MyArlingtonISD
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A MESSAGE FROM DR. CAVAZOS

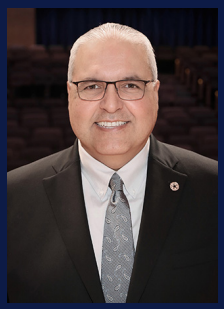
It's always fun to see the wonderful stories about our Arlington ISD employees like Christine and Jayne Rodriguez.

We know we have great employees throughout the district, and I enjoy reading about their thoughts about the Arlington ISD. Those two have 49 combined years in our district, and they're not even the only families who have ties to us. That's very impressive.

Also impressive is the work done by Shackelford Junior High librarian Alicia Vandenbroek. She recently won a grant from the Snapdragon Book Foundation and was able to use that money for new biographies, autobiographies and memoirs for the library.

I would also like to congratulate all our employees of the month. As I say in this space every month, being able to surprise them is always one of the highlights of my month.

Don't forget to take advantage of our AISD Rewards program. By clicking on this link you'll have access to discounts throughout the area, including new ones like Boot Barn and discounted tickets to The Elf on the Shelf show.



MOTHER, DAUGHTER CONTINUE LEGACY

Many employees throughout the district have said, "Arlington ISD is like one big family," but that's actually true for mother-daughter duo Christine and Jayne Rodriguez.

Christine Rodriguez has been working in the food and nutrition services department for 39 years, and Jayne Rodriguez is approaching her 10th year as a security guard for the district.

Their family history in the district doesn't stop there though.

Jayne Rodriguez is a third generation Arlington ISD employee since her maternal and paternal grandparents were also employed by the district in the facilities and food and nutrition departments. The family has a host of uncles, cousins and sisters that work for the district, too.

"I've worked in a lot of places when it comes to food service, and there's nothing like Arlington ISD," said Christine Rodriguez. "Sometimes, people go to work and they're only in it for a check, but I truly love coming to work here, and I enjoy what I do day in and day out.

"When it comes to the family aspect, you won't find a company that values your family more and is able to create a real family dynamic at your job."

Both women expressed their passion for interacting with staff and students daily.

SEE LEGACY 07

COACHING FOR MAXIMUM GROWTH!

By Dr. Steven Wurtz, Arlington ISD chief academic officer

Coaching can initially be an intimidating process. It calls for our vulnerability and trust. We are invited to openly share our goals and to collaboratively work with a thought partner to identify the steps we plan to take to reach them. There is an increased amount of personal accountability. Each time we meet with our coach, we give an accounting of the progress we have made or the missteps that need to be corrected. And while each of these things may challenge us, the very best professionals are the very best because of the way they maximize the support of their coach.

So, how do we do that? The Lindenberger Group offers seven steps for maximizing the benefits of executive coaching. I invite you to consider them for yourself as you begin your work with a math or literacy coach.

1. **PREPARE FOR DISCOMFORT.** Quality coaching starts with a candid self-assessment through self-reflection or feedback. This can be scary. Know that your coach is there to support you and help you explore the work you are engaged in pursuit of your goals.

2. **SET CLEAR GOALS.** The only way to get to a destination is to clearly articulate exactly where you are trying to go. This will help you to stay on track and understand where adjustments are needed along the way.

3. **BE OPEN TO FEEDBACK.** None of us are perfect and all of us have room to grow. Feedback is a gift! Others, who live outside of our daily experience, can see things we miss. By capitalizing on and understanding their perspective, we will be able to see our blind spots and consider how to best proceed forward successfully.

4. **BUILD ON YOUR STRENGTHS.** We all have strengths. Coaching is about leveraging those strengths to reach our goals. Your coach will help you to recognize your strengths and use them as a foundation for achieving your desired outcomes.

5. **BE AWARE WHEN STRENGTHS BECOME WEAKNESSES.** Sometimes our strengths, when we lean on them too much, can serve as a hindrance to our progress. New achievement often requires a new set of skills. Over-reliance on the same skills we have typically used may not always be the best approach when you are trying to accomplish something new.

6. **REMEMBER THAT IT TAKES PRACTICE.** We have all heard the adage, “Rome wasn’t built in a day.” Expert teachers and leaders are also not developed in a day. It takes practice, practice, practice and time, time, time! Be patient with yourself. Mistakes are inherent and expected. Just like we know our students will stumble at times throughout the learning process, we should expect the same for ourselves and give ourselves grace.

7. **SHOW COURAGE!** It takes courage to try something new and to delve into areas and practices that are different from what we have done in the past. Be brave! Lean into your coach and your growth. The final result will make it all worth it!

