

Ousley foursome at home

It's been almost 20 years since Carey Tucker was a student at Ousley Junior High, but that doesn't mean he doesn't still get a little nervous when he gets a call from Principal Lora Thurston.

"I'm still scared to go into that office," Tucker said. "I don't know if I'm in trouble."

He's not alone.

Tucker is one of four former Ousley students who are now teaching on campus. Tucker has been at Ousley for five years. He joined coach Stacey Gonzales, who was part of the first seventh-grade class at Ousley in 1997 and has been teaching at the school for 10 years. This year the ranks of former Ousley teachers returning to the school doubled with the addition of math teachers Jennifer Robbins and Wily Walter.

While it's not uncommon



Ousley Junior High has four teachers on campus who went to Ousley teaching this year. They are Carey Tucker, Jennifer Robbins, Stacey Gonzales and Wily Walter.

for former high school students to return to teach on campus, going back to

your junior high stomping grounds doesn't happen as often.

That's not the case for the Ousley foursome. The

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A message from Dr. Cavazos

One of our focuses this school year is highlighting that our district is Where Potential Gets Real. You don't have to look any farther than the front page of this issue of *My AISD* to know that's true.

It says a lot about our district that these four teachers had choices about where they wanted to teach and they each wanted to return to our district where they are all successful teachers. #WherePotentialGetsReal indeed.

Now that the school year is in full swing, we have once again started our employee of the month trips. This school year we have added to the event. In

addition to honoring an elementary, junior high and high school teacher, we are also highlighting an employee from one of our non-campus departments on a monthly basis.

The Arlington ISD Print Shop recently held an open house. Did you know the print shop can print high-quality poster-sized prints? They were on display at the open house.

Please remember to make time for your fall wellness screening. There are 19 opportunities for screenings in October, and they are required for those participating in the wellness program.

Overcoming student boredom

In early 2017, Harvard Ed. Magazine published a riveting article about engagement and the epidemic of boredom that so many students across the country are experiencing in school. Some interesting data shared included the following: In 2013 the Gallup organization conducted a study of 500,000 students in grades five through 12 and reported that approximately eight out of 10 elementary students were engaged and optimistic about their learning experience. By the time the students reached high school that number dropped to four out of 10 students. In 2015, a follow-up study revealed that less than one-third of 11th graders felt engaged.

So what is the cause of this boredom? Have you ever experienced it as an adult in a workshop? If so, why were you bored or unengaged? Do we notice it in our classrooms? What could be the root cause for why a student chooses not to engage in the learning process? What is our response to our learners when that is happening? These are all questions that should occupy our minds as we try to meet our students' needs and understand how to emotionally invite them into the learning process.

Harvard Graduate School of Education associate professor Jal Mehta said, "We have to stop seeing boredom as a frilly side effect. It is



a central issue. Engagement is a precondition for learning."

As we think about how to best create an environment that solicits active engagement from our learners, I want to invite you to consider two ideas:

1. Add more choice. Children (and adults) like to have a say in what they learn and how they learn it. Even if specific standards are required to be taught, allowing a student to choose from a variety of options on how to access that learning will increase engagement. Consider multiple ways for your students to demonstrate their learning. Maybe they can write or develop an oral presentation. Try to

increase students' access to hands-on projects. Encourage creativity!

2. Make it relevant. People are naturally interested in things that have real meaning in their life today, not just the life they struggle to envision 10 years down the road. The more you can connect the learning to real-world problems that impact their actual daily life and provide real opportunities to explore meaningful solutions, the more engaged kids will be. Some ideas may be to consider a text your students may be asked to read in class and connect it to a current event encouraging debate and persuasion among their peers. Maybe develop a project that aligns science concepts to an environmental challenge that exists in the world or local community and provide your students a chance to develop a solution and share it with an authentic audience from the community or school.

There are many ways we can invite our learners to engage in the learning process. It's part of what makes teaching so fun.

We just have to keep in mind that engagement is a gift that students must voluntarily give. May we continue to collaborate and share ideas with one another as we design learning that is not only rigorous, but also draws students in with excitement to learn.

Dr. Steven Wurtz is the chief academic officer for the AISD

Redwood Financial new provider of 457 retirement plan

To help employees enhance their retirement savings, the AISD offers the opportunity to save tax-deferred money through a 457 retirement plan.

Russ Ross Financial had been the sole 457 plan provider for the district, but recently the district sought new bids for these services.

