

# My AISD

Volume 4, Issue 8, March 2019

## Big milestone for Corey trio

Corey Academy teachers Tena Phelps and Kathy Webb have bragging rights over co-worker Barbara Harman by 10 days.

Both Phelps and Webb began their teaching careers in the district on Aug. 20, 1984, a full 10 days before Harman.

But when it comes to big numbers all three Corey teachers are in the same boat as this year they each celebrate 35 years in the district.

What are the odds that all three teachers are on the same campus and are celebrating the big number together? Slim. There are more than 8,300 employees in the district and approximately 50 have been employed for at least 35 years. Nine employees will be honored for 35 years



The Corey Academy trio of Barbara Harman, Kathy Webb and Tena Phelps each will be honored for 35 years in the district next month.

**SEE COREY, PAGE 3**



## A message from Dr. Cavazos

One of my favorite evenings of the year is coming up May 21 when we honor our outstanding stakeholders with the service recognition and retirement banquet at the PDC.

It will be great to honor the Corey Academy trio of Barbara Harman, Kathy Webb and Tena Phelps. The school is lucky to have three dedicated teachers who have spent the past 35 years teaching in our district. Congratulations to all three and all of our honorees.

Our emphasis on wellness has led to the creation of the AISD Active site so our employees can connect with one another, have fun and reach their fitness goals as a team.

And if you have time on April 13 please sign up for the AISD Super Saver Fun Run. It's a great way to spend a Saturday morning at River Legacy Park.

It was great to see the district so well represented at the Tarrant County Junior Livestock Show in Fort Worth earlier this month.

That kind of representation would not have been possible without the 2014 Bond work that enabled the Agricultural Science Center to be built.

Congratulations to all our employee of the month winners as well as to those who continue to excel at providing outstanding customer service.

# It's all about growing!

Earlier this month, we had the opportunity to meet with leaders from across our district to learn about some of the exciting things being developed to support the growth and development of us as team members. It was awesome engaging with teachers and administrators from all



**THE LEARNER'S EXPERIENCE**

parts of the district and to hear their passion as they shared stories about people in their pasts who invested in helping them see and reach their personal potentials. This to me is the essence of leadership - helping others to see their own abilities and providing opportunities for them to grow. Jack Welsh said, "Before you are a leader, success is about growing yourself. When you become a leader, success is all about growing others." As teachers and administrators, we are all leaders focused squarely on growing our students, and in so doing, each other.

So how does one focus on his or her personal development and ensure that it lasts? I recently read a blog where the author shared a few simple strategies to do just that. Here are some that I have adapted...

**Optimize Your Opportunities.** People who grow do so slowly. Most of us don't try to overhaul our professional practice all at once. We set goals and work at them slowly over time. The idea is to stay focused and make steady improvements. This

takes commitment - a commitment to *get better everyday* and *make every interaction count*.

**Take Action.** Once you identify and commit to a goal, start working on it. Sometimes the most important thing to do is to simply get started. Don't worry about being perfect on day one. The idea is to give it a go and try. Take a risk! You will learn from your mistakes (which by the way is the foundation of learning) and find that the more you practice and try, the better you will get.

**Reflect.** As you practice and are starting to get better, ask yourself, "What is going well? How can I adapt? What do I need to change or do differently? Whom can I seek out for support?" Reflection is a powerful tool to foster improvement. You will find that the more you take time to purposefully reflect, the more ideas and insights you will have that will feed your growth and development.