We are excited about this year and the opportunities it affords us as teachers and leaders in service of our students. Congratulations on taking the first steps with your coach! You are in for an exciting journey!

ADDITIONS AT CROW LEADERSHIP ACADEMY OPEN

New gym, kitchen and classrooms enhance educational experience

If you drive by Crow Leadership Academy, you might not immediately notice how much it has changed since last year. But if you turn in and loop around the school on the new driveway, you'll see. First, you'll see a kitchen addition, then a new parking lot, then a new classroom wing and finally a new gymnasium.

See photos.

The new additions and drives all opened for the start of the school year after a busy year of construction. Funded by the 2019 Bond, the additions and site improvements were designed to allow Crow to accommodate a growing student population, part of an east Arlington master plan that has rezoned all elementary schools in the area.

The additions don't just allow for more students though. They also improve the overall educational experience for all Crow students.

"The cafeteria and gym at Crow bring so much life and excitement to our campus," said Jamie MacDougall, Crow's principal until this month when she started a new role in the the district as the director of curriculum and instruction. "Going from one line in the cafeteria to two allows us to serve more students. In addition, we have a bright new space in our renovated cafeteria to have school programs and parent nights."

Even without an increase in students, the kitchen addition was needed. Crow's former kitchen was tiny, cramped and only had one serving line. The addition provides more food preparation space, a second serving line and an office for the food and nutrition manager.

The old kitchen wasn't the only tiny space at Crow that needed updating. The old gym was too small, and the roof was so low that it limited the types of activities and sports. But that has all changed with the new, much larger gymnasium that also doubles as a weather shelter.

"The new gym has provided our students more opportunities because of the additional space and equipment," said Crow P.E. teacher Susie Chung.

"We are able to do more activities than before and can accommodate the needs of our students better. For example, if we are learning a specific skill or sport, the gym is big enough that we can split the gym into different sections so students can work at their appropriate skill level and/or in smaller groups for more personalized instruction. The students are very excited!"

Connecting the gym to the rest of the building is a new classroom wing with nine classrooms. The new wing includes Crow's pre-K classrooms, which all have their own bathroom and furnishings sized for the school's littlest learners. The hall's spacious, modern classrooms also have large windows that allow for natural light.

The rest of Crow also received some updates, adding to what was done during the 2014 Bond. Renovations in the existing building included new classroom doors, ceiling fixtures, toilet fixtures and more.

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

TECH CORNER

SHACKELFORD JH TEACHER LEVERAGES TECHNOLOGY FOR EFFECTIVE, EQUITABLE LEARNING

Lightspeed Classroom is an easy-to-use classroom device management platform for grades 3-12 that makes it simple for teachers to monitor the activity on their students' devices while providing just-in-time support when students need it most.

Some of the features that teachers may find most helpful include the ability to see students' real-time browsing activity, lock all or individual students' screens, and share links and messages with all or select groups of students. Lightspeed Classroom helps to ensure that every student has access to learning materials, can request help when they need it, and voice his or her ideas during class.

Teachers across the district have already begun to leverage this helpful classroom tool, including Shackelford Junior High math teacher Matt Trammell. He shared, "I use a lot of technology in my class, and it allows me to monitor and give feedback to all of my students. I love that I can send my students reminders and tips if they are stuck, as well as send direct links to websites on the fly.

"Students have reacted positively to being monitored. I don't make a big deal out of them being off task; I just close the tab and move on. I love being able to see when students look for help on their own and how they are processing the work. This is especially important for my quieter kids."

Matt Trammell, Shackelford Junior High

Students are rostered in classes in Lightspeed, meaning that teachers can begin using this helpful tool just by logging in. To access Lightspeed Classroom, please visit https://classroom.relay.school and select the "Sign in with Google" option.

Trammell offers advice for those who may not have utilized Lightspeed Classroom yet. "It is very easy to use and get running. Give it a shot. You do not have to sit at your desk and monitor since everything is saved in the history. Find the positives in what your kids are doing to guide meaningful conversations and reinforce good digital citizenship and on-task behaviors."

Teachers and campus administrators can learn more about how to implement Lightspeed Classroom through the Arlington ISD Canvas training course at https://bit.ly/justloginAISD.

DYNAMIC DIGITAL RESOURCES FROM LIBRARY MEDIA SERVICES

EBSCO Learning Express provides interactive tutorials, practice tests, eBooks, flashcards, and articles for academic skill-building, college placement and career certification test prep, and career development. This resource also includes targeted learning centers for personal success skills such as workplace success, time management, personal finance and media literacy.