The AISD is pleased to announce that, upon completion of the bid process, Redwood Financial was awarded the business of providing the 457 retirement

plan and education program for the AISD.

This change will take effect immediately. If you currently contribute to a 457 plan with Russ Ross Financial, no additional action is required. You will be allowed to keep your Russ Ross Financial account and continue making contributions. However, it will no longer be possible to open a new 457 retirement account through Russ Ross Financial with the district.

Redwood Financial will

be responsible for setting up all new accounts, as well as conducting a comprehensive educational program for the district.

They will provide you with the information you need to make decisions about 457 plan participation and how it may impact your financial future. Redwood Financial will conduct educational seminars throughout the year and be available to answer any questions you may have.

Within the next few

weeks, please watch for information to be communicated about these meetings and seminars, including times and dates, so you can learn more about this very important benefit.

If you have any questions or concerns, please contact Denebra Sharp at 682-867-7700 or dsharp@aisd.net. You may also begin contacting Redwood Financial at 817-332-7995 or 469-535-3450. Visit their website at www.redwoodfp.com.

Print shop hosts open house



The AISD Print Shop used its open house in early September to show off everything it can do. Canon representatives were also on hand. The stars of the event were the large-format color prints, which can now be handled at the print shop.

UPCOMING DATES

National Bullying Prevention Month	
International Walk to School Month	
National Physical Therapy Month	
Persons With Disabilities History and Awareness Month	
Computer Learning Month	
Start of Second Six Weeks	Oct. 2
National Custodial Workers Day	Oct. 2
National Night Out	Oct. 3
Walk to School Day	Oct. 4
Martin HS Homecoming	Oct. 6
Fire Prevention Week	Oct. 8-14
Columbus Day (Staff Holiday)	Oct. 9
National School Lunch Week	Oct. 9-14
Bowie HS Homecoming	Oct. 13
World Food Day	Oct. 16
Boss's Day	Oct. 16
National School Bus Safety Week	Oct. 16-20
National Character Counts Week	Oct. 16-22
Elementary Early Dismissal	Oct. 20
Seguin HS Homecoming	Oct. 20
Mother-in-Law Day	Oct. 22
Red Ribbon Week	Oct. 23-31
Halloween	Oct. 31

Perks page full of great offers

If you're looking for an easy way to find out about the latest deals available for AISD employees, all you have to do is head to the new [perks](#) page.

The perks page is full of easy-to-read discounts available for all our stakeholders, many by just showing your badge at the place of business.

The perks page isn't the only spot on the intranet geared for employee discounts.

The classifieds [page](#) is also full of offers and gives employees a place where they can list their items for sale.

It's also a spot where

you can find part-time opportunities, like the one currently being offered by the Boys & Girls Clubs of Arlington.

The intranet, which will soon undergo a facelift, is also your landing spot for all the forms you need to use and tech help requests, as well as a place where you can find e-mail addresses for all district employees.

If you have suggestions on what you'd like to see on the intranet and the type of discounts and deals you're interested in seeing, please e-mail Anthony Andro at aandro@aisd.net.

SEPTEMBER EMPLOYEES OF THE MONTH



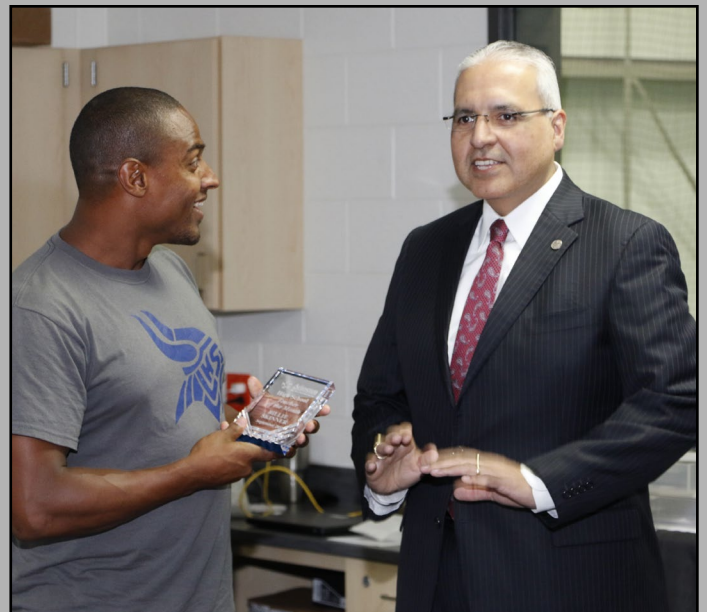
Andrea Trowbridge
Burgin Elementary
Elementary Teacher of the Month