**Pulse Check.** Consider how you can measure your own personal progress. This will allow you to know

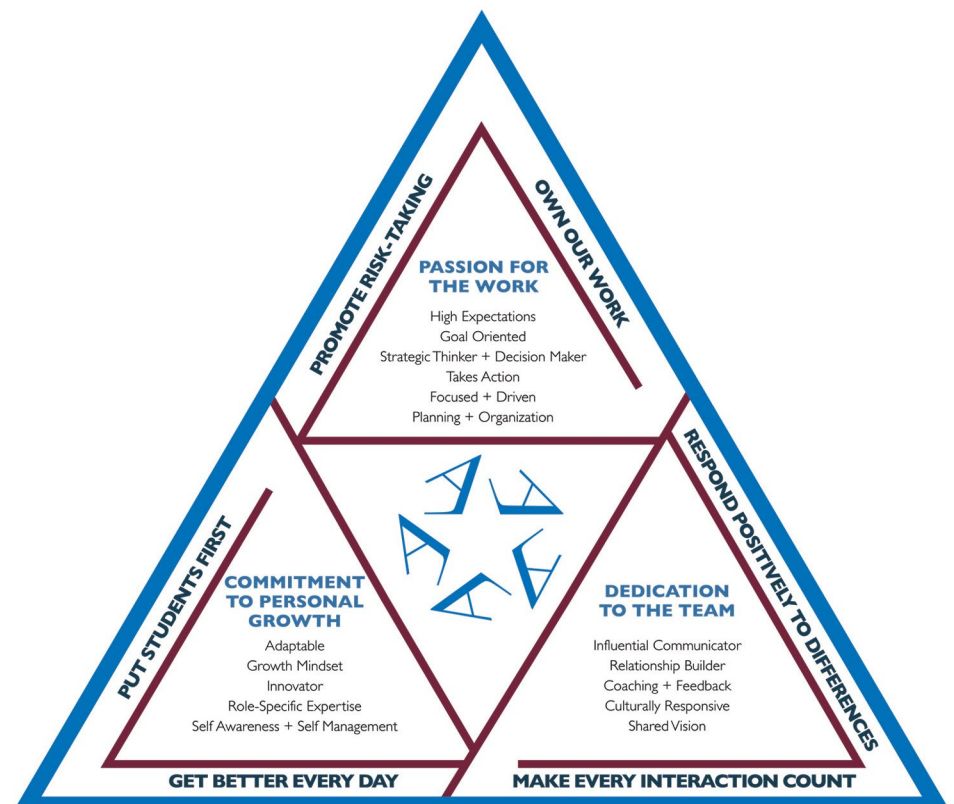
when you have reached your goal or have made the improvement you were seeking. It will also give you the insight to help you know when to make adjustments.

**Celebrate.** Finally, celebrate; not only the final results, but also the small wins along the way! It is pretty amazing the momentum that can be generated when we take the time to notice the individual successes along our road to improvement.

We are so lucky to work in a learning organization - where learning is our business! The fact that we also get to focus on our own growth and development is an incredible opportunity. We have a *Leadership Definition* that articulates and defines so many quality behaviors we each want to embody. May we lean into each other and the opportunities that we have all around us as we intentionally work to grow and develop ourselves in the Arlington ISD.

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

## LEADERSHIP DEFINITION



# AISD Active the place to be

Employees are increasingly spending more time at work and with their coworkers. What better way to be proactive in creating a healthy lifestyle for yourself than joining your coworkers in developing healthy habits.

To help make this as easy as possible, the Arlington ISD has created a place where you can make connections, find activities, recipes and much more to help you meet your

wellness goals. Introducing AISD Active!

The purpose of this website is to provide easy access to healthy lifestyle activities, as well as connect employees who have similar wellness goals.

Employees can participate in events that you have in common with others and you encourage and hold each other accountable for your fitness journey. Not to mention, we

hope you have some fun along the way.

The website will include links to sports events and leagues, yoga events, marathons, healthy recipes and more as well as a link to join an AISD Active group where you can share events that you've joined or plan on joining, ask colleagues to join a team event, share your own recipes or other healthy tips, post pictures and more.

The AISD is committed to providing viable fitness options to help support your goals in sustaining a healthy lifestyle, which will not only benefit you but also the very students that we serve.

Please visit [www.aisd.net/aisdactive](http://www.aisd.net/aisdactive) frequently to see new events posted. If you have any questions or suggestions, please contact the benefits office at [hrbenefits@aisd.net](mailto:hrbenefits@aisd.net) or 682-867-7480.

## COREY FROM PAGE 1

in the district May 21 at the service recognition and retirement banquet.

And Corey is proud to have the three that it does.

"Ms. Harman, Ms. Phelps and Ms. Webb are not just veterans on our campus, they are learners and leaders," said Corey principal Dr. Matt Varnell. "In order for a teacher to be successful for 35 years, they must epitomize a growth mindset. They must be open to new ideas and focus on how and what students learn, not just how they are teaching. All three of these teachers have reinvented themselves in order to serve kids. They are powerful examples of the difference that can be made in students' lives when the teacher is willing to do whatever it takes to make a difference, when the teacher is also a learner, and when connecting to students is the first priority."

Webb knew Harman before they were in the district as she went to college together at Texas Wesleyan University. Webb started her teaching career as a third-grade teacher at Moore Elementary. But after Corey opened, she went to the school as a third-grade teacher. That's what she's done for the last 34 years, and she has no plans to stop anytime soon.

