threats. Each video is 3-5 minutes, followed by a short assessment of 3-5 questions. And don't sweat it, you will have three weeks to complete the short training once it is open.

### We are still seeing low participation numbers, so please consider taking part in these quick trainings in March.

While these trainings are not mandatory, it is strongly encouraged to assist in protecting both the District and yourself from cyber security attacks. Threats are constantly evolving, so it is imperative that we stay on top of these issues to ensure all sensitive information is safe.

**Reminder:** Completing the training during work hours is an appropriate use of your time; that said, we recognize that many members of our support staff (custodians, bus drivers, secretaries, food service, paraprofessionals and mechanics), due to the nature of your work and lack of access to a computer, may not be able to complete the training during your regularly scheduled work day. For those specific hourly employee groups, you will be approved for up to 30 additional minutes of paid time per month to complete the training either immediately prior to or immediately following your regularly scheduled workday. Simply stay punched in while you do the training (or punch in early if before your shift begins) and in the notes for the extra time, write "Completed Online Technology Training."

Thank you for your time and willingness to take part in these short, but vital training sessions.

#### Questions?

Contact the Oakland Schools Service Desk Phone at (248) 209-2060.



All employees who participate in these monthly (quick and easy) video training sessions, will be automatically entered into a raffle for some awesome Lapeer Lightning gear!

**Deanna Sobek is our February winner!**



Sanya Johnson shows off her prize from last month's drawing.

# Notes from Central Office



## Employee Newsletter

WINTER 2023

### MAC Limits for 2024

#### 2024 LIMITS

U.S. OMNI & TSACG Compliance Services (OMNI/TSACG) is pleased to share that the IRS increased the Maximum Allowable Contribution (MAC) limits for 2024. All employees, regardless of age or years of service, may contribute up to \$23,000 to their 403(b), 457(b) or 401(k) account in 2024. (The limit is coordinated for 403(b) and 401(k) accounts. 457(b) accounts are not coordinated with other plans.)

Employees who will attain age 50 by 12/31/2024 may contribute an additional \$7,500 to 403(b), 457(b) and/or 401(k) accounts in 2024. (This limit is coordinated for 403(b) and 401(k) accounts.)

**403(b) Elective Deferral Limit =  
\$23,000.00\*  
for 2024 Plan Year**

**457(b) Deferral Limit =  
\$23,000.00\*  
for 2024 Plan Year**

\*More information is available on the "Contributions Guidelines" page of our website:  
<https://www.tsacg.com/calculations/contributions-guidelines>

### How Do I Participate in a 403(b)?

#### Research Investment Providers

Review your employer's authorized investment providers at [www.tsacg.com](http://www.tsacg.com) and use the contact information to get the facts for each.



#### Select an Investment Provider

Once you have reviewed and compared the authorized investment providers, select the one that is the best fit for you.

#### Open Your Account

Each investment provider requires participants to open an account with them before contributions can start. Complete their paperwork before submitting an SRA to your employer.



#### Complete an SRA

Your employer requires employees wishing to begin contributions to a 403(b) to submit a Salary Reduction Agreement (SRA).



#### Begin Contributing

Based on the instructions you provided to your employer via your SRA, they will begin withholding the amount you specified, and send your contribution to the investment provider you selected.



## CFI Hosts Health and Wellness Day

On February 13, the Center for Innovation hosted a Health and Wellness Day. Students and staff all participated in the full-day event, which featured motivational speakers Sean and Gabriel from *Speak It Forward*.

The second half of the day featured sessions with the Michigan State Police on human trafficking. Chelsea, from *Kids In New Direction*, discussed self-care and grief. Lapeer LACADA was on hand to discuss teen dating violence. A representative from Lapeer Community Mental Health was also there to discuss substance abuse.

Mental health and overall wellness are critical for the success of students, and a healthy lifestyle is the surest way to boost academic progress and self-esteem.

Hats off to Sara Taylor and the entire CFI staff for hosting a great event!



