

Strand a difference maker



Natalie Strand and Justin S. have made big strides with his selective mutism.

Crow Leadership Academy first grader Justin S. recently found himself in a little bit of trouble.

Justin and the rest of his tablemates had to be reprimanded for talking too much and had to move their behavior clip from green to yellow.

It made teacher Kimberly Engebretson's day.

"I was like 'I really hate to do this,'" she said. "I didn't really want to but in my mind, I was like 'Oh yes.' It was proof of how well Justin was interacting with his classmates more frequently."

Justin has selective mutism, an anxiety that's normally a social-based disorder. For Justin, that meant when he was at home he was like any other kid, interacting with family members and speaking

SEE STRAND, PAGE 3

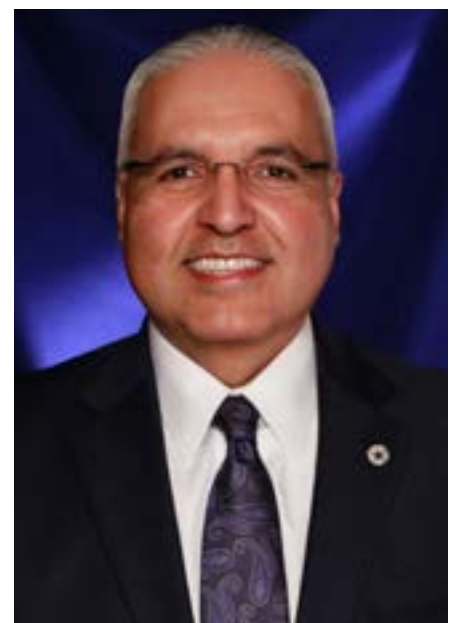
A message from Dr. Cavazos

We have employees doing outstanding jobs throughout the district and Natalie Strand is no exception. What she's been able to do with students with selective mutism is just another example of our culture that promotes continuous improvement by all.

Hopefully you're free Feb. 8 to come to the multipurpose activity center at Arlington High School to attend our first-ever employee Health Fair Expo. There will be vendors and demonstrations from several companies. It will also be an opportunity to earn wellness points. If you plan to attend make sure and register [here](#).

While we're moving forward with our new bond we are still reaping benefits from the 2014 Bond. The new library at Wood Elementary is a great example as students at the school began the new year by getting a chance to visit the new library.

Congratulations to all of our employee of the month winners for January. Making that trip across the district is one of the highlights of my month as I get to see the great work our teachers and other employees are doing at our campuses and facilities. Being able to surprise them and reward them is as rewarding to me as it is to them. Thanks to everyone for their outstanding work.



Ready for a new habit in 2020?

It's a new year. Usually, that turns into a nation of people reflecting on the past several months and projecting into the future by setting New Year's resolutions. I have never been a great New Year's resolution guy. I have the best of intentions, like most people. I start off with so much energy and perceived commitment, but slowly start to drift back into old habits and, before I know it, I am back to my usual routines. I am sure if I took a poll many of you would say the same thing.

Why is that? Why are New Year's resolutions so hard to keep? How can we make positive changes and turn them into habits?

Most of us have been taught that it takes upwards to 60 days to create a habit. Dr. Susan Weinschenk, author featured in Psychology Today, says this isn't true. In fact, she shares that most of the habits we have are developed unconsciously and we do them automatically. This not only makes life easier but also frees our brains to focus on other things. Think about that. Have you ever moved into a new house or office? Everything is in a different place. It is overwhelming at first but eventually gets easy as you grow to know (out of daily habitual behaviors) where everything is.



We have lots of habits we do each day:

- How we get to work everyday
- Our morning routines
- How you brush your teeth
- How you load the dishwasher
- Your routine before going to bed or immediately after waking up
- How you start your day at work by turning on the computer or creating a list

The list could go on and on. The big question is how did these things become so automated and how can you automate something that is really meaningful to you that you want to begin making a habit?

Shawn Achor, author of "The Happiness Advantage" suggests that we first try to reduce what is called catalyst energy - the energy needed to just get started.

For example, if you want to work out in the morning, reduce all of the obstacles that would keep you from talking yourself out of it when the alarm goes off. One strategy may be to place your shoes by the bed and sleep in your workout clothes. Then all you would have to do is roll out of bed, put your feet into your shoes and off you go!

The opposite is also true. If your goal is to stop doing something, you can create obstacles (increase catalyst energy needed) that will reduce the chances of you engaging in the behavior you are avoiding. For example, if your goal is to reduce the amount of time watching television, you can take the remote, take out the batteries, and place the remote in a room away from the TV and the batteries in another room.

The challenge of having to go get the remote and put batteries in it before you can watch your show will expend more time and energy than the value you anticipate getting out of the television show, causing you to not even bother. Place a magazine or a book by the couch and chances are you will pick that up instead!

