

My AISD

Volume 4, Issue 5, December 2018

Duque's home at Rankin

San Juana Duque lives close enough to Rankin Elementary that she could walk to school every day if she wanted.

But Duque, who has worked at the school since 1997, knows better than to try.

"If parents see me walking they want me to get into their car," Duque said. "I can't do that."

Of course parents want Duque to get into their cars: she's the lifeblood of the school and an inspiration to many for the path she's taken to her current role as the school's family engagement liaison.

When Duque started at Rankin she was the night custodian. But over the last 21 years she's gone from night custodian to the



San Juana Duque has had many roles since she started at Rankin Elementary in 1997 but feels she's found the perfect one as the family engagement liaison.

SEE DUQUE, PAGE 3



A message from Dr. Cavazos

We talk a lot about #WherePotentialGetsReal with our students in the AISD. Rankin Elementary family engagement liaison San Juana Duque is proof that it means something to everyone in the district.

Her story of progressing through the system at Rankin through a series of jobs shows that nothing is out of your reach if you're willing to put in the work. She's an outstanding reminder of what people are capable of. And it's also proof how important education is as she wouldn't be where she is without focusing on her education.

Our Agricultural Science Center continues to impress with new

additions. The dashboard at the entrance is just another reminder of how committed we are as a district to being energy efficient.

I'd like to thank all the members of our campus technology advisory committee for the work they do in their efforts to provide support on our campuses throughout the district.

Congratulations to all of our employees of the month as well as our reminders of outstanding customer service.

Thanks to everyone for what you've done to make this semester such an outstanding one. I look forward to seeing what great things we have in store in 2019.

Good, better, best

The concept of time is an interesting idea to me. It really is infinite in nature, yet as a world, we have articulated time in a way that is measurable and cyclical. We have labeled time in terms of hours, days, months and even years. Have you ever considered why we have done that? I would like to suggest that one reason might be to create routine stopping points for us as individuals to pause, reflect and make improvements along the way.

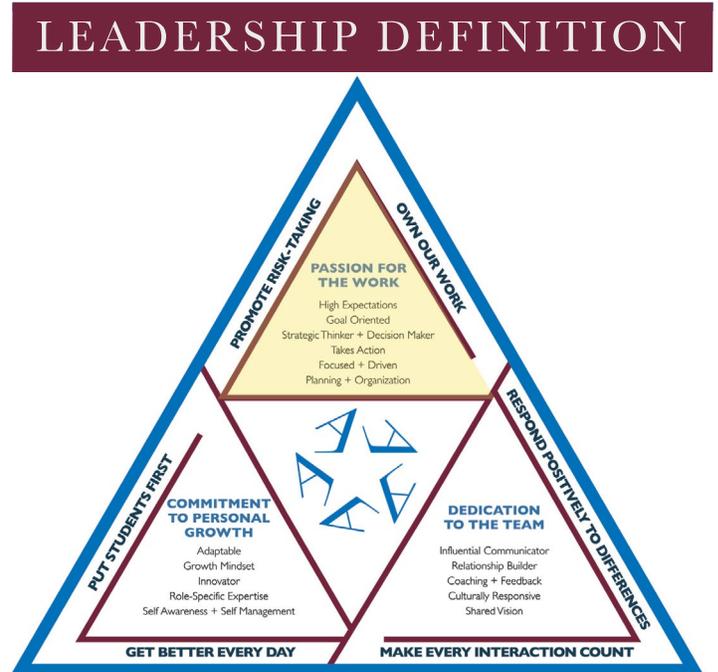
There is a famous quote that reads, “Good, better, best. Never let it rest. Til’ your good is better and your better is best.” I love this quote because it teaches us two important principles – the power of grit in the face of self-improvement and the recognition that all things are not equal... some things are good, others are better and yet some are best.

In the AISD we believe being goal-oriented is a valuable quality in an effective leader and have placed it as a prominent indicator in our Leadership Definition under Passion for the Work.



What is a goal? What does it mean to be goal-oriented? A goal is evidence of a decision. It reflects something you want to achieve that you have not yet obtained. It articulates what is important and separates that thing from what is irrelevant or a distraction. A goal is motivating and requires effort and persistence. Someone who is goal-oriented aims to be better tomorrow than they are today and has a plan to get there.