## Notes from Central Office

### Green Themes

with Outdoor Ed Coordinator Beth Rupprecht

#### *It's Finally Time to Think Spring!*

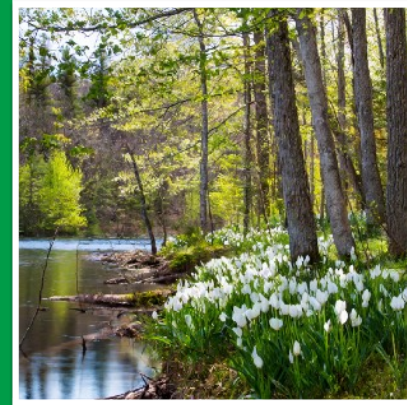
For many people in the northern climates, thinking about spring happens early — sometimes well before the dreaded “fake spring” season begins. There’s a lot you can do, and some of it can actually be fun.

**Here are some tips as we look forward to the coming of spring:**

**Outdoor Maintenance:** As we enjoy unseasonably warm temperatures, it’s a great time to assess any damage to your property caused by winter weather. Check your roof, gutters, and siding for any signs of damage and make necessary repairs. Clear debris from your yard and inspect outdoor structures like fences, decks, and patios for any needed maintenance.

**Gardening:** Spring is the perfect time to start planning and preparing your garden. Begin by cleaning up your garden beds, removing any debris or dead vegetation. Prepare your soil as needed to ensure optimal growing conditions. Start seeds indoors for vegetables and flowers that require a longer growing season, and prepare to plant cold-hardy crops outdoors as soon as the ground thaws.

**Spring Cleaning:** Take advantage of the fresh start that spring brings by giving your home a thorough cleaning. Declutter and organize closets, cabinets, and storage spaces.



We are  
hiring!

Do you know someone looking for a new gig? LCS has numerous openings for coaches, bus drivers, custodians, secretaries, paraprofessionals, teachers, support staff and more!

If you know someone who is interested, please send them to Applitrack via this link ([LCS Job Openings](#)) or tag them in our social media posts related to hiring. Thanks!



## Recipe of the Month: Tortellini Caesar Salad

*Compliments of Kelly Vangel, Turrill Elementary Principal*

This is a great salad to take to potlucks and parties because it goes a long way, it's tasty, and looks pretty darn snazzy in a glass punch bowl.

### Ingredients

1 package (9 ounces) frozen cheese tortellini  
 ½ cup mayonnaise  
 ¼ cup milk  
 ¼ cup plus ⅓ cup shredded parmesan cheese (divided)  
 2 tablespoons lemon juice  
 2 garlic cloves, minced  
 8 cups torn romaine lettuce  
 1 cup seasoned croutons  
 Cherry tomatoes

**Optional ingredients:** Artichoke hearts, cubed pepper jack cheese, and pepperoni



Render  
unto Caesar  
the  
tortellini!

### Directions

Cook tortellini according to package directions. Meanwhile, in a small bowl, combine the mayonnaise, milk, ¼ cup parmesan cheese, lemon juice and garlic; mix well. Drain tortellini and rinse in cold water; place in a large bowl. Add the romaine lettuce and remaining parmesan cheese. Just before serving, drizzle with dressing and toss to coat. Top with croutons and tomatoes.

## Bonus Recipe: Beef Ramen Noodle Soup

### Ingredients

2 tbsp olive oil  
 1 large onion, diced  
 3 medium carrots, peeled and sliced  
 2 stalks celery, diced  
 2 cloves garlic, minced  
 1/4 cup fresh chopped parsley, divided  
 3 cups beef stock  
 2 cups chicken stock  
 2 cups water  
 5 tbsp soy sauce  
 1-2 tsp sriracha  
 3 packages Ramen noodles, seasoning packet discarded  
 4 green onions, chopped  
 Sliced steak, recipe below  
 Soft boiled eggs, recipe below  
 Salt & Pepper, to taste

### Directions

Heat the olive oil in dutch oven or other large soup pot over medium high heat. When the oil is hot, add the onion, carrots, and celery and cook for about 10 minutes until the vegetables are getting soft and the onions are translucent.

Add the garlic and parsley and cook for another minute. Add the beef stock, chicken stock, water, soy sauce, and sriracha. Season to taste with salt and pepper. Bring the soup to a boil, turn down the heat, and simmer for 10-12 minutes.

Add the Ramen noodles and cook for 3 minutes. Serve the soup in bowl and top

"You can't go wrong with the flavor of beef in your bowl!"



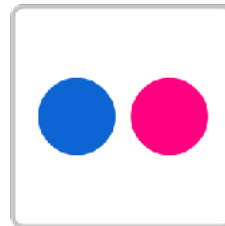
Wyatt Stevens and Xander Cardona at Rolland-Warner.



