



A MESSAGE FROM DR. CAVAZOS

If you've been by our print shop, odds are you've had the pleasure of working with Venetia Wilson.

Now thanks to this edition of MyArlingtonISD, you know more about her story and everything she's gone through to get to this point.

She's married to an Arlington ISD teacher, mom to Arlington ISD students, working toward getting her degree and has dealt with breast cancer. She's a great example of the many outstanding Arlington ISD employees we have, and I'm proud she's one of us.

Her story isn't the only good one in the district, either. The new fiber network in the district will be a game changer for us technology wise.

This issue also features not one, but two months' worth of Arlington ISD employees of the month.

I know many of you are familiar with our AISD Night with the Rangers. We have a new AISD Night coming up with a different pro team this year, too. On April 16 the Dallas Jackals are hosting AISD Night at Choctaw Stadium. This is a first for us with the new pro rugby team. If you're interested in discounted tickets, you can get them [here](#).



VENETIA WILSON: TEAM WORK MAKES THE DREAM WORK

Many have heard the saying "team work makes the dream work," but few have believed in it as much as Venetia Wilson when it comes to her career and personal life.

Wilson has worked at the Arlington ISD print shop as an associate for nearly five years but has worked in print services for a total of 18 years. She is a dedicated wife, loving mother of six and zealous community advocate. Although she hails from Ruston, La., her heart belongs to Arlington, the city she has spent most of her adult years in.

Printing banners, posters, curriculum testing and copies keeps her busy at the print shop year-round. If that wasn't enough, she's served on the Capital Needs Steering Committee, calendar committee and often volunteers at Arlington ISD campuses, including Sam Houston and Lamar, where her kids attended school.

With a big family and a job that requires lots of effort from multiple contributors, over the years she has learned what it takes to join forces with others to simply get things done.

"You have to be ready to step up and get involved on your team," said Wilson. "Whether it's at home with your family, at work or in a



IT'S TIME WE THINK AGAIN

By Dr. Steven Wurtz,
Arlington ISD chief academic officer

I recently started reading a book called *Think Again* authored by Adam Grant, an organizational psychologist at The Wharton School of the University of Pennsylvania. In the text, he focuses on the value of approaching life and situations with a scientific mindset, open to the possibility (and high probability) that you could be wrong and/or that there is additional information that could add to your understanding. He suggests that “we need to do as much time rethinking as we do thinking.” What does he mean by that? It starts with what he refers to as intellectual humility.

While we work through the challenges that are symptomatic of a community that has lived in persistent physical and emotional crisis for the last couple of years, we have come to realize that doing “business as usual” will no longer generate the outcomes we once enjoyed. Learners have new obstacles to overcome. Teachers and staff have additional worries and stressors impacting their work. We have to be open to being a bit more curious and to the possibility of how school and our day-to-day work may look different. As Grant reminds us, sometimes our own experience and background knowledge can generate convictions that “lock us in prisons of our own making.” If we want to be highly effective leaders (and by leaders I include all of us that interact with students and each other), we must cultivate confidence in our ability to reach our goals and enough humility to be open to revising our beliefs about things as we pursue them.

Krumrei Mancuso stated, “Learning requires the humility to realize one has something to

learn.” Daniel Kahneman, the Nobel Prize-winning psychologist shared that “he genuinely enjoys discovering that he [is] wrong, because it means he is now less wrong than before.” I never thought of it that way! So how can we, as a team, begin to flex our leadership muscles to develop greater levels of humility, detach ourselves from our own ideas and openly consider new possibilities? Here are a couple of thoughts:

- 1. Promote psychological safety.** Be willing to model vulnerability and express when you have doubts about your own ideas or may be wrong. It is said, “I err, therefore I learn.” Learning insinuates that you didn’t know something before. As a learning organization, we want to underscore that learning is a good thing, even if that means admitting we don’t have the answer or that the answer we thought we had may not be the right one.
- 2. Ask more questions.** When working with others, it is counterproductive to enter a conversation with the sole purpose of convincing the group to concede to your ideas. If you notice that they do not agree, ask what part of the idea gives them pause and seek out more details. You will likely find that the answer to your challenge lies in the mix of ideas that are generated from everyone working together. There is some truth to the adage that two minds are better than one.