Each year in January, we often set resolutions. Unfortunately, 80 percent of all New Year’s resolutions fail within the first 30 days. I



believe that is because most resolutions are made half-heartedly and are connected to something we aren’t really passionate about. This year, rather than setting a resolution, I want to invite you to set a personal goal – something that speaks to you and gets you excited! Take a moment to reflect on your professional or personal life and discover an area that you want to improve. When you do, set a reachable goal, make a plan to get

there, and solicit the help of a friend or colleague to help you see it through.

Over the course of the next year, there will be many things that will take your time. Some things are good, others are better and still some are best. May you prioritize those “best” things in work and life and find joy in your efforts to get better along the way.

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

UPCOMING WELLNESS SCREENING DATES

Site Name	Event Date	Start Time	End Time	Site Address	Reg Close Date
Enterprise Center	1/12/19	7:30 a.m.	12 p.m.	690 E. Lamar Blvd.	12/29/18
Adams Elementary	1/14/19	3:30 p.n.	7:30 p.m.	2200 Sherry St.	12/31/18
Moore Elementary	1/16/19	3:30 p.m.	8 p.m.	5500 Park Springs Blvd.	1/2/19
Wood Elementary	1/18/19	3:30 p.m.	8 p.m.	3300 Pimlico Dr.	1/4/19
Peach Elementary	2/4/19	3:30 p.m.	8 p.m.	2020 Baird Farm Rd.	1/21/19
Anderson Elementary	2/6/19	3:30 p.m.	8 p.m.	7001 Silo Rd.	1/23/19
Transportation	2/12/19	7:30 a.m.	12 p.m.	1124 W. Arkansas Ln.	1/29/19
Carter Jr High	2/14/19	7:30 a.m.	11:30 a.m.	701 Tharp St.	1/31/19
Arlington ISD Admin Building	3/5/19	7:30 a.m.	11 a.m.	1203 W. Pioneer Pkwy.	2/19/19



Arlington
INDEPENDENT SCHOOL DISTRICT
More Than a Remarkable Education

JANUARY DATES

Texas School Board Appreciation Month
National Mentoring Month

New Year's Day	Jan. 1
Fruitcake Toss Day	Jan. 3
Teacher Prep Day	Jan. 7
Elvis Presley's Birthday	Jan. 8
Start of Fourth Six Weeks	Jan. 8
National Take the Stairs Day	Jan. 9
Skeptic's Day (Or Is It?)	Jan. 13
Dress Up Your Pet Day	Jan. 14
World Religion Day	Jan. 20
Martin Luther King Jr. Day	Jan. 21
National Pie Day	Jan. 23
Chocolate Cake Day	Jan. 27
Backward Day or yaD drawkcaB	Jan. 31

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.

The newest discount is actually a freebie as you can get a free oil change from [Midas of Arlington](#) if you act before Jan. 6.

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@](mailto:aandro@aisd.net)

aisd.net.

Remember we are also always looking for great stories about employees in the district like San Juana Duque.

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.

Please remember to sign up for a wellness screening. If you missed out on your chance to sign up for one in the first semester, there are plenty of opportunities for them after the break from January through May.

DUQUE FROM PAGE 1

day custodian to being a teaching assistant then the school clerk and finally the family engagement liaison in August. Along the way she's earned her GED, gone to school to get her associate degree and seen her two children come through Rankin and graduate from the district.

It's an amazing success story for someone who moved to the United States from Mexico in 1984 and didn't speak a word of English.

"She is the heart of the campus," said Rankin Principal Lori Mosley. "She's been here over 20 years and has developed great relationships. She treats our students, parents and staff like an extension of her family; therefore, she is the very best family engagement liaison to support our Rankin community."

For Duque, her path through Rankin has been a

natural fit.

When she got her first job at the school she didn't even know where it was and how close it was to her home. When she changed custodial jobs the main perk was that she could see her children every day at school. Since she knew everyone on campus and liked to talk to parents and get to know them, the clerk job was a natural fit. Rankin's student population is more than 80 percent Hispanic so the opportunity to get them more involved made her current job her dream one.

The move to liaison has already paid huge dividends. She was in charge of the school's first Hispanic heritage event in the fall. Nearly 500 people showed up. She's also been able to increase parent volunteers at the school.