"Oh baby, I'm gonna love you forever.  
Forever and ever, Ramen."



## Follow LCS Online



[Facebook.com/LapeerSchools](https://Facebook.com/LapeerSchools)

[Youtube.com/LapeerSchools](https://Youtube.com/LapeerSchools)

[Lapeer Schools on Flickr](#)

[LapeerSchools.org](https://LapeerSchools.org)

[LCSblog.com](https://LCSblog.com)

Have something exciting to share about Lapeer Community Schools? Don't keep it a secret.

E-mail Matthew Mackinder, LCS  
Coordinator of Communications, at  
[Matthew.Mackinder@lapeerschools.org](mailto:Matthew.Mackinder@lapeerschools.org)



# LEADERFund

Leading to Excellence

## GRANTS



The Leaderfund offers the opportunity for teachers to apply for a grant ...

**Now there is an easier application process!**

Go to [Leaderfundlapeer.com](http://Leaderfundlapeer.com) to link to the following grants. Here is our website QR code:



or use the QR codes below:

**MINI: up to \$250**



**GRANT: \$250+**



**LEADERFund**  
Partners:



**VIEW** Newspaper Group



## LEADER Fund Grants

Ms. Mason at Schickler Elementary received a LEADER Fund grant to support technology in the classroom as well as a subscription to Fitness and Fluency that supports curriculum through movement.

If you are interested in applying for a grant from the LEADER Fund, please contact your building's Staff Ambassador.

The process is quick and easy. LEADER Fund wants to help!

[Click the link](#) for contact information.



## Now Accepting Employee Recognition Nominations

It once again is time for employee award nominations. Nomination forms can be accessed through the Google Share Drive, LCS HR Resources, Employee Recognition. In case you'd like to see if someone previously has received an award, you also will find alphabetical listings of previous recipients of the Distinguished Educator, Distinguished Service, and Outstanding Contributor awards. Awards will be presented during the Employee Recognition Program in May.

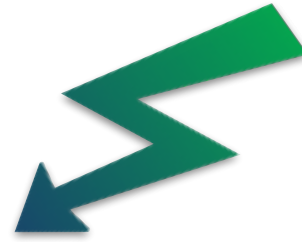
**A brief description of each award is as follows:**

1. The Distinguished Educator Award recognizes teaching staff for exemplary, long-term service both in and out of the classroom;
2. The Distinguished Service Award recognizes non-teaching staff for exemplary, long-term service both in performance of regular position duties and for service to the District and community outside the position assignment;
3. The Outstanding Contributor Award recognizes employees who have demonstrated creativity, innovation, and/or outstanding contributions to the District through a special project or program occurring in a particular school year or have demonstrated exemplary, long-term performance of regular position duties;
4. The Pam Markgraf Memorial E.H.A.P. Award recognizes employees who have developed or initiated a program or project that has enhanced the health and welfare of District employees or has otherwise generally supported E.H.A.P.



*All nominations are due in the Human Resources Office by 3 p.m. Friday, March 15, 2024. Don't let a deserving employee go unrecognized; please consider turning in one or more nominations. Please email your submission to Lisa McAley at [Lisa.McAley@LapeerSchools.org](mailto:Lisa.McAley@LapeerSchools.org).*

## OMG Someone wrote something nice on Facebook!



Mary N Jason

John McCreedy at Roland Warner is one of the best!!! The students trust him and he has such an amazing rapport with them. Hats off to him for the AWESOME job he does with the kids at RW!!!!

5d Like Reply [Send message](#) Hide



## I Love You To Pieces Event at ASC a Huge Success

**LAPEER, Michigan** – On February 8, the halls of the Administration & Services Center were alive with the sound of more than 150 happy kiddos. Over 40 volunteers, led by our own Katrina Wandrie, put on their *I Love You To Pieces* Valentine's Day-themed event for families across Lapeer County. The early childhood family fun night was sponsored by LCS, LCISD, Meijer, Village Printing and Donna Sierakowski. Over 40 volunteers are helping to provide a safe and fun night.

Families played games, completed crafts, engaged in sensory activities, received free books and decorated a heart cookies! There were also dozens of people in attendance representing a whole host of community resources like LEAF, Family Literacy Center and local public safety organizations. Kids and adults (Becki Finton) also loved the fire trucks on site!

The event was a huge success! Kudos to Katrina, the event sponsors and all the volunteers who made it possible!