Change isn’t easy. And changing our minds is no exception. But it is possible to develop the skill, and we are all better for it. As you reflect on how this may apply to you, let me leave you with just a few more parting words offered by Dr. Grant for us all to consider... “Intelligence is usually seen as the ability to think and learn, but in a rapidly changing world, there’s another set of cognitive skills that might matter more: the ability to rethink and unlearn. In our daily lives, too many of us favor the comfort of conviction over the discomfort of doubt. We listen to opinions that make us feel good, instead of ideas that make us think hard. We see disagreement as a threat to our egos, rather than an opportunity to learn... We don’t have to believe everything we think or internalize everything we feel. [Let us all lean into the invitation] to let go of views that are no longer serving us well and prize mental flexibility, humility and curiosity.”

FIBER IN THE FUTURE

Arlington ISD is getting ready for another groundbreaking to kick off its next major Bond 2019 project. But this one is different. It's not for a new building, like the two ceremonies last month for Berry and Thornton elementary schools. This one is about technology.

This groundbreaking will kick off a major project to install a completely new private fiber network for the entire school district.

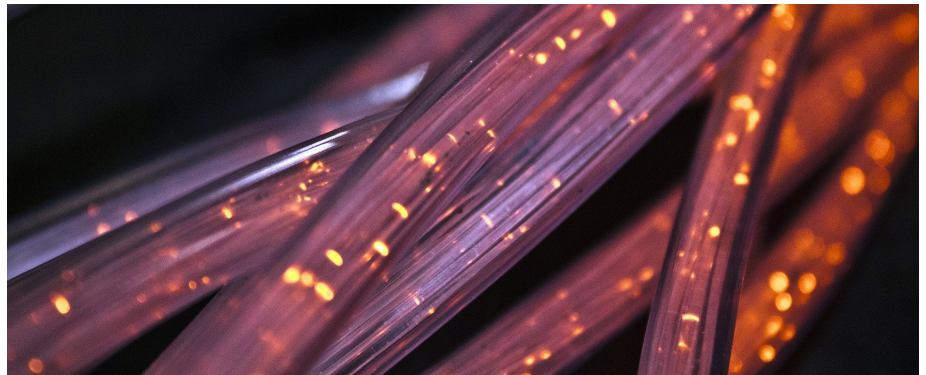
INTERNET

This project is all about internet – about students and teachers having access to all the online resources, learning materials and teaching tools that go into a 21st-century education. It's about ensuring the demand for internet – which is growing all the time – is met now and for decades to come. And it's about speed, stability and dependability – creating internet infrastructure designed to eliminate internet outages and guarantee smooth, uninterrupted access.

For internet now, the Arlington ISD has to lease WAN connectivity services. That means the district pays internet providers for their services and equipment. As demand grows, the district has to work with these vendors to add more services and install updated hardware. It's a model that nearly all school districts have to buy into, but it's less than ideal. It's costly, always requires updates and new contracts, and has not proven to be the most resilient option.

PRIVATE NETWORK

But with the new dedicated



private internal network, the district will create its own model that dramatically increases capacity and reliability.

The private network will utilize a multi-ring, clover-shaped topology. That means rings of underground fiber – wire made out of pure glass that acts as the highway that internet data travels on in the form of light – will be installed to encircle the entire school district and connect to every school. This bidirectional ring will allow data to flow both ways and includes significant resiliency. Fiber will enter each school in two locations to ensure reliability even further. So, if there is an issue with the fiber at one entry, the second can be used.

In addition to reliability, capacity will skyrocket and immediately give the district 10 times the bandwidth it currently has. Plus, since the district will have full control over the network, it can implement increases to capacity whenever necessary and can do so by simply adding additional hardware. In other words, increasing capacity won't require a network redesign, as is often the case with the vendors who currently provide the district's

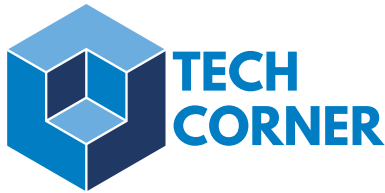
internet services. This new fiber network infrastructure is a foundation built to support capacity needs well into the future.

Another critical advantage of the private network is speed. No one else will have access to this network. The only traffic will be from district users. With no other traffic to contend with and complete control over the network, it will be full speed ahead.

2019 BOND

Installing a private network is a major project only doable with funding from the 2019 Bond and the support of this community that made the bond program possible. Even with the bond, a project of this magnitude is extremely costly and, in the district's case, made affordable through the E-Rate program, a federal program that provides discounts on technology for schools and libraries. The district was able to leverage E-Rate funding and get a discount of 80-90% off infrastructure costs for the private fiber network.