"This is my second home," she said. "I wanted to do this job because I

wanted the parents to be a part of this school. I don't want them to be out and not know what's happening. I want them to be engaged. They trust me. They feel like they're home because they know me."

Duque, whose husband Guillermo also works for the district in the warehouse, couldn't have imagined the career path she's on when she started.

"I didn't think I wanted to do anything else," she said. "I was just happy because I got to see my kids in the morning. When it happened they had the head custodian job my son was going into kindergarten. It was just a chance to see him more."

That was a long time ago and since then Duque has inspired others at the school and drawn inspiration along the way.

Two years ago she had cancer and the teachers and staff at the school were with her along the way and

visited her at her house. To Duque that was just more proof that she was in the right place at Rankin.

She also offered proof that you can achieve your goals with hard work to her children.

To become a teacher's assistant she had to have her GED and go to college. She got the GED through a program at Knox Elementary and then went to school on nights and weekends to get her associate degree from Tarrant County College.

Not only did that help her get a TA job at Rankin, but it also was a lesson for her children.

"I want my kids to go to school, and I wanted to show them that if I can they can," she said. "I'm not from here. I'm trying to learn English, and I'm willing to go to school. I wanted them to see they didn't have to do what I did if they wanted to go to school."

Dashboard latest Ag Center addition

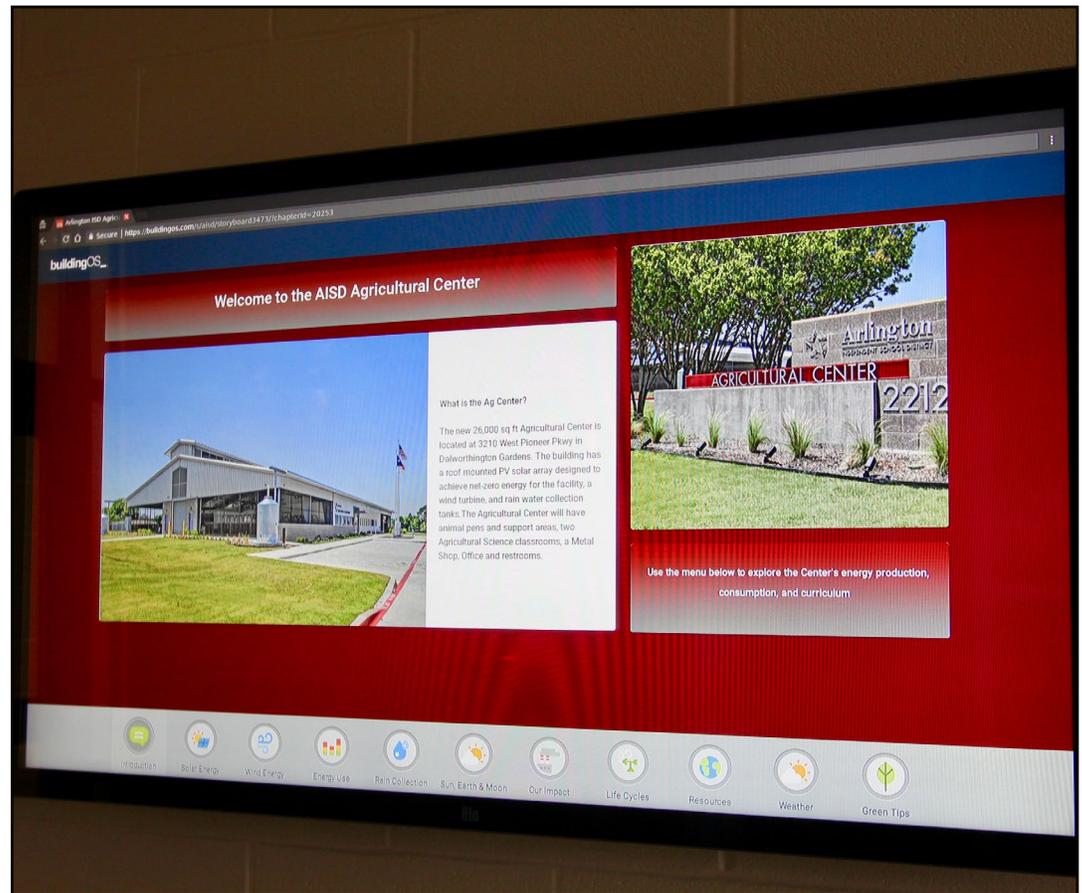
Screen displays production and energy usage for building

The entrance to the AISD Agricultural Science Center now features a 55-inch touch screen with an interactive dashboard that illustrates the center's production and usage of energy. The dashboard went live earlier this month.