Lakisha Rogers
Warehouse
Department Employee of the Month



Patrick Haubold
Bailey Junior High
Junior High Teacher of the Month



Billy Skinner
Lamar High School
High School Teacher of the Month

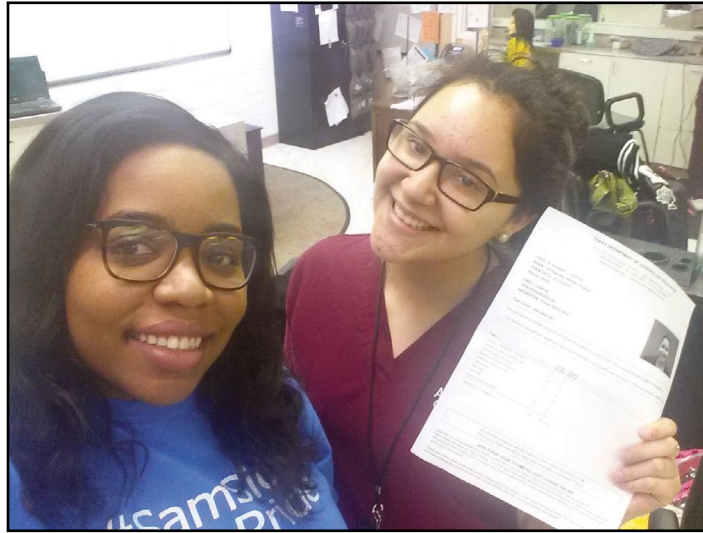
CTE helps with certification

One of the challenges young people have when applying for a job is not having previous work experience. In a globally competitive job market, it is important for a job applicant to stand out from other applicants with similar backgrounds. Devon Thompson, who graduated from Bowie High School in 2016, learned that quickly.

“Once I was able to add the Adobe Photoshop certification to my resume, doors immediately began to open,” said Thompson.

Thompson always had a passion for graphic design and photography, so he registered for Commercial Photography II at Bowie.

“At first I was nervous about taking the test, but my teacher, Mrs. Powell, was very supportive,” Thompson said. “With her instruction and leadership, I was able to score one of the highest grades in the class.”



Since passing the Adobe Photoshop certification exam, Thompson received job offers and internship invitations from companies across north Texas, including Apple Incorporated.

Charel Jackson (pictured above) and Lashawndra Jackson’s cosmetology students know all too well the preparation necessary to become industry certified.

The two-year cosmetology program is intended for students who are serious about obtaining their Texas Cosmetology Commission state operator license. Students who successfully complete the 1,000 clock hours and 500 academic hours are eligible to take the state exam. Last school year, 88 percent of students passed the exam and are prepared for entry-level

careers in cosmetology immediately out of high school.

Industry certification is not for the faint of heart. These students work hard to prepare for and take the same professional exams that experienced employees take. It is this high standard that makes holding the certification valuable when applying for a job.

The AISD offers students the opportunity to earn 34 different industry certifications contained within career and technical education courses.

“An additional benefit to the student is that AISD pays 100 percent of the cost of the exams,” said Susan Patterson, CTE coordinator.

It is never too early to plan. Students are encouraged to talk to their counselors or the CTE department about opportunities that interest them.

Buses from bond continue to roll in

The Bond 2014 program isn’t just about new buildings like the Career and Technical Center. It’s also about improving AISD transportation.

As the AISD grows – introducing new programs and facilities – so does the need for safe and dependable transportation. The 2014 Bond is helping the district meet that need, providing funds to buy 114 buses over five years. The new buses help replace aging ones, add to the AISD fleet and offer many improvements, including better safety features.

Bus orders from the first three phases of the five-



phase 2014 Bond program are now complete. The final seven buses of phase three arrived in Arlington on Aug. 29.

The AISD ordered and received 20 new buses in phase three, 13 regular education propane buses and seven special education diesel buses.

Original plans called for 19 new buses in phase three, but the transportation department moved one bus up from phase four to phase three in order to achieve a significant cost savings by ordering 20.

The 20 new phase-three buses now bring the total of buses ordered and received

in the 2014 Bond program to 79. Phase four will include another 19 buses and phase five will include an additional 16.

The AISD is working hard to provide programs and facilities that are world-class and offer students the kind of outstanding educational experiences that prepare them for the future. But it takes dependable transportation to ensure every student can actually participate in those opportunities. Thanks to the 2014 Bond – and the diligence of the AISD transportation employees – the district is meeting those transportation needs.