“Long term, this will give Arlington ISD a significant cost savings,” said Arlington ISD Assistant Superintendent of



ELEMENTARY TEACHER USES EDPUZZLE TO TARGET BEST PRACTICES

Video learning is powerful because it conveys large amounts of information in a short time. Videos are also highly engaging to the senses. They also can be paused and replayed at will. For these reasons, instructional videos are commonly used in classrooms. But how can teachers easily hold students accountable to ensure they are learning new information? Edpuzzle is the answer!

Edpuzzle is an easy-to-use tool that allows teachers and students to add open-ended or multiple choice questions, audio notes and comments to pre-existing videos to check comprehension. It allows students to process what has been learned in small chunks. Arlington ISD has purchased pro access for all teachers who support pre-K-2nd grade students!

Teachers across the district are using Edpuzzle to deliver content and check student understanding, including Stephanie Schneider, a second-grade teacher at Fitzgerald Elementary. She shared, "I love Edpuzzle because it allows me to create engaging lessons for students that are targeted to the skills we are learning. The best part of Edpuzzle is how simple it is to use. You can create original content, edit and use content other users have created within Edpuzzle, or take an educational video that you have created to add your formative assessment questions."

Schneider finds Edpuzzle especially beneficial when her students are working during the Acquire phase of their Active Learning Cycle (ALC) do-it-yourself activities.



Stephanie Schneider, Fitzgerald Elementary

"During ALC, my students are held accountable to watch the video as well as engage in the quick checks embedded into the video for them to respond through open-ended questions or multiple choice. I can provide my students immediate feedback when answering a multiple-choice question and students can answer an open-ended question using text or recording and audio response. These features allow for differentiation."

Edpuzzle can be used by any teacher to provide engaging formative assessment opportunities to students. Use of tools like Edpuzzle vault teachers to the Synergistic Culture level on the [Assessment and Formative Assessment Best Practice](#), which calls for facilitating a variety of formative assessments using digital tools.

To learn more about finding, creating, and sharing interactive content with Edpuzzle, please visit aisd.net/endorsedapps. For more information about additional digital formative assessment tools, check out the [Formative Assessment Endorsed Apps Matrix](#).

DYNAMIC DIGITAL RESOURCES FROM LIBRARY MEDIA SERVICES

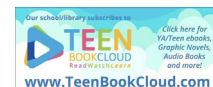
For grades 7-12.

Want to escape into a good book? Looking for a graphic novel? How about a National Geographic video? Try Teen BookCloud!

Teen BookCloud is an online database of eMaterials with a large selection of graphic novels, enhanced novels, eBooks, classic literature, National Geographic videos, and audiobooks. The collection is always available with no downloads and no holds. If you can access the internet, you can read, watch or listen!

Teen BookCloud includes classic literature, young adult and middle grade novels, and nonfiction features professional narration paired with line-by-line highlighting, so you can follow along with the narrator. In enhanced novels and eBooks you can make notes as you read, or create bookmarks to save your place. Try Teen BookCloud by clicking on the image below and entering the username and password shown.

Username: aisd
Password: student





REPORTING AN ACCIDENT

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.

Tina Baze, Specialist
Risk Management
Arlington ISD
690 E. Lamar Blvd.
Arlington, TX 76011
Office: 682-867-7649
Fax: 682-867-4682

local organization, there are always going to be times where you have to dive in so your team can come out with a win.”

When times get tough, she credits her family, customers and community as the reason she keeps showing up every day.

Some days are harder than others since Wilson was diagnosed with breast cancer in 2021.

After finding out about the illness on her birthday, family and friends helped her realize it was time to switch gears from mainly focusing on others to prioritizing self-care.

“Throughout this journey she’s continuously kept a smile on her face and stayed in good spirits, because she just loves helping her family, especially our grandbabies,” said Roderick Wilson, Venetia’s husband and an Arlington High science teacher. “My wife is the strongest person that I know.

“My family and I have been very supportive of my wife every step of the way, because we believe family is important to make it through good and bad times. Everybody needs love, compassion, understanding and support.”

After a few long months, the love and support from her family helped Wilson finish chemotherapy in December. After making it home from the last round, she was surprised to see family, teachers and staff members at her house to congratulate her on the huge milestone.

That’s the love that’s kept her going from day to day.

Her children even motivated her to return to school to pursue a bachelor’s degree in business management by reiterating, “It’s your time now.” She obliged and is scheduled to graduate from Tarrant County College in the spring of 2023.

Joy beamed from her face as she recalled the day she realized a life-altering truth: “Together, we are enough.

From helping bond packages pass to volunteering at school, some of my favorite memories in Arlington ISD have taught me that growing throughout life is a team effort, and we cannot do it alone. It’s a family affair.”