This new year, I invite you to find a behavior you want to cultivate in your lives - one that will add value and joy. Reflect on how you can reduce and increase the catalyst energy needed to engage in that behavior and take action! The key is to start small and make it as easy as possible. Before you know it, you will be exactly where you want!

Dr. Steven Wurtz is the Arlington ISD chief academic officer

It's time to verify your AISD service years

It's time for all Arlington ISD employees to verify your service years in the Arlington ISD. Remember that this number includes the 2019-20 school year. These are only your Arlington ISD service years, and they're

used only to determine who is eligible for our service recognition awards. This is not for your start date, your total years teaching or TRS years. The deadline is Feb. 21. To check your years of service, click on this [link](#) from

an AISD network computer. If there are issues with your years leave a comment in the comment section, and the HR department will look into it.

If you are unable to log in, contact Anthony Andro at 682-867-7222.

FEBRUARY DATES

National Children's Dental Health Month
 Black History Month
 Career & Technology Education Month

National Freedom Day	Feb. 1	Start of Fifth Six Weeks	Feb. 18
Groundhog Day	Feb. 2	Service Years Verification Due	Feb. 21
School Counseling Week	Feb. 3-7	National FFA Week	Feb. 22-29
World Cancer Day	Feb. 4	National Tortilla Chip Day	Feb. 24
National Signing Day	Feb. 5	Ash Wednesday	Feb. 26
AISD Health and Fitness Expo	Feb. 8	Leap Day	Feb. 29
National FCCLA Week	Feb. 10-14		
Valentine's Day	Feb. 14		
End of Fourth Six Weeks	Feb. 14		
National PTA Founder's Day	Feb. 17		
Presidents' Day (No School)	Feb. 17		



Arlington
 INDEPENDENT SCHOOL DISTRICT
More Than a Remarkable Education

STRAND FROM PAGE 1

freely.

At school that was a different story as Justin interacted with no one and said little.

That started to change last April when AISD Licensed Specialist in School Psychology (LSSP) Natalie Strand started visting Justin. Strand started weekly meetings with Justin, working with him to try and get him to engage more, whether that was in the classroom or on the playground.

The results have been amazing.

"After our first session in kindergarten the next week he spoke in front of his class," Strand said. "At the end of last year he was speaking about 50 times a week. We started again in September this year and in October he was speaking almost 200 times a week. His teacher keeps track of every time he uses his voice and to whom and where."

Justin is one of five students with selective mutism that Strand works with at her three campuses – Crow, Berry Elementary and Crouch Elementary.

Like most LSSPs in the district, Strand spends the majority of her time working with special-education students. Selective mutism is generally found in general education students. Strand is the only LSSP in the district who is a specialist in selective mutism but most are good at

identifying students with it. Strand is willing to help those who are looking for signs, too.

"The No. 1 indicator is a student who is talking it up at home and we see nothing at school," Strand said. "I often ask for videos for people at home so I can see it."

When it's identified, Strand gets to work, often working with the student, a classmate and the teacher on games and different strategies to help the student deal with selective mutism.

Strand's approach is working and gaining national attention. She has been selected to lead a training session on her selective mutism protocol at the National Association of School Psychologists national convention next month in Baltimore.

She has big hopes of what she can provide for the district in the future, too.

"I would like to train counselors, school psychologists, pre-K teachers, and first- and second-grade teachers what to look for," Strand said.

Strand said that selective mutism is something that affects less than one percent of the population so a lot of people don't know what to look for. One of the keys is being able to know the signs early so work can get done to help the student.

"People don't generally find out about it until the first entry of school

because parents don't know," Strand said. "It can range from mild to moderate to severe. With direct intervention, kids can come out of it. I've met kids who haven't talked for three, four or five years."

That wasn't the case with Justin. Not only is Justin now talking more at school, it's also translated at home. When he visited relatives last year in Mexico, his selective mutism impacted that trip.

Now that's not an issue.

"We went back in November and everyone was surprised," said Justin's mother, Irene Garcia. "He was running and playing, and I had to go looking for him. Everyone in the family made a comment about the difference from July to November."

Justin's progress has been good enough that he soon could be transitioning away from Strand. To her, that's the ultimate sign of success and something she relishes.

It can also be emotional.

"There was a student I worked with for three years and she led the school announcements," Strand said. "We practiced a lot several weeks beforehand. Ironically, she led the moment of silence. I was probably more nervous than her that day. When she said it, I was bawling. It's highly rewarding to do this and very demanding."

New library at Wood open

The new library at Wood Elementary is officially open. After many months of construction, the 5,750-square-foot addition, funded by the 2014 Bond program, welcomed students for the first time in early January.