## ASC Pickleball to Expand District-Wide in April

Members of our ASC staff have been busy on Thursday nights this winter with Pickleball!

After a successful first winter league, we are excited to announce a spring expansion that will include teams from across the District! No experience is needed! Just find a teammate, a pickleball paddle and hit the court starting in April.

### Here are the details:

- The league will run on Thursday evenings in the CFI (West) auxiliary gym.
- League play will take place April 11, 18, 25, May 2 and 9. The Championship will be played on May 16.
- Teams will be assigned to one time slot each week between 6 and 7:30 PM.
- Training Night will be held March 14 in the LHS Mezzanine. This will be a great opportunity for anyone wanting to get some practice in and learn the rules before league play starts in April.

If you would like to join us for the spring league, find a teammate and send the following information to Mary Moss ([Mary.Moss@LapeerSchools.org](mailto:Mary.Moss@LapeerSchools.org)) no later than March 14, 2024:

- *Names of both team members*
- *Skill level (Just Learning to Play - OR - We are Pickelballers!) Depending on interest we may run two separate leagues based on skill level*

If you want a glimpse of what it looks like, come by and watch the championship round of the winter league on Thursday, March 7 at the CFI Auxiliary Gym! Preliminary rounds start at 6 pm, with the championship game at 7:15!

We hope you will join in the fun!



## Health & Safety with Joe Wood

### Introducing the LCS Command Team

*Joe Wood is the District's Health, Safety, Operations and Athletic Administrator. He will provide health and safety information every month in the Bolt Bulletin.*

One of the initiatives that was born from ALICE training and our review of our critical incident procedures was the creation of the District's Command Team. The Command Team is the central office level team that would respond should we experience a critical incident in the District.

The team consists of COLT members, various department directors, and district mental health professionals. This team has met several times over the past few months to discuss various items pertaining to our Emergency Operations Plan, behavioral threat assessment, and other action items related to the safety and security of our students and staff.



*Command Team meeting in February 2024*

**LCS HEALTH &  
SAFETY**

#### Command Team Members

**Matt Wandrie**

Superintendent

**Mark Rajter**

Asst. Superintendent for Business

**Kim Seifferly**

Asst. Superintendent for Human Resources

**Michelle Bradford**

Asst. Superintendent for Curriculum & Instruction

**Jennifer Tindall**

Exec. Director of Special Education

**Erica Henderson**

Director of Finance

**Matthew Mackinder**

Coordinator of Communications

**Mary Moss**

Administrative Asst. to Superintendent

**Joe Wood**

Health, Safety, Operations and Athletic Administrator

**Brian Badder**

Director of Operations

**Linda Thompson**

Director of Transportation

**Mike Priest**

Director of Technology Services

**Joanne VanHouten**

Director of Dining Services

**Cathy Bauer**

Psychologist

**Ariana Kemp**

Psychologist


[messa.org](http://messa.org)


## What's your risk?

Learn more about your risk for heart disease, certain cancers and depression with the free MediKeeper app.

MESSA has partnered with MediKeeper to give our members a helpful tool for assessing their health and identifying risks for certain cancers, diabetes, heart disease, osteoporosis, depression and other illnesses.

Users fill out a detailed questionnaire, which is used to generate a personal health profile, including their lifetime risk for up to 16 major diseases and conditions.

MediKeeper also gives users individual feedback, suggestions to lower their risks and a personal wellness plan. Users can share the reports with their doctor to address any concerns. To protect your privacy, your personal data is *not* accessible by MESSA, your employer or any other third party.

**The MediKeeper health risk assessment is accessible on a smartphone, tablet or computer. To access the tool, members should log into their online MyMESSA account at [messa.org](http://messa.org).**



## CPI's Top 10 De-escalation Tips:

### 1. **Be Empathic and Nonjudgmental**

Do not judge or be dismissive of the feelings of the person in distress. Remember that the person's feelings are real, whether or not you think those feelings are justified. Respect those feelings, keeping in mind that whatever the person is going through could be the most important event in their life at the moment.

### 2. **Respect Personal Space**

Be aware of your position, posture, and proximity when interacting with a person in distress. Allowing personal space shows respect, keeps you safer, and tends to decrease a person's anxiety. If you must enter someone's personal space to provide care, explain what you're doing so the person feels less confused and frightened.