ACCESSIBILITY
TANGIBLES
RELIABILITY
RESPONSIVENESS
EMPATHY



Accessibility

Tammy Edwards
Newcomer Center

What they said: She has been accessible to me since the beginning of the school year, giving me her phone number to text her. She gives reliable information or relays to someone to get it.



Tangibles

Chanel Knox
Human Resources

What they said: During the hiring process, Chanel was outstanding! She ensured I felt comfortable by giving me all the appropriate information. She gave all the information to expedite my orientation particularly when my transcripts, which were ordered online, didn't make it to the office.



Reliability

Priscilla Brewer
Lamar High School

What they said: Whenever I try to contact Priscilla I know that I can count on her being reachable and able to help me or families that are needing her help or assistance. I am very proud to say that I am part of the same AISD family that includes a true Viking like Priscilla Brewer.



Responsiveness

Susan Anderson
Instructional Technology

What they said: She promptly called me to discuss the problem and offered to come help me in person when troubleshooting over the phone did not resolve the problem. She was at my campus within the hour and had my problem resolved by the end of the day.



Empathy

Erin Montgomery
Sam Houston High School

What they said: One of my former students passed away under tragic circumstances. As soon as she found out about it, she came and covered my class to give me a chance to process the news. She has continued to check in with me and offer support.

A customer forms an impression of service received over time depending on a range of experiences. Have you recently experienced exemplary service from anyone in the AISD? If so, affirm their practice by sending a shout out to bit.ly/AISDSERVE, and we'll recognize them! Be sure to let us know which component of the framework was exemplified (accessibility, tangibles, reliability, responsiveness or empathy).

Risk Management Review September 2017

Tina Baze, Specialist
Risk Management
Arlington ISD
1203 W. Pioneer
Arlington, TX 76013
Office: 682-867-7649
Fax: 682-867-4682

Accident

What to Do Next?

- Contact supervisor. If an emergency response professional is needed, call 911.
- Contact the risk management office 682-867-7649
- Complete workers comp packet
- Completed packet should be sent to the risk management office at the administration building.

**Ability
is what you're
capable of
doing.**

**Motivation
determines what
you do.**

**Attitude
determines how
well you do it.**

Lou Holtz

Bee & Yellow Jacket Stings

It is estimated that as many as two million people in the U.S. are very allergic to stinging insect venom. Every year 100 people die from sting reactions. Stinging insects can present an occupational health problem, mainly for sensitive workers performing duties outdoors or in greenhouses. Reaction may occur in a few minutes; death can often occur rapidly, as quickly as 30 minutes. For any severe allergic reaction, seek emergency medical help immediately!



How to Stay Safe in the Sun

Sunburn is caused from over-exposure to the harmful ultraviolet rays of the sun. While the symptoms (such as red skin that is painful to the touch) are usually temporary, the skin damage is often permanent and can cause serious long-term health effects, including skin cancer, pigmentation and premature aging. Avoid sun exposure during peak hours, apply generous amounts of sunscreen with a sun protection factor of SPF 15 or higher. Apply sunscreen 20 minutes prior to sun exposure and every two hours while you are outdoors. Wear a cap or hat with a wide brim, wear sunglasses with UV protection and use a lip balm with sunscreen.



Keep Emergency Exits Easily Accessible

In case of emergency, keep all exits clear of items and debris. Also keep clear access to any controls and emergency shut offs.

In the Event of an Incident or Near Miss

Report both incidents and near misses immediately, even if they seem minor. A near miss is an opportunity to prevent an injury or property damage before it happens. Be familiar with your emergency action plan. Know how to respond and to whom to report emergencies.



Be Alert and Stay Safe!

Arlington ISD 2017 Fall Wellness Screenings



Arlington
INDEPENDENT SCHOOL DISTRICT

The following are dates and times that Viverae staff will be onsite to conduct biometric wellness screenings. These screenings are required for all wellness participants and are intended to provide a convenient option for employees. Employees can also complete a biometric screening with their doctor and submit a physician's form to Viverae. Employees who plan to participate will need to sign up online or by calling (888-848-3723).