“This is an exciting time for our students because the new library, along with the STEM labs and enhanced security features, are helping to offer a more modern educational experience at Wood,” Principal David Dillard said. “The students have been very impressed to see the new building and to use the new spaces for learning.”

“Wood Elementary places the highest priority on engaging academics and innovative approaches,” Elizabeth Springfield, Wood’s librarian, said. “Students have always been offered a wide range of experiences that are both interesting and challenging here at Wood.”

The new facility is raising the bar even further. The old library was limited by its small size, but the new library will not only improve traditional library activities, but will also open the door for more opportunities, challenges and experiences.

“Thanks to the Arlington ISD Bond 2014, we now have a modern, flexible space to offer even more co-curricular and extra-curricular activities for our students in the areas of academics, awareness, performance and other interests,” Springfield said. “The addition of a makerspace area in this beautiful library gives us the opportunity to provide more hands-on and inquiry-based Science, Technology, Engineering, Arts, and Mathematics (STEAM) learning adventures that will prepare our Wood Wildcats for college, career and life.”

Wood’s old library in the original building was demolished last summer and renovated into new STEM labs.

“Stay tuned to find out when we will have our grand opening so parents can come see this amazing new learning environment!” Dillard said.

Compare Wood’s [old library](#) with the [new library](#).



What's going on in TI²?

In order to ensure the security of student and staff data, all web-based applications must go through a lengthy approval process before they may be used in our district. Teachers and other staff members can see a list of approved apps on the technology integration and information (TI²) [website](#) and/or submit additional web applications for approval in the [Service Now portal](#).

Additionally, users are highly encouraged to visit the new [endorsed apps website](#). This site showcases a subset of approved web applications and iOS apps that are highly recommended by TI² for teaching and learning and that are supported by the department.

On the site, the information about each endorsed app includes a short description, link to the tool, supported platforms, account information and, in many instances, training information and a video introduction. Links to examples of student products will be added in the future. Please check out the new site and see all of the TI²-endorsed tools available for use in AISD.

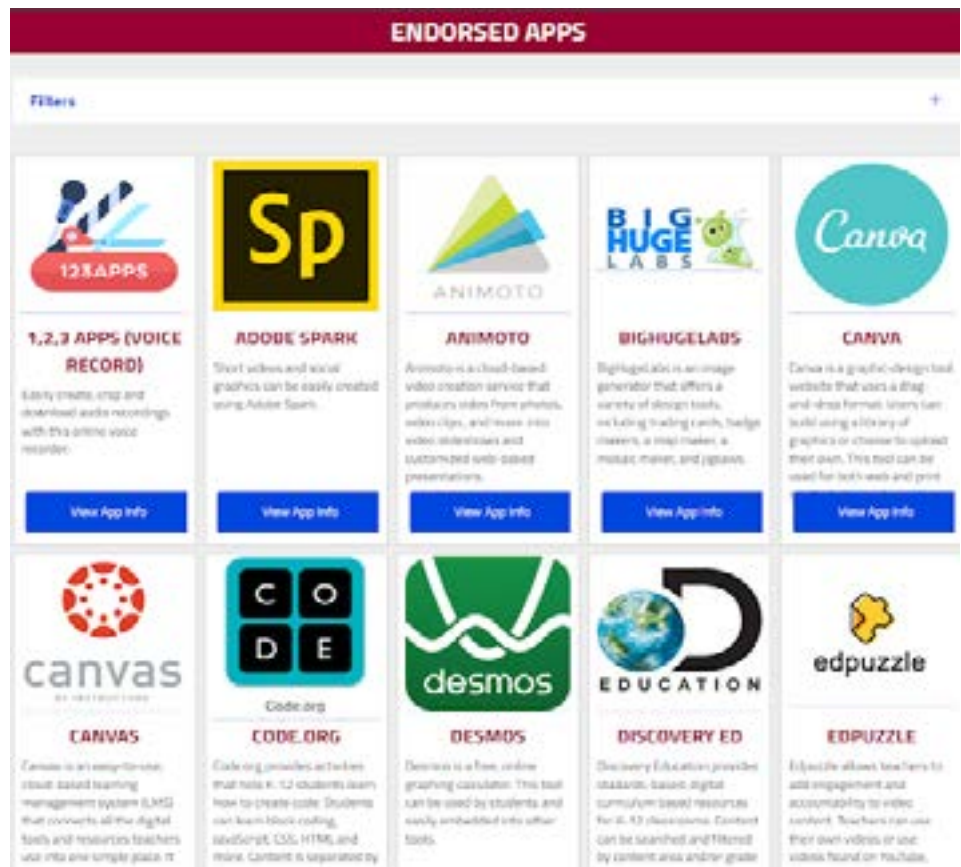
Media fair 2020

The technology integration and innovation department's Media Fair is scheduled for Thursday, April 30.

