

My AISD

Volume 4, Issue 3, October 2018

Thomas still coaching kids

Venture High teacher has World Series ring from college coaching days

If you walk into Clint Thomas' classroom at Venture High School you'd never know what he did in his life before he began his teaching career.

If Thomas was into jewelry that would be a different story.

If Thomas wanted to add some bling to the wedding ring he wears he could add the nine Southwest Conference title rings he received as the pitching coach at the University of Texas. Or he could add the ultimate prize, the College World Series ring he won when the Longhorns won the 1983 College World Series behind the pitching of Roger Clemens.

But instead Thomas has spent the last 26 years



Former University of Texas pitching coach Clint Thomas has spent the last 26 years teaching in the AISD.

SEE THOMAS, PAGE 5



A message from Dr. Cavazos

It's always fascinating to read about the unique stories our employees have.

Who would have known that Venture High School teacher Clint Thomas was an outstanding baseball coach in his first career? That's obviously continued in his teaching career in the district as he's spent more than 25 years impacting students in the AISD.

And while we're on the topic of coaches, enough can't be said about the kind of example Bowie head football coach Danny DeArman set for his players and the students at Bowie with his efforts in helping rescue a woman from her flooded car. His belief

in setting an example as a servant leader is something his students can learn from.

We're also excited about partnering with UT-Arlington for an AISD Night at their women's college basketball game Nov. 14. It would be nice to fill College Park Center with members of the AISD family. It's also a great opportunity for students in our fine arts department and cheer squads to perform in front of a large crowd.

Congratulations to all four of our district employees of the month as well as those who continue to have a positive impact on the way we provide outstanding customer service in the district.

Team dedication key to leaders

What is leadership? This is a question that researchers have been trying to answer for decades. There are different theories about leadership — what it is and what it isn't. Leadership is often



THE LEARNER'S EXPERIENCE

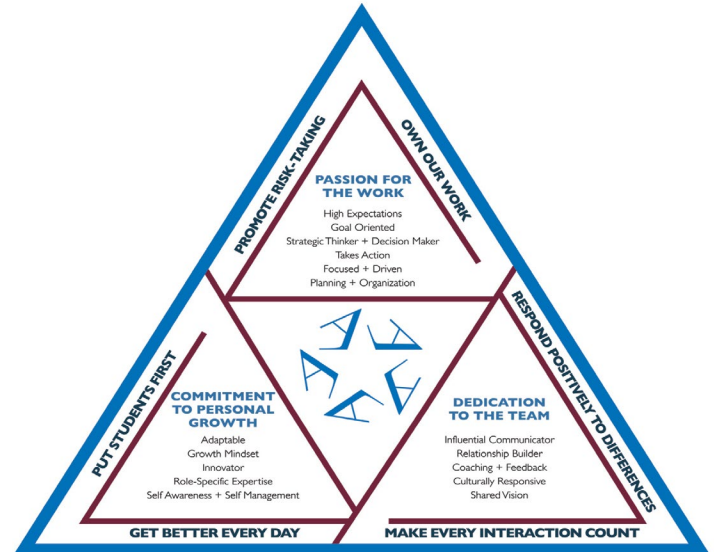
defined in ambiguous terms that make it hard to grasp in tangible ways. In the Arlington ISD, we are committed to growing and developing people. To do that, it was important to clearly define the behaviors and attitudes that high-quality leaders embody. This was done by a group of teachers and managers from all across the AISD and collectively they landed on individuals who have **passion for the work**, a **commitment to personal growth** and **dedication to the team**.

So, what is a team and

what does it look like to be dedicated to it? Is there a difference between a group and a team? If so, what is the difference? Rick Dufour shares that a team is interdependent. Michael Jordan is arguably one of the greatest basketball players of all time. Yet, despite his talent, without the help of his teammates, he would not have been able to lead the Chicago Bulls to NBA championships. Jordan could not have played on the court alone and won. He needed a team to collaboratively work together to meet their collective objective. Tiger Woods, on the other hand, is a member of a group. He is one of many talented golfers. However, his ability to win the Masters tournament is not dependent on him collaborating with the other golfers. Each golfer, while a member of a group of golfers, is positioned to reach his or her goals independent of one another.

Teams are also made of people with a variety of talents and skills. Often, teams come together to solve complex problems that no one person has the skills or background alone to answer.