To access this dynamic digital resource, click on the icon below and enter the username and password.

Username: aisd **Password:** student21!

LearningExpress

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
1203 W. Pioneer Pkwy
Arlington, TX 76013
Office: 682-867-7649
Fax: 682-867-4682

SAFETY MATTERS

LADDER SAFETY BEST PRACTICES

Falls from elevation are frequently cited as one of the top causes of workplace accidents. Such falls often result from poor ladder safety protocols. Therefore, it's crucial for employees like you to prioritize adequate ladder setup and usage techniques on the job. Review these best practices.

SETTING UP SAFELY

Make sure you select the correct ladder for the job—check the length and duty rating. Generally speaking, a proper ladder will extend a minimum of 3 feet over the roofline or working surface. Inspect your ladder before each task for any of the following loose or damaged parts:

- Steps
- Rungs
- Spreaders
- Safety feet

Clear the area where you will be working. Never place a ladder in front of a door that isn't locked, blocked or guarded. Because metal ladders conduct electricity, use a wooden or fiberglass ladder near powerlines or electrical equipment.

Check that all locks on extension ladders are properly engaged before placing your ladder on a steady surface. The ground underneath the ladder should be level and firm. Large, flat wooden boards braced underneath a ladder can help level it on an uneven surface or soft ground.

PROPER USAGE PRECAUTIONS

Exercise caution when using a ladder with these safety measures:

- Make sure the weight that your ladder is supporting (i.e., you plus your materials) does not exceed its maximum load rating.
- Keep your body centered between the rails of the ladder at all times. Do not lean too far to the side while working. Never overreach. Instead, descend from the ladder while maintaining three points of contact and move it to a better position.
- Face the ladder when climbing up or down.
- Don't leave a raised ladder unattended.

Wear nonslip footwear at all times when on a ladder. Consult your supervisor for more ladder safety guidance.

"Originally, I didn't think I would end up working for the district since I planned on going into law enforcement," said Jayne Rodriguez. "Once I applied and got the job, I really liked it and still enjoy making things better in my department and in the community. That's why I like staying on patrol, because I get to see all the departments, schools and students. I don't like to stay in one spot, so it's cool to get to meet so many different people every day."

Whether it's to protect from danger or ensure every student eats lunch, the duo enjoys serving their community. A few family values like diligence, commitment and dedication were passed down from generation to generation, and they hope to continue to be positive influences to those who surround them.

SEE LEGACY 08

OCTOBER *Employees* OF THE MONTH

1. ***Heather Martin***
   Starrett Elementary
   Elementary Teacher of the Month

2. ***Kayla Long***
   Young Junior High
   Junior High Teacher of the Month

3. ***David Crocker***
   Seguin High School
   High School Teacher of the Month

4. ***Blanca Hernandez***
   Facility Planning and Construction
   Department Employee of the Month

NOVEMBER HOLIDAYS AND OBSERVANCES

American Indian Heritage Month

Family Literacy Month

Lung Cancer Awareness Month

All Saints Day	Nov. 1
Start of Third Six Weeks	Nov. 1
Election Day	Nov. 2
Father of Texas Day (Stephen F. Austin's Birthday)	Nov. 3
Texas Arbor Day	Nov. 5
National Nachos Day	Nov. 6
End Daylight Saving Time	Nov. 7
National School Psychology Week	Nov. 8 - 12
Veterans Day	Nov. 11
American Education Week	Nov. 15 - 19
National Education Support Professional Day	Nov. 17
National Parental Involvement Day	Nov. 18
Fast Food Day	Nov. 18
Substitute Educators Day	Nov. 19
National Adoption Day	Nov. 20
Thanksgiving Holiday	Nov. 22 - 26
Thanksgiving	Nov. 25
Native American Heritage Day	Nov. 26
Hanukkah	Nov. 28 - Dec. 6

LEGACY CONTINUED

"Some of the best advice I've received from my parents are to always learn and put your heart into whatever you do," said Jayne Rodriguez. "They taught me to be willing to do what's necessary when others won't, and I just hope that rubs off on the people that know me."

Being able to strengthen their bond at home and school is a unique experience many people don't get to receive. The love, support and care they show for each other doesn't stop at home though. They both enjoy spreading love to their co-workers and students while at work to ensure everyone feels valued and respected, just like in a real family.

"We're proud to be able to have a legacy in Arlington ISD," said Christine Rodriguez. "We don't know if any of our other family will work here in the future, but we know we've already left a huge mark by the way we treat others."