"People are always saying 'When are you going to retire'," said Webb, who went to school in Arlington at Hill Elementary, Bailey Junior High and Arlington High School. "I don't know

what else I would do with myself. I really love teaching. I'm the kind where I'd sit around and do nothing. This is what I really love to do."

Webb has worked with all three principals who have come through the school and been along for the transition as the school went from Corey Elementary to becoming a dual language and fine arts school.

Harman has spent the last 21 years at Corey after starting at Swift Elementary before moving to Wimbish Elementary.

Harman has been a kindergarten teacher for 31 of those years and has seen plenty of changes in the way the curriculum is taught.

"When I started, if the kids learned to read in kindergarten that's good," said Harman, whose three children went to Corey. "We were really just getting them prepared. We got away from the letter of the week and really started teaching reading."

Getting the kindergarteners to read has been a huge driving force in keeping Harman in the classroom.

While she wants to spend time with her three grandchildren, she isn't ready to give up teaching yet despite now taking things on a year-to-year basis.

The profession is still too rewarding for her to retire.

"I told Dr. Varnell at the beginning of the year I'd teach until it wasn't fun anymore," Harman said. "It's still fun. I

love teaching them to read and seeing when they get it. The look on their face when they struggle and then they get it, that inner pride, that's it. That's what I love."

When Corey made the transition to fine arts, Varnell, who was Phelps' principal at Sherrod, asked if she would be interested in coming to teach piano at Corey because he knew she had a background in music and gave private piano lessons.

Phelps may have 35 years of service like Webb and Harman, but she's the newcomer at Corey. She spent her first 31 years in the district at Sherrod Elementary where she was a music teacher and then a sixth-grade teacher.

"It was not an easy decision," said Phelps, who won an AWARE award while at Sherrod. "I loved it at Sherrod. I loved the kids and building the relationships. Sixth grade was fun. This is a lot of fun because I get to write the curriculum with the other piano teacher. We're the ones getting to design the piano curriculum and program."

Like Webb, Phelps is an Arlington product as she went to Wimbish Elementary, Bailey Junior High and Lamar High School.

Phelps has no plans to slow down anytime soon.

"I don't see an end right now," she said. "I think I'll know when the time is here. It's been fast and fun."

# Bond helps prep students for stock show

Arlington ISD students competed in the Tarrant County Junior Livestock Show in Fort Worth earlier this month.

Students exhibited their livestock, both breeding and market, in cattle, sheep, goat, chicken and rabbit species, along with their agricultural mechanics projects.

Students also submitted their work in other divisions, including leather works, desserts, plants/flower arrangements, metal art, photography and other artistic categories.

This is just the second year Arlington ISD's Future Farmers of America (FFA) students have competed in this show. It's also just the second year the AISD's new Agricultural Science



**AISD students were able to show their livestock at the Tarrant County Junior Livestock Show thanks in part to the work of the 2014 Bond.**

Center, funded by the 2014 Bond program, has been open.

"This is a direct correlation with the bond and new Ag Center,"

said Kyle Durr, AISD ag teacher and FFA advisor. "Before the bond and the construction of the Ag Center, we could not facilitate the amount of

participation and student success that we have now."

The new facility opened agriculture education to all high school students in the district.

Previously, only Arlington and Martin high schools had ag programs.

Now, students from all six AISD high schools can – and do – attend classes at the new facility. Student participation in FFA has soared as well.

"We've had more teams compete in our leadership development events, livestock shows and career development teams than ever before," Durr said.

You can learn more about the AISD Agricultural Science Center and how it is impacting district students [here](#).

## Discounts available for AISD employees

If you know how to navigate the intranet and get to the employee perks and discounts page, you can find discounts and much more, including everything from rental cars to ways to save money on a home purchase.

We recently renewed our agreement with [24 Hour Fitness](#), keeping the same rate for employees. You can join the gym for no initiation fee and pay \$30.99 a month when you sign a one-year contract. We also have a new contract with [LA Fitness](#) with the initiation rate reduced to \$25 and the membership good at all gyms in Texas.

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](mailto:aandro@aisd.net).

Remember we are also always looking for great stories about employees in the district like the Corey Academy trio of Barbara Harman, Kathy Webb and Tena Phelps.

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](mailto:aandro@aisd.net).

And please make sure and nominate deserving employees for customer service honors.