The Ag Center is a net-zero facility, utilizing a roof-mounted photovoltaic solar array and wind turbine to produce its own energy. On average it produces more energy than it uses each day and pushes the surplus onto the local power grid. The building also includes rain water storage tanks.

Thanks to the dashboard, students can see in real-time how the energy production works. A series of graphs display the production of solar and wind energy, along with rain water collection, on an hourly, daily, monthly and yearly basis, and then compares it with the facility's energy use. Since the Ag Center is sub-metered, the dashboard also shows how much energy is being used by different building systems, like HVAC or lighting, at any given time.

Though the Ag Center is primarily a high school building, with two classrooms, a metal lab, animal pens and support areas, the [dashboard is available to anyone online](#), including teachers of all grade levels who can access it in their classrooms. The AISD's curriculum and instruction department is developing plans to incorporate the dashboard into classroom instruction



The new dashboard greets you at the entrance of the Ag Science Center.

as a way to teach about energy resources and agriculture. As part of those plans, real-time data on weather and moon phases, local watershed information, animal life cycles and interactive games are embedded in the

dashboard. "Ideally, we would like to eventually include live feeds of the animals if possible," said Danielle Reynolds, AISD K-12 science coordinator in curriculum and instruction. "The idea is to help elementary and

secondary students see the connectivity of living and non-living things in our environment." Learn more about the Ag Science Center's [net-zero capabilities](#) and how the facility is making an [impact for students](#).

CTACs lead tech integration charge

One of the ways that the technology integration and innovation department (TI²) reaches teachers across the district is through campus technology advisory committees (CTACs). Each CTAC is made up of teachers from various grade levels and subject areas, the campus librarian and a campus administrator.

CTAC members have varying skill levels and experience related to integrating technology in teaching.

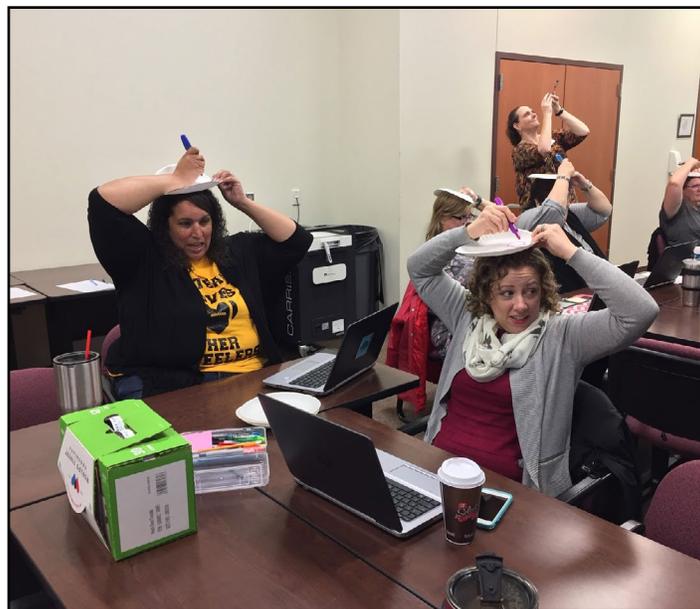
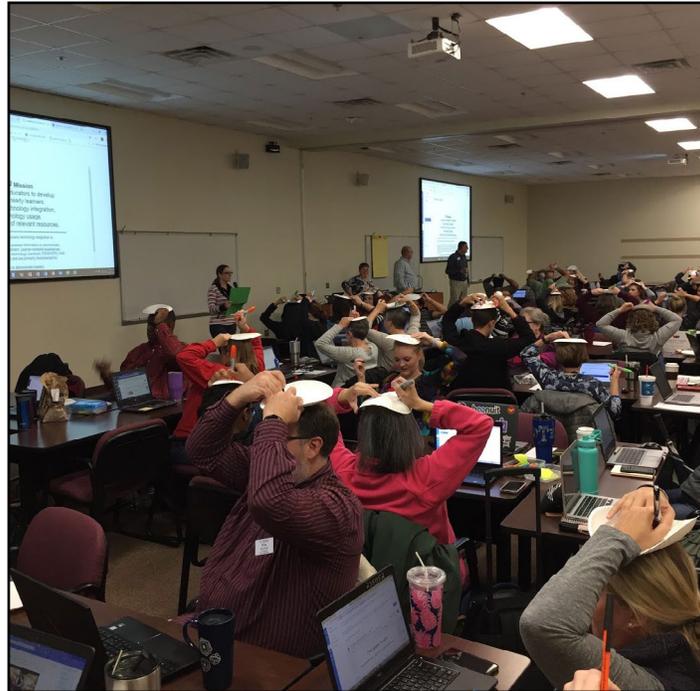
Collectively, the committee serves as an extension of the TI² department and works to further the department's mission to empower educators to develop future-ready learners through technology integration, technology usage and the use of relevant resources.

