

# My AISD

Volume 4, Issue 7, February 2019

## Newell finds home at Swift

If you're looking for a crash course on how jobs rank at Swift Elementary then all you have to do is ask Angie Newell how they stack up.

She knows about plenty of them.

Newell started as a crossing guard in 2001, working for the city. She eventually added cafeteria monitor to her role before transitioning to a pre-K classroom aide. Three years ago she got her dream job as she became a full-time teacher at the school.

Teaching obviously ranks No. 1 on Newell's list and being an aide is No. 2. As for how the rest of the list plays out?

"I'd rather stand in traffic than be a cafeteria monitor again," Newell joked.

She's joking because



**Angie Newell is now in her third year as a kindergarten teacher at Swift Elementary.**

it was her time in the cafeteria that she fell in love with helping the younger

kids at Swift. And after 10 years of being a pre-K aide she got her chance at being

a teacher and has loved every minute of it.

**SEE NEWELL, PAGE 3**



## A message from Dr. Cavazos

It's interesting every month to find out how our employees got to where they are in the district.

Swift Elementary teacher Angie Newell has plenty of knowledge about the school and it's great to read how she kept at it to get to where she wanted to be. She's a great example to our students about how you can achieve your goals if you keep after it.

I'd also like to encourage each of you to take care of yourself physically. It was great to see people throughout the district wearing red on Feb. 1 and I look forward to seeing plenty of red in April as we Go Red in support of the American Heart Association.

It's hard to believe that the work

from the 2014 Bond is wrapping up. But when you look around our district you can see the impact it's made in everything from technology in the classroom to the school buses on the road.

We are already planning for the future and I hope you attend one of the four community meetings scheduled for April 9 and 10 to learn about the district's capital needs and potential plans for a new bond program.

Congratulations to all of our winners of the employee of the month. It was fun to spend part of my Valentine's Day surprising them. Congratulations also to our outstanding customer service representatives.

# Don't hesitate to innovate!

Have you ever paused for a moment and reflected on how much the world has changed in such a short amount of time?

In just a few brief decades, we have gone from living in a world that seemed so large to one we can hold in our hands... literally. Here are just a few ways things have advanced.



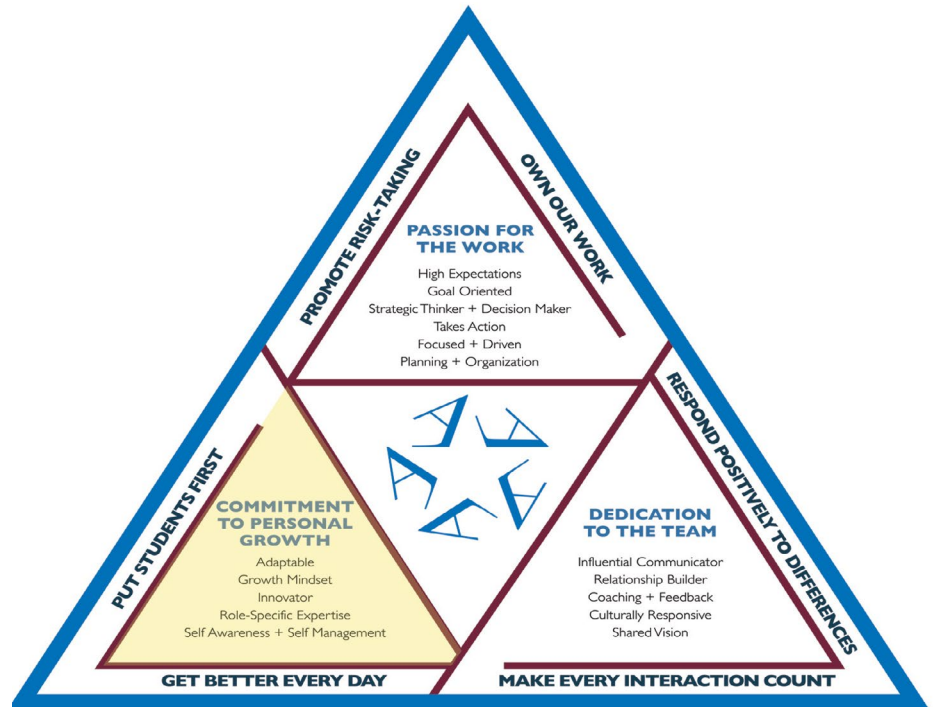
**THE LEARNER'S EXPERIENCE**

- The internet. *The Business Insider* recently shared that in 1998 only 41 percent of adults were online compared to 89 percent today. This has impacted how we communicate, learn new things and even how we entertain ourselves.