We believe in order to reach our goal of ensuring



100 percent of our students graduate exceptionally prepared for college, career and citizenship, we all need to be leaders that are **dedicated to the AISD team**. This means we want to:

- Be an **influential communicator** who listens and expresses oneself in a way that engages, inspires and builds commitment to our overall goal as a district;
- Be a **relationship builder** who develops relationships and partnerships built on trust, respect, responsiveness and the achievement of common goals;
- **Coach** and give/ receive **feedback** while actively working to develop others toward reaching their goals;

- Be **culturally responsive** by demonstrating knowledge and respect for the cultures of others to create an environment where people from diverse backgrounds and perspectives can succeed; and
- Have a **shared vision**. Engage others in developing an overall sense of shared commitment to the district's vision and purpose.

In the Arlington ISD, we have an incredible staff and we are all leaders. May we dedicate ourselves to the team and strive to make every interaction count in pursuit of our common goal.

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

District honored for energy-efficient buildings

The AISD's push for energy efficiency is paying off as 39 buildings have earned the U.S. Environmental Protection Agency's Energy Star certification for superior energy efficiency.

To meet the criteria, the buildings have to out-perform 75 percent of similar buildings nationwide.

There are 15 more buildings in the

district that are in the process of being certified in 2019. The 54 buildings would be the most for any school district in the state.

"This recognition represents the diligent work of our district's focus to save money and reduce operating costs through industry best practices and careful attention to energy performance each month," said Kelly

Horn, the executive director of plant services.

The Energy Star is the only energy efficiency certification that is based on actual, verified energy performance. Studies have shown that Energy Star certified buildings have lower operating costs and contribute fewer greenhouse gas emissions to the environment.

Data center key cog for AISD

The rectangular wing that juts out of the otherwise crescent-shaped AISD Dan Dipert Career and Technical Center isn't like the rest of the new building. It has no labs or classrooms, and it wasn't built for students.

The gray, box-shaped structure was built for technology. This is the Arlington ISD's new data center.

The data center doesn't get as much attention as some other Bond 2014 projects, like the CTC itself or the future Fine Arts Center and Athletics Complex.

But it is one of the most important projects because it helps provide those new facilities – and every other AISD campus – with the high-performing and reliable technology essential for optimal operation.

Though technology typically operates behind the scenes, it provides the foundation and platform for many of the AISD's operations and, increasingly, academic instruction.

However, before the data center, the AISD's network operations were scattered in multiple locations with facilities and equipment that were inadequate for consistently reliable operations.

When the Career and Technical Center was proposed as a part of the bond program, the technology department seized the opportunity to be part of that project – to build a data center within the new facility.

If constructed on its own, a data center would be extremely expensive. But by incorporating it within the CTC, adjacencies could be



The new data center has been running as planned for the last year.

leveraged, and costs shared and reduced.

"We saw the opportunity to build the solid foundation we need to provide these services," Assistant Superintendent of Technology Chad Branum said. "We had the opportunity to do it right."

Together with architects and AISD administrators, Branum and his technology co-workers spent months meticulously developing plans for the data center, which finally opened during the summer of 2017.

The new data center includes a number of specific spaces and serves a variety of functions. First and foremost, it is a data center, hosting the district's all-new servers, along with the batteries and UPSs (uninterruptible power supply) to keep the servers always up and running.

All that hardware requires a tremendous amount of electricity and air conditioning, so the new

data center was designed to provide plenty of both.

"Cooling and power are everything for us," Mike Gerron, AISD network manager, said.

The center was also designed with excessive redundancy so that the district is never without technology. If power goes out in the district, there are generators to keep the technology going. And while the generators take time to kick in, powerful batteries run the servers in the meantime. Plus, the building itself was designed to withstand severe weather, so in the midst of bad thunderstorms and even tornadoes, the district's technology will stay safe and on.

In addition to hardware, the staff of the AISD's network and technical support departments all work in the new data center as well. Previously, the staff of these departments were scattered in multiple

locations. Now, united in a common, open-concept space, collaboration is much easier and prolific.

"It has greatly improved communication and efficiency," said Barry Fox, interim executive director of teaching and learning.

The data center also has a warehouse devoted entirely to technology, centralizing equipment and technicians and improving efficiency and productivity. There is also a test room in which software and hardware can be tested before it is rolled out to the rest of the district.

Now up and running for over a year, the data center is performing as planned. The design and execution are working, ensuring technology runs efficiently and without interruption so the AISD can provide students with an outstanding educational experience every day.

"We did it right," Branum said.



DeArman honored for rescue

Bowie head football coach Danny DeArman got a big surprise on Sept. 28 when the school pulled off a pep rally in his honor.

A week earlier DeArman and another man helped rescue a woman from her flooded car, and a clip of DeArman carrying Eden Russom on his back went viral.