Wilson is currently focused on living a healthy, well-balanced life and is basking in the overwhelming support she’s received from her loved ones. In a society that glorifies independence, it’s a beautiful thing to know you can lean on the community surrounding you.

“It takes all of us to come together and accomplish a goal, and that’s the beauty of this district. We always come together for the greater good of Arlington.”



DECEMBER *Employees* OF THE MONTH



1. **Emily Little**
*Duff Elementary
Elementary Teacher of the Month*
2. **Cynthia Maye**
*Workman Junior High
Junior High Teacher of the Month*
3. **Chris Gonzales**
*Dan Dipert Career + Technical Center
High School Teacher of the Month*
4. **Ana Villegas**
*Operations
Department Employee of the Month*

FIBER CONTINUED

Technology Eric Upchurch. “We’ll stabilize the cost of our bandwidth for the next 20 years at the same time eliminating most of our commercial WAN service costs.”

COMING SOON

Construction of the new fiber network will get started soon and be done in three phases. Each phase will include a mix of elementary, junior high and high schools, with the entire project expected to wrap up in 2023.

“We can put something in place that will last after we’re gone,” Upchurch said. “By investing

in this infrastructure, the district provides a long-term, cost effective solution to meet demands for many years to come. This model allows the district to increase capacity quickly as needs arise to better serve the learning experience for students and support operational functions for faculty.”

To keep up with other bond diggity projects, visit aisd.net/bond2019/.



JANUARY Employees OF THE MONTH



- 1. **Armando Velazquez**
Speer Elementary
Elementary Teacher of the Month
- 2. **Carissa Moreno**
Gunn Junior High
Junior High Teacher of the Month
- 3. **Bella Cantu**
Sam Houston High School
High School Teacher of the Month
- 4. **Jessica Goodyear**
Nursing
Department Employee of the Month

FEBRUARY HOLIDAYS AND OBSERVANCES

Black History Month

Career & Technology Education Month

National Freedom Day	Feb. 1	Start of Fifth Six Weeks	Feb. 14
Groundhog Day	Feb. 2	President's Day (Staff/Student Holiday)	Feb. 21
National Signing Day	Feb. 2	National PTA Founder's Day	Feb. 17
National School Counseling Week	Feb. 7 - 11	National FFA Week	Feb. 19 - 26
Food Services Week	Feb. 7 - 11	National School Bus Driver Appreciation Day	Feb. 22
End of Fourth Six Weeks	Feb. 11	National Tortilla Chip Day	Feb. 24
National FCCLA Week	Feb. 14 - 18		
Valentine's Day	Feb. 14		



PLAYING IT SAFE EDUCATION

Keep the Kids and Yourself Safe

Workplace precautions for child care employees

Ensuring the safety of all children in your classroom is your primary responsibility. You must also take the necessary steps to keep yourself out of danger in order to best care for the children at your facility.

Consider the following safety recommendations when working in a child care facility.

Prevent Back Injuries

- To reduce your risk of back injuries, find ways to avoid excessive lifting and bending.
- To talk with children at eye level, kneel down instead of bending over at the waist or lifting them up. This will help prevent back injuries as well.
- Bend your knees or sit down when working at low tables or cots.

Slips, Trips and Falls

- Watch out for toys, small furniture and other objects when walking through the facility.
- Walk cautiously and avoid rushing when carrying supplies or children.
- Wear rubber-soled shoes that have good traction for potentially slippery floors.
- To prevent falls, clean up spills

immediately after they occur. Make sure that area rugs are properly secured to the floor.

Prevent the Spread of Germs

- Wash your hands frequently, especially when handling sick children, changing diapers, helping children use the washroom, before and after preparing meals, and before leaving the facility for the day.
- Sanitize working surfaces and tables with district issued sanitizers to reduce the risk of spreading germs.
- Wear latex gloves when changing diapers, helping children use the washroom, when wiping noses and nosebleeds, and when providing first aid care. Gloves protect against blood-borne pathogens, disease and infection. If you or a child is allergic to latex, use a non-latex glove alternative.
- Lice infestation is extremely contagious and very common. If you notice these tiny insects on your skin and/or hair, or on the body of a child, take the proper precautions to protect against spreading lice.

Maintaining safe behavior for the children in your classroom helps ensure safety for all.

Be safe and healthy on the job at **Arlington Independent School District** with these helpful tips provided by **Frost Insurance**.

When supervising children in outdoor settings, don't forget to protect yourself against the sun's harmful UV rays.

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