- Telecommunications. Remember when it was just a far-fetched idea that each of us would have our own individual phone numbers and would be able to carry the phone in our hands? Not only is this a reality with 95 percent of all Americans owning cell phones, but also these devices are hand-held computers that can facilitate group face-to-face discussions with people from various countries all at the same time!

- Social Media. It is estimated now that there are approximately three billion social media users worldwide. Three billion! Never before have humans been more influenced by targeted marketing and individualized messaging. It shapes our perceptions and opinions, seeds our ideas and thinking, and even influences the way we see ourselves and the world around us.

## LEADERSHIP DEFINITION



These are just a few of the ways the world has transformed in our lifetimes, not to mention self-driving cars, flying ubers, etc. With change happening at such an exponential rate, how do we as educators meet our responsibility to truly prepare our learners? How do we maximize the technological advances for our students while they are in school and ensure they are prepared for a world that will look very different on graduation day than it did when their mom and dad dropped them off at school on their first day of pre-kindergarten? Frankly, it takes innovation.

In the Arlington ISD, we are committed to **getting better every day** and strive to permeate the system with innovative minds. Being an **innovator** means that each of us participate in the generation, experimentation and implementation of new approaches and activities. We consciously challenge the status quo and work to comfortably lead change initiatives even when we are not completely certain about what the outcomes will be. What does this look like day to day in the classroom? It is...

- Inviting creativity into the classroom

by **designing open-ended tasks** where students can leverage their talents and interests;

- **Offering multiple ways for our students to access content and practice life-ready skills** rather than requiring only one way to learn; and
- Providing students with a variety of ways to demonstrate mastery of their learning; **offering choice** that not only challenges students cognitively, but also promotes engagement, collaboration and invested high interest.

The world is changing. It is different today than it was yesterday and it will be dramatically different tomorrow than it is today. We are responsible for preparing our students to not only master content, but also to acquire the skills they need to productively take that content knowledge and leverage it to do good. As teachers and leaders, this takes courage and forethought. It requires risk-taking and adaptability. It calls on us all to be innovators. It has been said that "creativity is a function of leadership." How creative can you be?

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



# Don't forget to go red

It was easy to tell it was National Wear Red Day earlier this month at the Enterprise Centre as all the departments got into the act.

National Wear Red Day raises awareness about the No. 1 health problem that affects American women - heart disease. Departments at the Enterprise Centre wore red to honor the mother of Carole Lofton, a technician in the research

and accountability department. Each person also received a red dress pin to wear for the month. The curriculum and instruction department also came together on a team to wear red.

Lofton volunteers for the American Heart Association and was recently honored as one of the Faces of Heart at the Go Red for Women luncheon in Dallas.

Lofton will also be leading the charge at the Enterprise Centre as the district prepares to go red again in April.

That's because if you missed out on your chance to support the February event, the AISD is going red on April 3.

As part of the District Heart Challenge, the AISD is helping raise money to benefit the AHA and its mission of building healthier

lives free of cardiovascular diseases and strokes.

If you make a donation of \$20 or more before March 8, you will receive a Go Red shirt to wear on April 3.

All you have to do is text DCHARLINGTON to 41444 and then click on the link to donate. You can also donate online [here](#).

The shirts will be delivered the week of March 28.

## NEWELL FROM PAGE 1

"I love working with my kids," said Newell, who has 20 students in her class. "This is what I wanted to do for a long time. I'm just glad I got the opportunity."

Newell's path to the classroom is an example of perseverance.

She was an education major in college but dropped out of school when she got married. She moved from Oklahoma to Texas to take care of her mother and took the job as the crossing guard because it was something to do.

That was a learning experience, too.

"It was interesting," she said. "You learn about

people - what they do in their cars when they're driving, how many people hit the little center island. Don't stand on that."

That job led to the cafeteria monitor. She was a monitor for pre-K students as well as the older students at the school. Working with the older students let Newell know that working with the little ones was where she wanted to be.

She spent 10 years as an aide in Swift teacher Bobbi Nelson's class. She wanted a class of her own but didn't have a degree. She went back to school through a program with a plan of

graduating at 40. That program ran out of funding but it didn't stop Newell. She finished her college through an online program, taking 24 hours in a year while being a full-time aide and graduating at 43.

"I kept telling myself that I was too old to do this," she said. "But then there was also a voice in the back of my head that kept telling me to keep going. I kept putting it off. I stuck with it."

Getting the degree worked out perfectly for Newell. She was offered the kindergarten job two weeks before school started and worked toward

her emergency certification while she was a first-year teacher. She's been a great fit at Swift.