The pep rally, which featured a proclamation from Tarrant County Precinct 2 Commissioner Andy Nguyen, also gave DeArman a chance to meet Russom for the first time since the water rescue. She didn't have a chance to thank

DeArman after he carried her through the water.

That meant a lot to DeArman, who was given a plaque by Russom.

"The coolest part is getting to meet her," DeArman said. "I left without saying anything and I wished I had not. I was just trying to get out of the way. I think that's the neatest part."

In addition to the Bowie student body, band, cheer squad, football team, family members and district officials, C.J. Mashburn was also at the event. Mashburn helped DeArman rescue Russom from her vehicle.

DeArman hopes the incident can

set an example for his players.

"We have four core values we live by all the time – family, integrity, selflessness and toughness," he said. "This is an opportunity for them to use a real-life experience in a way that is serving others. If we concentrate on being servant leaders, our world is a completely different place. I think we need to focus on that."

DeArman's exploits off the field also earned him the Dallas Cowboys Whataburger Coach of the Week in a unanimous vote. The football program will receive a \$2,000 grant because of the award.

**ARLINGTON ISD
APPRECIATION NIGHT**
JOIN US WEDNESDAY, NOVEMBER 14 AT 7PM
IN THE COLLEGE PARK CENTER

 **VS** 

**HALF-OFF TICKETS WITH THE PROMO CODE
ARLINGTON AT UTATICKETS.COM/PROMO**

UTATICKETS.COM



Arlington

INDEPENDENT SCHOOL DISTRICT
More Than a Remarkable Education

NOVEMBER DATES

American Indian Heritage Month

Family Literacy Month

Lung Cancer Awareness Month

All Saints Day	Nov. 1
End of Second Six Weeks	Nov. 2
Texas Arbor Day	Nov. 2
Father of Texas Day	Nov. 3
End Daylight Saving Time	Nov. 4
Start of Third Six Weeks	Nov. 5
Election Day	Nov. 6
Veterans Day	Nov. 11
American Education Week	Nov. 12-16
National Parental Involvement Day	Nov. 13
Education Support Professional Day	Nov. 14
Fast Food Day	Nov. 15
Substitute Educators Day	Nov. 16
National Adoption Day	Nov. 17
Staff Development (No School)	No. 19-20
Thanksgiving Holiday	Nov. 21-23
Thanksgiving	Nov. 22

Discounts available for AISD employees

Did you know that if you're looking to start your weekend off with a snack Pluckers has you covered?

All you have to do is bring your identification badge to any DFW-area Pluckers from 3 p.m. to 7 p.m. on Fridays to get a [free appetizer](#). That's also the same day you can start your morning off with a [free coffee](#) from area McDonald's. That deal is also available every Friday morning during the school year.

If you know how to navigate the intranet and get to the employee perks and discounts page, you can find those discounts and much more. In the last month we've added those

discounts to the page as well as others from several [rental car companies](#) as well as a discount from hotels.com.

Make sure and check the page frequently as it's updated throughout the year. If you know of other discounts please email Anthony Andro at aandro@aisd.net.

Remember we are also always looking for great stories about employees in the district like Clint Thomas and Danny DeArman.

If you know of someone who has an interesting story outside the classroom or office, please let us know by sending an email to aandro@aisd.net.

THOMAS FROM PAGE 1

focused on teaching and coaching in the AISD with stops at Boles Junior High and Seguin High School before heading to Venture, where he's been a business teacher and physical education teacher since the start of the 2017 school year.

Thomas, who went to college at Texas A&M and played professionally before an arm injury ended his career, can find a lot of similarities in what his first career was as a college coach and what his current career is.

"Good coaches are really good teachers first," Thomas said. "I really believe that and always have. To be a good coach you have to be a good teacher and be able to analyze and see what's needed. You've got to almost be a psychologist

with kids and go down to their level. Coaching and teaching are very similar. I don't think you can have one without the other."

Thomas had no designs on being a teacher early in his career as baseball was his future. He led Texas A&M in strikeouts three straight years and is still among the school's leaders in all-time wins. He got off to a quick start as a pro playing in the minors for the Baltimore Orioles, but an injury ended that dream. But he impressed legendary Texas head baseball coach Cliff Gustafson at a camp and interviewed for the pitching coach job in 1979. It was a perfect match as Thomas and the Longhorns made seven trips to the College World Series while has was there and his pitching staff sent more

than 20 players to the major leagues.

But when the Longhorns decided it was time to make a change in 1990, that included Thomas after his 11 years in Austin. He thought he had a safe landing spot in Arlington working on the business side for the Texas Rangers. But less than a week after he got that job changes were made with the Rangers and he was looking for work again.