Location	Date	Time	Address	City	ST	Zip
Maintenance	9/29/2017	7:30 AM - 12 PM	1201 Colorado Ln.	Arlington	TX	76015
Nichols Junior High	10/2/2017	7:30 AM - 12 PM	2201 Ascension Blvd.	Arlington	TX	76006
Arlington ISD Admin Building	10/4/2017	7:30 AM - 12 PM	1203 W. Pioneer Pkwy.	Arlington	TX	76013
Carter Junior High	10/5/2017	7:30 AM - 12 PM	701 Tharp St.	Arlington	TX	76010
Gunn Junior High	10/6/2017	7:30 AM - 12 PM	3000 S. Fielder Rd.	Arlington	TX	76015
Arlington High School	10/13/2017	7:30 AM - 12 PM	818 W. Park Row	Arlington	TX	76013
Boles Junior High	10/18/2017	7:30 AM - 12 PM	3900 Green Oaks Blvd. S. W.	Arlington	TX	76017
Barnett Junior High	10/23/2017	7:30 AM - 12 PM	2101 Sublett Rd.	Arlington	TX	76018
Ousley Junior High	10/23/2017	7:30 AM - 12 PM	950 S. E. Parkway	Arlington	TX	76018
Professional Development Center	10/23/2017	8 AM - 12:30 PM	1111 West Arbrook Blvd.	Arlington	TX	76015
Lamar High School	10/24/2017	7:30 AM - 12 PM	1400 Lamar Blvd. W.	Arlington	TX	76012
Martin High School	10/24/2017	7:30 AM - 12 PM	4501 W. Pleasant Ridge Dr.	Arlington	TX	76016
Transportation	10/26/2017	6:30 AM - 11 AM	1124 W. Arkansas Ln.	Arlington	TX	76013
Bailey Jr. High	10/27/2017	7:30 AM - 12 PM	2411 Winewood Ln.	Arlington	TX	76013
Sam Houston High School	10/27/2017	7:30 AM - 12 PM	200 Sam Houston Dr.	Arlington	TX	76014
Young Junior High	10/27/2017	8 AM - 12:30 PM	3200 Woodside Dr.	Arlington	TX	76016
Bowie High School	10/30/2017	7:30 AM - 12 PM	2101 Highbank Dr.	Arlington	TX	76018
Food Services	10/30/2017	2:30 PM - 7 PM	1206 W. Arkansas Ln.	Arlington	TX	76013
Food Services	10/31/2017	2:30 PM - 7:00 PM	1206 W. Arkansas Ln.	Arlington	TX	76013
Seguin High School	10/31/2017	7:30 AM - 12 PM	7001 Silo Rd.	Arlington	TX	76002

OUSLEY FROM PAGE 1

school feels like home.

"I applied last year because I knew I wanted to be part of Ousley," said Walter, 28, who worked in the Fort Worth ISD for four years before coming back. "I was familiar with the neighborhood. I was familiar with the people. I really did want to get back here based on my student experience because it was such a good one. I knew I was going to get in a good situation teaching here."

Not only does Ousley provide a familiar campus for the foursome, there are some familiar faces. When Gonzales, Robbins and Tucker went to Ousley, Thurston was an assistant principal. And current teacher Lori Rinker-Dozier was a coach for them. Gonzales, Robbins and Tucker also went to school around the same time, so they knew each other as well.

Having the steady influence of Thurston leading the school was a big draw for all four.

"I think it says a lot about Ms. Thurston because she was all of

our either principal or assistant principal," said Gonzales, who went to Bebensee Elementary and graduated from Bowie High School. "I also think it says a lot about our community, how much pride we have in our community that we want to stay here and work here."

Robbins and Tucker went to school together starting in elementary school at Bebensee. They were Facebook friends before she started working at Ousley.

Robbins, who teaches math, has a classroom next to Walter, who teaches eighth-grade math and algebra.

Working with Tucker and having a classroom next to Walter wasn't by design, but that's kind of the way things work out at Ousley. That was also a big draw for Robbins, who taught for three years before coming back to Ousley.

"I was born and raised in Arlington," Robbins said. "The only time that I didn't live in Arlington my

parents lived in Arlington. It's always been my home. Now teaching in Arlington, at Ousley, this is my home, it's my place, these are my kids. I feel more of a connection with these kids because I've done what they've done, I've seen what they've seen. I have more of a connection with these students than any other job I've had."

In addition to feeling like they're home, the connection Robbins talked about is a familiar theme for all four former Panthers.

While times have changed since each were at Ousley, they still have a better understanding of what the current students are going through. They were literally in their same classroom at one time.

"You've been here," said Tucker. "You've been in the exact same seat. They're pretty much exactly like we were except they have access to so much technology. I see myself in a lot of the students and my friends at the time in certain students because you were here."