"I'm so proud of Angie," Nelson said. "I'm proud of the courage and persistence it took for her to finish her degree. She is an amazing teacher and asset to Swift."

It's a school that Newell has a unique perspective on because of her background.

"This has been a great place for me," she said. "I started here because I needed something to do. That eventually ended up leading to this. I just love it in kindergarten."

# What is technology integration?

While the technology integration and innovation (TI<sup>2</sup>) department developed a new name and mission statement last summer, it also worked to define technology integration for Arlington ISD.

In the AISD, meaningful and purposeful technology integration is:

*Learners using technology to process information or communicate understanding of curricular content. Learner-centered experiences simultaneously address both technology standards AND curriculum standards and are primarily characterized by opportunities to:*

- Leverage technology to demonstrate mastery
- Create and innovate
- Communicate and collaborate

• *Research, analyze, and use information to construct knowledge*

• *Think critically, solve problems and make decisions*

• *Practice responsible digital citizenship*

• *Master technology operations and concepts*

“Defining technology integration has focused our work with campus technology advisory committees, teachers and administrators,” said Levanne Mirabelli, a technology integration specialist. “It has brought about a mindshift that technology integration is about creation over consumption. Our definition reinforces that technology integration is about students creating products to demonstrate mastery of subject area content

while also mastering the technology application TEKS.”

According to the World Economic Forum, the three most important workforce skills for 2020 will be complex problem solving, critical thinking and creativity. Employers need people who creatively use technology to solve problems in an ever-changing, technology-rich workplace. TI<sup>2</sup> works with teachers and curriculum specialists to develop lessons that integrate technology and help prepare students for their futures.

So, what are some examples of technology integration in practice?

Examples include a digital poster created with a tool like [Canva](#), a video built with [Animoto](#) or any other student-created

product constructed to demonstrate mastery and using an AISD-approved web application or iPad mobile app.

The current list of [AISD-approved web apps](#) is available from the resources page of the [TI<sup>2</sup> website](#). Teachers may request approval for apps not on the list by clicking “Request Something” in [Service Now](#).

Be advised, TI<sup>2</sup> has created a [technology integration planning sheet](#) to help teachers plan technology-integrated lessons. If you need additional assistance or support integrating technology in your classroom, please contact a member of your campus technology advisory committee or your campus’ [technology integration specialist](#).



**Arlington**  
INDEPENDENT SCHOOL DISTRICT  
*More Than a Remarkable Education*

Texas History Month  
Theatre for Life Month  
Music in Our Schools Month  
Youth Art Month

Early Dismissal for Elementary	March 1
NEA's Read Across America	March 1
Texas Independence Day	March 2
Texas Public Schools Week	March 4-8
National School Breakfast Week	March 4-8
Ash Wednesday	March 6
National Meatball Day	March 9
Begin Daylight Saving Time	March 10
Spring Break	March 11-15
Pi Day	March 14
Absolutely Incredible Kid Day	March 15
St. Patrick's Day	March 17
First Day of Spring	March 20
Purple Day (Epilepsy Awareness)	March 26

## Parents encouraged to complete survey

If you are an AISD parent please complete the Arlington ISD Parent Satisfaction Survey to share your experiences with your child's school. We would love to hear your opinions as your responses help inform district decisions. The research team at Gibson is conducting the survey on behalf of the Arlington ISD.

The findings from this survey will be reviewed by all stakeholders and used in creating action plans at school and district levels. These action plans will focus on areas for improvement that will continue to move the AISD to be a premier school district.

Parents can complete the survey one of three ways:  
Email link: On February 22, Gibson sent a survey invitation to parents via email that contained a link to the online survey.

Survey website: Parents can complete the survey at [ArlingtonParentSurvey.com](#) beginning March 4 if you don't receive the email before then.

Paper survey: Parents can complete a paper survey and return it to the school's front office beginning on March 4 if you don't receive the email before then.

The deadline for completing the confidential survey is March 29.

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.

**Perseverance is  
not a long race;  
it is many short  
races one after the  
other.**

**Walter Elliot**

# RISK MANAGEMENT REVIEW SAFETY SPOTLIGHT



## Looking to Improve Your Heart Health? Reduce Your Stress

According to the American Heart Association (AHA), more than one in three women has a form of cardiovascular disease. And heart disease is the leading cause of hospital stays for men in the United States. Due to the prevalence of the disease, the AHA recognizes each February as American Heart Month in hopes of raising awareness about the disease and how to prevent it.