### 3. **Use Nonthreatening Nonverbals**

The more a person is in distress, the less they hear your words—and the more they react to your nonverbal communication. Be mindful of your gestures, facial expressions, movements, and tone of voice. Keeping your tone and body language neutral will go a long way toward defusing a situation.

### 4. **Keep Your Emotional Brain in Check**

Remain calm, rational, and professional. While you can't control the person's behavior, how you respond to their behavior will have a direct effect on whether the situation escalates or defuses. Positive thoughts like "I can handle this" and "I know what to do" will help you maintain your own rationality and calm the person down.

### 5. **Focus on Feelings**

Facts are important, but how a person feels is the heart of the matter. Yet some people have trouble identifying how they feel about what's happening to them. Watch and listen carefully for the person's real message. Try saying something like "That must be scary." Supportive words like these will let the person know that you understand what's happening—and you may get a positive response.

### 6. **Ignore Challenging Questions**

Engaging with people who ask challenging questions is rarely productive. When a person challenges your authority, redirect their attention to the issue at hand. Ignore the challenge, but not the person. Bring their focus back to how you can work together to solve the problem.

### 7. **Set Limits**

As a person progresses through a crisis, give them respectful, simple, and reasonable limits. Offer concise and respectful choices and consequences. A person who's upset may not be able to focus on everything you say. Be clear, speak simply, and offer the positive choice first.

### 8. **Choose Wisely What You Insist Upon**

It's important to be thoughtful in deciding which rules are negotiable and which are not. For example, if a person doesn't want to shower in the morning, can you allow them to choose the time of day that feels best for them? If you can offer a person options and flexibility, you may be able to avoid unnecessary altercations.

### 9. **Allow Silence for Reflection**

We've all experienced awkward silences. While it may seem counterintuitive to let moments of silence occur, sometimes it's the best choice. It can give a person a chance to reflect on what's happening, and how they need to proceed. Silence can be a powerful communication tool.

### 10. **Allow Time for Decisions**

When a person is upset, they may not be able to think clearly. Give them a few moments to think through what you've said. A person's stress rises when they feel rushed. Allowing time brings calm.



# LINKS MOM 2 MOM SALE

**SATURDAY, MARCH 16, 2024**

**LAPEER HIGH SCHOOL  
933 SOUTH SAGINAW STREET  
LAPEER, MI 48446**



**EARLY BIRD: 8:30AM, \$3 ADMISSION FEE**  
**OPEN TO ALL: 9AM-1PM, \$2 ADMISSION FEE,**  
**STROLLERS WELCOME**



**INTERESTED IN SELLING: EMAIL  
MEGAN.DE-NISE@LAPEERSCHOOLS.ORG OR SCAN  
THE QR CODE**



# 2024 LAPEER WRESTLING GOLF OUTING

**SATURDAY  
AUGUST 3RD  
9AM**

REGISTRATION: \$100

- 18 HOLE SCRAMBLE
- HOT DOG AT THE TURN
- LUNCHEON

**CASTLE CREEK  
GOLF COURSE**



**Save the Date: More Information Coming Soon!**



**VARSITY COACH  
BELL  
RIVERS**

**X\_@CoachEvanBell  
X\_@BrandonCoachRiv**



**LAPEER & BRANDON GIRLS BASKETBALL**

# **SKILLS CAMP**

**GRADES: 2ND-11TH**

**DATES: JUNE 15TH, 16TH**

**TIMES: 2ND-8TH GRADE, 10-NOON**

**TIMES: 9TH-12TH GRADE, 12:30-2:30**

**LOCATION: BRANDON HS, LAPEER HS**

**COST INCLUDES:**

**T-SHIRT, 2 DAYS OF CAMP**

**REGISTER BY MAY 1ST  
60 CAMPERS/SESSION LIMIT**

**COST**

**\$40!**

**Register by email**

**criv3311@gmail.com**

**evan.bell@lapeerschools.org**



**LAPEER**  
COMMUNITY SCHOOLS  
District of Choices

# KINDERGARTEN 2024 ROUND-UP!

**ENROLL YOUR EARLY FIVE OR KINDERGARTEN  
STUDENT IN TRADITIONAL OR YEAR-ROUND!**

**March 11 and 13,  
Monday and Wednesday**

3-7 p.m. both days

(by appointment only)

LCS Administration & Services Center  
250 Second St., Lapeer



**Scan the QR Code above with your smartphone to sign up today!**