TI² builds capacity in CTAC members so that they can provide training and ongoing support to colleagues, communicate important updates from TI², gather and celebrate examples of technology integration in classrooms, and champion technology-integration initiatives.

Susan Anderson, a technology integration specialist within TI², realizes how important CTACs are.

"With each tech integration specialist supporting over 750 teachers, we couldn't do our job without the wonderful leadership of our CTACs," Anderson said. "They are such a valuable extension of our team, and we appreciate the work they do for their campus and teachers."

CTAC members are



CTAC members engaged in an Inspire activity at a recent CTAC training event.

selected by their campus administration and most committees have between four to nine members, depending on campus size. Members attend training three times per year and learn new and innovative methods for integrating technology into instruction. Upon return to their campuses, members

share this information with teachers and other staff. CTACs meet every six weeks to make decisions about the instructional use of technology on their campus, to plan professional development and to coordinate campus activities such as administering BrightBytes surveys and overseeing

campus media fair entries. CTAC member David McGarity, who teaches at Bowie High School, is seeing the dividends at his school.

"Our campus has benefitted from the CTAC model in that we have several people on our CTAC committee as opposed to our two liaisons before," McGarity said. "We set up a communication system so that teachers can ask their questions, and rather than just two people looking for the answer, with several of us, chances are one of us already knows the answer and we can get back in a much more timely manner."

CTACs also work with new teachers, communicate updates from other technology departments, support gradebook and TEAMS issues, assist teachers with web and iPad applications, and help teachers to integrate technology into instruction.

Fostering the shared ownership of the TI² mission essentials and Kelly Hastings, principal at Young Junior High, reports that CTAC is building distributed leadership capacity at the campus.

"I don't think that we'd go back to one person, we are trying to increase leadership everywhere on campus for all teachers and this is definitely one way we can increase teacher leadership," Hastings said.

Please look for the TI² feature in next month's *My AISD* newsletter that will focus on the definition of technology integration and provide an example of what it looks like in the classroom.

RISK MANAGEMENT REVIEW

SAFETY SPOTLIGHT

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.

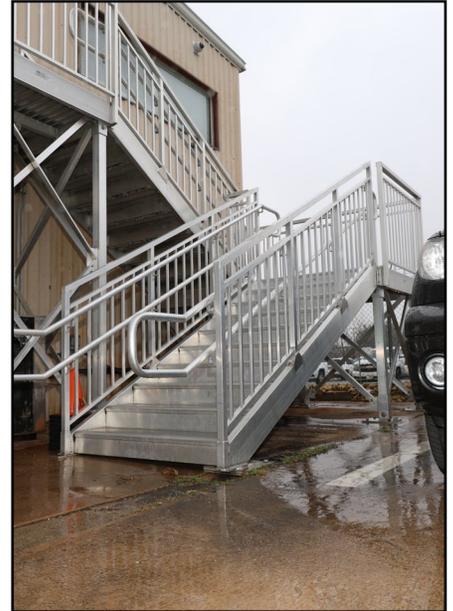
**The best and
most beautiful
things in the world
cannot be seen
or touched - they
must be felt with
the heart.**

Helen Keller

TAKE CARE ON THE STAIRS!