### Stress and Heart Health

While there are risk factors that contribute to heart disease that you can't control, there are many things you can do to maintain your heart health. One of those things is to reduce your stress.

When stress is excessive, it can contribute to a host of health problems, including high blood pressure. If high blood pressure goes untreated, it can result in heart disease.

### Reducing Your Stress

Taking steps to reduce your stress will improve your overall health. Try these tips:

- Plan and prioritize your most important responsibilities.
- Listen to relaxing music to help you calm down.
- Take time off from work to clear your mind.
- Exercise regularly to get your blood and endorphins flowing.

### When to Seek Help

If the stresses in your life become more than you can bear or manage with these simple techniques, consider seeking professional assistance. A knowledgeable professional will be able to work with you to devise time management skills and stress-reducing techniques.

## Keep Your Heart Healthy Through Exercise

Did you know that exercising regularly could help you fight off chronic conditions and diseases? Exercise can help control your blood pressure, blood sugar and weight, raise your "good" cholesterol, and prevent diseases such as cancer, Type 2 diabetes and heart disease. According to the AHA, you should do these three exercises to improve your heart health:

1. Aerobic activity: Get at least 150 minutes of moderate-intensity aerobic activity (e.g., briskly walking) or 75 minutes of vigorous-intensity aerobic activity (e.g., running) every week.

2. Muscle strengthening: Incorporate muscle-strengthening exercises at least two days a week. For the purposes of general training, focus on two to three upper body and lower body exercises. Abdominal exercises are an important part of strength training as well.

3. Flexibility training: Flexibility training is important too, but it is frequently neglected, resulting in increased tightness as you age and become less active.



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

# What's next with Bond 2014 ending?

The end of the Bond 2014 program is in sight. While a number of schools still have current and upcoming construction projects, all bond projects – apart from the future [Fine Arts Center](#) and [Athletics Complex](#) – will wrap up by the end of 2019. The new Fine Arts Center and Athletics Complex will open in 2020.

So, what's next? That's exactly what AISD administration and the Capital Needs Steering Committee (CNSC) are currently working on.

Planning the district's future is a big job, and you

## Arlington ISD BOND 2014



can help. Come to one of four community meetings scheduled for April 9 and 10 to learn about the district's capital needs and potential plans for a new bond program. And then give your input. The CNSC will use your input as it makes its assessment of the district's

needs and prepares a report for the AISD Board. Keep an eye out for more meeting details coming soon.

The CNSC is a volunteer committee comprised of community members and AISD staff charged with evaluating and prioritizing the district's capital needs,

which includes evaluation of buildings, transportation, security and more, through 2025. Through a series of meetings, community dialogues and surveys, the committee is reviewing and analyzing the district's own capital assessment and listening to the community's desires and concerns. In June, the committee will report its findings to the AISD Board of Trustees and potentially offer a recommendation for a bond program to fund the priorities.

See materials from [CNSC meetings](#).

### Feeling sick? Call Teladoc.



Teladoc is a convenient way to receive treatment within minutes for non-emergency, acute general medical needs like the flu, sinus problems, bronchitis and much more. You can schedule a visit to occur during your break or lunch hour, at your convenience, by web, phone or through the mobile app.

If you are enrolled in a TRS-ActiveCare medical plan, you have access to use Teladoc's services once you complete the registration process. Teladoc physicians have an average of 15–20 years of clinical experience and are board-certified physicians.

Last year, several TRS-ActiveCare participants sought care in the emergency room for non-urgent conditions. About **40 percent** of all emergency room visits were for non-emergency medical needs like sinusitis, upper respiratory infection and the flu. A visit to the emergency room is very costly. With Teladoc, there is less cost or no cost for TRS-ActiveCare participants.

Insurance Plan	Cost of Teladoc Visit
TRS-ActiveCare Select Accountable Care Networks Including Kelsey	Free
TRS-ActiveCare Select	Free
TRS-ActiveCare 1-HD	\$40 or less
TRS-ActiveCare 2	Free

If you have not registered, you will receive text messages from Teladoc with a link to complete the registration process. We're hoping this makes it easier to use Teladoc and save money. To learn more about the Teladoc text messages, please visit the [TRS website](#). You may reply "stop" to opt out at any time.



## Discounts available for 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.

The newest discounts are from Tommy Hilfiger and [Mr. B's Burgers](#), where AISD employees can now get 20 percent off all of their Wednesday purchases when they show their employee ID.

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 Angie Newell at Swift Elementary.

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.