# Arlington

INDEPENDENT SCHOOL DISTRICT  
*More Than a Remarkable Education*

Keep America Beautiful Month  
National Occupational Therapy Month  
National Autism Awareness Month  
Prevention of Cruelty to Animals Month

April Fool's Day	April 1
World Health Day	April 7
National Library Week	April 7-13
National Library Workers Day	April 9
End of Fifth Six Weeks	April 12
Start of Sixth Six Weeks	April 15
Good Friday	April 19
Passover	April 19-27
Easter	April 21
San Jacinto Day	April 21
National Jelly Bean Day	April 22
Earth Day	April 22
Public School Volunteer Week	April 22-26
Administrative Professionals Day	April 24
National Arbor Day	April 26

# TCEA highlights available via Flipgrid

The technology integration and innovation department encompasses technology integration, blended learning and library services. Together we support all campus staff and district departments, specifically to further our mission:

*Empower educators*

*to develop future ready learners through technology integration, technology usage, and the use of relevant resources.*

As a department, we are constantly looking for ways to showcase tools that we endorse for use in the classroom.

In order to introduce (or possibly reintroduce) ourselves to you and to highlight our takeaways from the recent Texas Computer Education Association Convention & Exposition, we've used the digital tool, Flipgrid.

You can access our Flipgrid introduction videos

[here](#) and [learn more about Flipgrid here](#).

If you need additional assistance or support integrating or using Flipgrid in your classroom, please contact a member of your campus technology advisory committee or your campus' technology integration specialist.



## 6<sup>TH</sup> ANNUAL AISD SUPER SAVER FUN RUN

RIVER LEGACY PARK

APRIL 13, 2019



### 5K Fun Run Registration

Early Registration thru March 29	Late Registration March 30-Race Day
\$24 Individual	\$27 Individual
\$20 AISD Students	\$22 AISD Students
<b>\$15</b> \$20 Team Rate <b>MARCH 1-31 ONLY</b> minimum 6	\$22 Team Rate minimum 6
Virtual Runners for those who would like to contribute without participating	
\$15 T-Shirt available before Mar 8	\$10 No T-Shirt

Online: [www.getmeregistered.com/AISDSuperSaverFunRun](http://www.getmeregistered.com/AISDSuperSaverFunRun)

or Mail-In Registration

\*\*Deadline 4/4/18\*\*

Address to:

Arlington ISD Plant Services  
Attn: Shauna Alderman  
1201 Colorado Ln  
Arlington, TX 76015

Make checks payable to

Arlington ISD

### Super Hero Quilt Raffle

All registrants will receive 1 entry.  
Come in your favorite Super Hero Costume and receive 2 extra entries!  
Any pet in costume receives 1 extra entry!

Packet Pick-Up: Friday, April 12<sup>th</sup>, 7a-5p @ PDC  
1111 W Arbrook Blvd

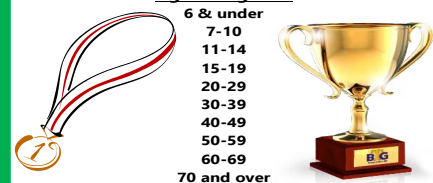
### Race Day Schedule

Late Registration 7:00 a.m.  
5K Run/Walk 8:30 a.m.  
Awards 9:45 a.m.

### Awards

Awards will be given to the 1<sup>st</sup> overall male/female finishers and to the top finishers in each age/gender group in the 5K.

#### Age Categories



Don't forget the Largest Team Trophy!

### AISD 2019 Super Saver Fun Run Registration Form

First Name										Last Name			
E-Mail													
Phone													
School/Team										Gender			
Age Group (circle one)	6 & Under	7-10	11-14	15-19	20-29	30-39	40-49	50-59	60-69	70 & Over			
Please check if you would like to be a virtual runner	<input type="checkbox"/> YES! w/ T-Shirt (\$15)			<input type="checkbox"/> Yes! w/o t-shirt (\$10)									
T-Shirt Size	Youth S	Youth M	Adult S	Adult M	Adult L	Adult XL	Adult 2X (add \$2)	Adult 3X (add \$3)					
Amount Due	\$	Form of Payment		Cash	Check	Group Payment \$_____ of \$_____							

**Waiver of Claim: (Must be signed and submitted):** In consideration of the acceptance of this registration entry, I assume full responsibility for injury or accident which may occur during participation in this race, or while on the premises of this event and hereby release and hold harmless the sponsor, Arlington Independent School District and all other promoters, persons, and entities associated with this event from all injury or damages whether it be caused by the negligence of the sponsors or promoters or entities associated with this event or their agents or employees or otherwise. I further certify that I am in good physical condition and fully able to participate in this event. I give my permission to AISD to use photographs/videos for purposes of promoting AISD programs for no compensation. **This is a rain or shine event, no refunds will be issued.**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

(Parent or Guardian if under 18)

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.