The purpose of the AISD Media Fair is to encourage students and teachers to fully implement the technology TEKS and to use technology to improve teaching and learning.

It is always exciting to see the student created projects; please take a look at the 2019 [Elementary Best of Show](#) for inspiration!

Students in pre-K through 12th grade are eligible to participate. Elementary and alternative campuses may submit up to eight projects while junior high and comprehensive high schools can submit up to 10 projects. The deadline for project submission is Monday, March 23. The Media Fair section on the TI² website contains helpful information including [rules](#)



and [categories](#). A link to a list of recommended tools is available for each category and may prove helpful for students and teachers looking for

a place to start.

Please contact your CTAC's Media Fair coordinator if you have any questions.



Saturday, Feb. 8, 2020

10 a.m. - 2 p.m.

Arlington HS MAC

818 W Park Row Drive, Arlington 76013

Earn 25
Wellness
Points!



FREE
FOR YOU AND YOUR FAMILY

*(Employees must have district identification
and be present with your family)*

 For more info, email hrcbenefits@aisd.net

*Join us for fitness demos, flu shots,
games & activities, prizes, Zumba, free
chair massages, samples, and more!*



**Biometric Screenings: Schedule your
appointment on the Virgin Pulse Site*



**Meditation and Mindfulness (yoga,
relaxation, stress-reduction)*



**Nutrition Education/Healthier
Eating/Samples*

You can register for the event through Eventbrite using this [link](#)

Tina Baze, Specialist
Risk Management
Arlington ISD
1203 W. Pioneer Pkwy.
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.

**We live in a wonderful
world that is full of
beauty, charm and
adventure. There
is no end to the
adventures we can
have if only we seek
them with our eyes.**

Jawaharlal Nehru

RISK MANAGEMENT REVIEW SAFETY SPOTLIGHT

Save a trip to the emergency room when possible

Have you ever been in a situation where you, a co-worker or an employee is injured or becomes ill on the job and panic settles in, leading to an emergency room (ER) visit for a minor issue? If so, you are not alone. The National Hospital Ambulatory Medical Care Survey estimates that between one-third and half of all ER visits are for non-urgent care. It is estimated that more than \$18 billion could be saved annually if patients whose medical problems were not urgent visited a primary care office or occupational health clinic. [Making the right determination](#) on where to get treated can save you time and money.



Think about severity

For an extreme medical condition that is potentially life-threatening, such as chest pain or severe burns, going to the local hospital emergency room is the best choice. Conditions that need to be tended to on the same day that are not potentially life-threatening should be examined at a primary care facility or occupational health clinic.

When to think ER

Consider a trip to the ER for severe conditions, such as a potential heart attack or stroke and severe bleeding that cannot be stopped. Other reasons to go to the ER include severe burns, severe pains, a fever higher than 104 degrees Fahrenheit, paralysis, and/or shortness of breath that persists.

An ambulance ride to the ER should be used only for potentially life-threatening situations, such as severe chest pain and loss of consciousness.



Estimated cost range: \$2,000-\$5,000 for the facility and \$300-\$500 for the physician; an extra \$800-1,500 for a ground ambulance; and \$10,000-\$45,000 for air ambulance. There may be a separate charge for X-rays and lab testing.

When to think doctor visit or occupational health clinic

Contact a primary care office or occupational health clinic for fevers, flu, cold symptoms, ear infections, animal or insect bites, seasonal allergies, bronchitis, sprains or possible minor broken bones, cuts and bleeding that may require stitching, vomiting, diarrhea, breathing discomfort, urinary tract infections, X-rays or basic lab tests, minor abdominal pain, and minor back or limb pain, bites, breathing discomfort, minor burns and/or minor pains.



Estimated cost range: \$90-400 (for a new condition); There may be a separate charge for X-rays and lab testing.

Selecting appropriate care can save money

There is some overlap in medical conditions between the options above. Which route you take should factor in medical urgency, additional symptoms, the person's prior medical history and costs. While it can be stressful when you or someone at your work is injured or ill, it is very important to remain calm and work through the decision-making process.

In 2018, TASB spent more than \$1.5 million on ER visit claims and approximately \$883,000 on ambulance costs for workers' compensation claims. Treating conditions appropriately can help save our district these additional costs and could save you money on your deductibles and co-payments.

We respectfully request for workers compensation claims that emergency room visits and ambulance services are only used for true emergencies.

Remember: practice safety. Don't learn it by accident.

JANUARY EMPLOYEES OF THE MONTH



Ashley Auces
Rankin Elementary
Elementary Teacher of the Month



Wily Walter
Ousley Junior High
Junior High Teacher of the Month



Tiffany Manigault
Lamar High School
High School Teacher of the Month



Sandra Barba
Warehouse
Department Employee of the Month