# ACCESSIBILITY TANGIBLES RELIABILITY RESPONSIVENESS EMPATHY



## Accessibility

**Maria Pardo**  
**Johns Elementary**

**What they said:** She is so fantastic. She works so hard. She always has a smile on her face and will help with maintenance needs as soon as she can. She is so happy and takes the greatest pride in getting our school to look clean and tidy.



## Tangibles

**Stephanie Grindstaff**  
**Beckham Elementary**

**What they said:** Understanding that poor dental care can lead to systemic infections, heart disease and lung infections, Stephanie took a risk and reached out to her dentist to provide toothbrushes/toothpaste for students in need. Stephanie is a responsive teacher who encourages, equips and educates students.



## Reliability

**Samuel Flynn**  
**Fitzgerald Elementary**

**What they said:** It is refreshing to have an individual like him on campus! He can fix any technology-related problem even if it involves taking a computer apart and putting it back together. He addresses help tickets immediately.



## Responsiveness

**Tracey Wilkerson**  
**Information & Instructional Systems**

**What they said:** She is one of the most responsive and pleasant colleagues that I've had the pleasure to work with over the past 12 months. Despite the fact that she's relatively new to the district, she is extremely competent in all aspects of her work supporting RapidID.



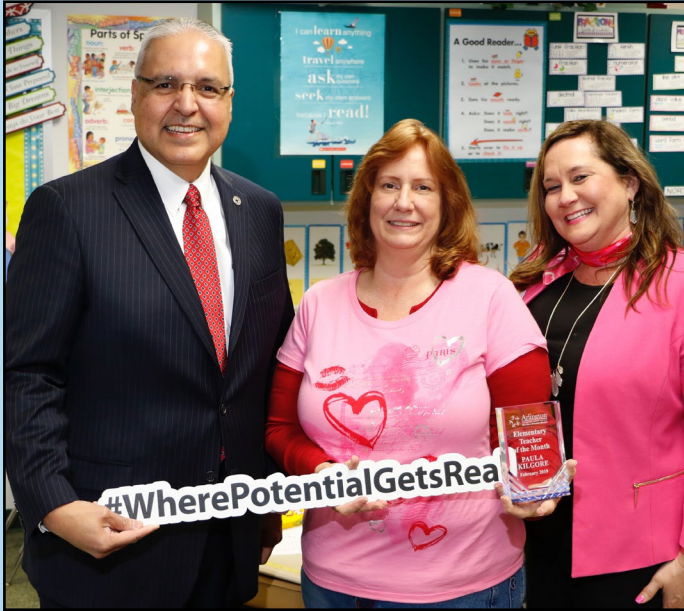
## Empathy

**Ashanti Reed**  
**Gunn Junior High**

**What they said:** She has a student who needed a physical in order to participate in track and field. The mother informed Mrs. Reed that she didn't have a way to get to the doctor's office to get a physical. Mrs. Reed found transportation for the parent and student.

**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).**

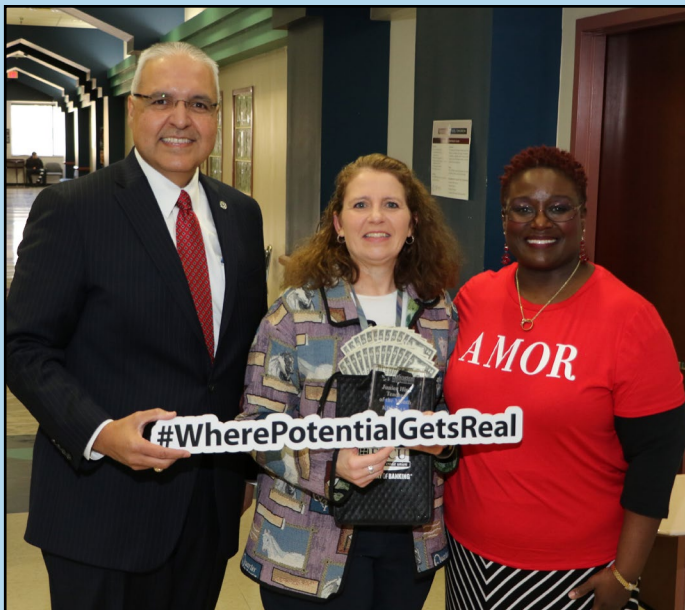
# FEBRUARY EMPLOYEES OF THE MONTH



**Paula Kilgore**  
Little Elementary  
Elementary Teacher of the Month



**Souna Masri**  
Food and Nutrition Services  
Department Employee of the Month



**Kristal Baty**  
Turning Point Secondary  
Junior High Teacher of the Month



**Amy Wood**  
Career and Technical Center  
High School Teacher of the Month