**Choosing to be  
positive and  
having a grateful  
attitude is going  
to determine how  
you're going to  
live your life.**

**Joel Osteen**

# RISK MANAGEMENT REVIEW SAFETY SPOTLIGHT

## Are you pain free? Five stretches that can help

Working at a desk doesn't make you immune to back and neck pains. Employees who sit for long periods can suffer from stiff and achy muscles due to inactivity and poor posture. These five stretches can help prevent minor back and neck pain from becoming something more serious – all without getting up from your chair.

### Seated Twist

1. Start facing forwards in your chair. Your back should be straight.
2. Bring both arms to one side of your chair.
3. Use the armrest and pull, creating a twisting motion.
4. Repeat on the other side.



### Seated Upper Back Stretch

1. Sit up straight in your chair.
2. Clasp your hands in front of you.
3. Lower your head in line with your arms, creating an arch in your back.
4. Press and hold for 10 to 30 seconds.

### Seated Hip Stretch

1. Begin sitting upright in your office chair.
2. Fold your left leg across your right knee (making a 90-degree angle with folded leg).
3. Remain relaxed, with your back straight.
4. Inhale. On exhale, bend forward from waist, keeping the back straight as you do so.
5. Reach your hands down to the floor, allowing your arms to hang relaxed from shoulders.
6. Hold for five long breaths. Release and sit back up.
7. Repeat on the other side.

### Head Tilt (Neck Stretch)

1. While sitting in your chair, relax your shoulders.
2. Let those tight upper back and shoulder muscles relax. You'll know they're relaxing when your shoulder blades slide down your back slightly.
3. Remain in place and tilt your head and neck in one direction. Feel the stretch on the opposite side.
4. Push your head gently with your hand for reinforcement.

### Seated Lower Back Stretch

1. Sit forward in your chair.
2. Bring one of your knees to your chest.
3. Use your hands to grab the shin of your raised leg and gently pull it toward you.

## Six ways to get up and sit less

It's unfortunate, but it's true. Sitting for long periods of time can be harmful to your health. Fortunately, there are easy ways to sit less while at work.

1. Set a reminder to get up and move or stand at least once an hour
2. Take a walk at lunch
3. Print documents at the printer farthest from your desk
4. Park farther away from the building
5. Take the stairs
6. Try having a walking meeting whenever possible

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

**ACCESSIBILITY**  
**TANGIBLES**  
**RELIABILITY**  
**RESPONSIVENESS**  
**EMPATHY**



**Accessibility**  
**James Sanders**  
**Hill Elementary**

**What they said:** There is never a time that James is not on campus to meet the needs of our kids and staff. Even on a Saturday this year, he called the principal to let her know about something at the school even though it was his weekend. He always has a smile and “yes I can” attitude.



**Tangibles**  
**Hale' Edlefsen**  
**Short Elementary**

**What they said:** Being an instructional coach isn't always the easiest job on a campus, but she wears that hat along with many others. She is very in tune to what our teachers and students need from her because she takes the time to build quality relationships. Flexibility and resourcefulness are great ways to describe her.



**Reliability**  
**Kenny Shook**  
**Building Maintenance**

**What they said:** Kenny arrives ready to get the job done. He is professional and friendly and we know we can count on him to do it right. His customer service is outstanding.



**Responsiveness**  
**Charresen Kennedy**  
**Transportation**

**What they said:** I was new at ordering transportation for a student event and she and her team went way above and beyond to make sure our buses requests were in after I had to call her what felt like a million times. Every time I called she was helpful and cheery.



**Empathy**  
**Robert Rives**  
**Plant Services**

**What they said:** He recognizes the need to provide and support a safe environment for our students and buildings from fire emergencies. His responsiveness to emergencies and willingness to educate others on fire safety is an inspiration to us all.

**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](https://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).**

# MARCH TEACHERS OF THE MONTH



**Pamela Barnes**  
**Ashworth Elementary**  
**Elementary Teacher of the Month**



**Tiffany Seaberry**  
**Carter Junior High**  
**Junior High Teacher of the Month**



**Molly Haney**  
**Martin High School**  
**High School Teacher of the Month**