He spent three years in the private sector and also as a private pitching coach. One of the people he worked with in that job worked at Boles. There was an opening at the school, and Thomas has been in the AISD ever since.

"I had no intentions of being a long-range teacher," he said. "My kids were

probably three or four at the time we came to Arlington. My wife was from Dallas and my brother lived in Arlington. The main reason we came to Arlington was to be around family. And now it's been more than 25 years."

The reward Thomas gets from teaching is different than the one he got as a player and coach. There are still wins to be had, but they now come in a different form.

"Just like in coaching you see improvement," he said. "You see their eyes when they get it. When you work and you work and you try and teach a work ethic, you see some success. When you see something positive happen, It gives you a little bit of a good feeling knowing that you've contributed or helped somebody."

Tina Baze, Specialist
Risk Management
Arlington ISD
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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 at 682-867-7649.

[Complete workers' comp packet.](#)

Completed packet should be sent to the risk management office in the administration building.

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

Maya Angelou

RISK MANAGEMENT REVIEW OCTOBER 2018

Get your flu shot

Fever, headache, fatigue, dry cough, sore throat, stuffy nose, nausea: If these symptoms hit, you may have been bitten by the flu bug.

Flu season occurs in the fall and winter, peaking between late November and early March, and it's an epidemic every year. The makeup of flu viruses can change from year to year, making it difficult to predict.

Flu spreads through droplets when people sneeze or cough and on surfaces. People are contagious one day before symptoms appear and up to a week after. When you don't feel well, it's best to take care of yourself and co-workers by staying home. And don't go back to work (or school) for at least 24 hours after a fever is gone.

Autumn is the start of flu season, and doctors recommended everyone six months and older gets vaccinated against the flu.



As we fall back to shorter days, take care on the road

Shorter days, fatigue, compromised night vision, rush hour and impaired drivers all contribute to making driving at night more dangerous than any other time of day. In fact, the risk of a fatal crash is three times greater at night, according to National Safety Council research.



When Daylight Saving Time ends – for 2018, that's 2 a.m. Sunday, Nov. 4 – many people will find themselves spending more time driving in the dark. Depth perception, color recognition and peripheral vision can be compromised in the dark, and the glare of headlights from an oncoming vehicle can temporarily blind a driver.

Even with high-beam headlights on, visibility is limited to about 500 feet (250 feet for normal headlights) creating less time to react to something in the road, especially when driving at higher speeds.

Have you been injured at work? Will you seek medical attention?

If yes, please make sure the doctor you select is in the Political Subdivision Workers' Compensation Alliance. You can locate a doctor at www.pswca.org or by calling the risk management office at 682-867-7649. Do not pay any money out of your pocket or file a claim on your personal medical insurance. You may be responsible for charges if you go to a physician who is not a member of the Alliance.



**Remember, practice safety.
Don't learn by accident.**

OCTOBER EMPLOYEES OF THE MONTH



Abi Kellison
Thornton Elementary
Elementary Teacher of the Month



Alison Mendelsohn
PEIMS
Department Employee of the Month



Yuliana Uleman
Gunn Junior High
Junior High Teacher of the Month



Nicholas Young
Lamar High School
High School Teacher of the Month

ACCESSIBILITY
TANGIBLES
RELIABILITY
RESPONSIVENESS
EMPATHY



Accessibility

Armando Talamantez
Sam Houston High School
What they said: His contribution to East Arlington goes with words that cannot describe his students' success. I have seen so much success from the AVID program, and even more progress that it makes me smile every time I see an AVID sign in the campus hallways.



Tangibles

Jenny Speeg
Wood Elementary
What they said: Jenny goes above and beyond in her position as an instructional coach. She heard that some other campuses were in need of support for Kurzweil and offered to share her experiences and their student's success model.



Reliability

James Weldon
Security
What they said: Officer Weldon is fantastic. Every time we need him, he is there. He loves the kids and is always available, happy and willing to help. Officer Weldon is a true asset to Gunn Junior High School.



Responsiveness

Barbara Thomas
Educational Support Services
What they said: Assistant principals have a need for information quickly. Barbara has gone above and beyond to create systems to ensure that when they call or email that they have their answers within minutes. She is always seeking new ways to help make other's jobs easier and never sits idle.



Empathy

Karen Hicks
Burgin Elementary
What they said: No matter how busy she is, Karen is always there to listen and help out. She goes out of her way with students, staff and families to really listen and ensure their needs are met.

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).