Do you take the stairs? It doesn't seem that risky, but according to the American National Council on Compensation Insurance, falls are the second-most costly injury. Whether using the stairs on the job or at home, practice the following safety tips to avoid a tumble:

- Always use handrails.
- Turn on lights when going up and down.
- Keep stairways free of clutter and debris.
- Before going up or down, check for worn or loose carpeting or protruding carpet tacks.
- Familiarize yourself with the length of the staircase so you do not mistake the bottom step for a flat surface and lose your balance.
- Wear footwear with adequate traction to prevent sliding.
- Do not carry loads that block your vision. Instead, carry smaller loads that allow you to see in front of you.



WHAT TO DO IF YOU'RE FEELING BLUE

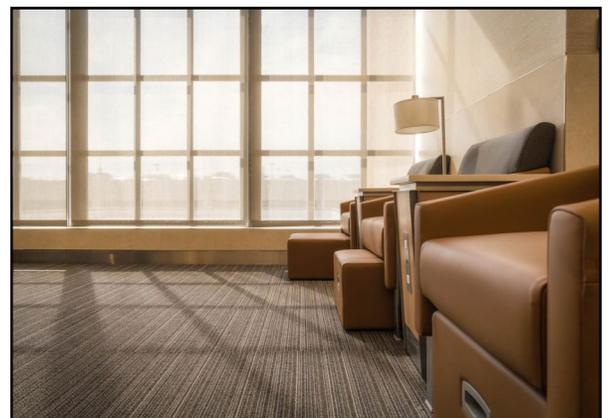
Everyone experiences sadness from time to time, especially after a loss or an upsetting event. Typically, these feelings tend to fade and life returns to normal. However, if sadness or the loss of interest in normal activities lasts longer than a few weeks, you may be suffering from depression. Depression affects people from all walks of life and if left untreated, can be debilitating. How do you know if you are depressed? Here are some common symptoms:

- Decreased energy levels
- Feelings of fatigue
- Irregular sleeping and eating patterns
- Difficulty concentrating, remembering things and making decisions
- Feelings of guilt, worthlessness and helplessness
- Chronic aches and pains that do not respond to medical treatment

If you think you are suffering from depression, do not allow it to control your home and work life. Get back on track by talking with your physician.

DID YOU KNOW?

During winter months when the days are shorter and sunlight is scarce, many people feel a little blue. This is known as seasonal affective disorder, or SAD. To combat these feelings, many try light therapy in which sufferers are exposed to bright lights from a light box simulating sunlight. Otherwise, open the shades on a sunny winter day!



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

ACCESSIBILITY
TANGIBLES
RELIABILITY
RESPONSIVENESS
EMPATHY



Accessibility

Gaby Krumm
Technology Integration and Innovation

What they said: She is so passionate about integrating technology into the curriculum. She planned training for our teachers, gave ideas for integration beyond the substitution level, and has scheduled to return and support the teachers in their effort.



Tangibles

Bernice Ortiz
State & Federal Programs

What they said: She was able to get our campus some much needed earphones for our Chromebooks in order to have successful language programs. We had very limited supply and we reached out to her and she was able to secure us headphones. We're very thankful.



Reliability

Carmen Gomez
Technology

What they said: Carmen works on help tickets for technology. Situations arise in my department that require short notice changes. Carmen always takes care of them for us quickly and well, and gets back to me if she needs more information to take care of what I need.



Responsiveness

Venetia Wilson
Image Processing
What they said: She was absolutely amazing when working with me on a banner for our department. She made herself available to me not just to get the job completed, she sat down with me one on one through the design process. Her professional opinion played a significant role in the final product.



Empathy

Jackie Robinius
Career & Technical Center
What they said: She took interest in my daughter without knowing her and gave her advice that I as a mother have given her but of course it is different when it comes from a complete stranger. My daughter spoke of Mrs. Robinius all the rest of the night.

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, and we'll recognize them! Be sure to let us know which component of the framework was exemplified (accessibility, tangibles, reliability, responsiveness or empathy).

DECEMBER EMPLOYEES OF THE MONTH



Jana McDonald
Crouch Elementary
Elementary Teacher of the Month



Nancy Blanton
Finance
Department Employee of the Month



Karen Flower
Workman Junior High
Junior High Teacher of the Month



Jayme Thomas
Sam Houston High School
High School Teacher of the Month