

EDUCATION ASSOCIATION OF CHARLES COUNTY

Beacon

October 2016



UPCOMING EVENTS...

- Thursday, Nov 3
GR Committee Meeting
5:30-7:00 p.m.
EACC Office
- Wednesday, Nov 9
Rep Assembly
5:00-7:00 p.m.
Gwynn Center
- Thursday, Nov 17
PR Committee Meeting
5:00-7:00 p.m.
EACC Office
- Thursday, Dec 8
Membership Committee Meeting
5:00-7:00 p.m.
EACC Office

INSIDE:

| | |
|------------------------------------------------|---|
| Unit II Members: Update | 2 |
| Make Your SLOs Meaningful This Year | 3 |
| Membership Committee Update | 3 |
| Welcome Randy Mickens! | 3 |
| The PR Committee Needs You! | 4 |
| Minority & Human Civil Rights Committee Update | 4 |
| Courtney's Corner | 5 |
| Hot Deals & Discounts from NEA | 6 |
| IPD Committee Update | 6 |
| Election Information | 7 |
| Government Relations Corner | 8 |

What You Need to Know About ESSA

from Linda McLaughlin, EACC President

On December 10, 2015, President Obama signed the Every Student Succeeds Act (ESSA) into law. ESSA replaces No Child Left Behind and returns decision making back to local entities such as educators, parents and community stakeholders. What ESSA spells for our school systems is opportunity.

On September 23-25, 2016, a team of 5 from EACC was selected to attend the Montgomery Institute's "Leading to Organize-with a focus on ESSA" training.

The team realized that many of our educators and much of the public do not know what ESSA is or how they as stakeholders can influence some of the plan components. We decided that it was of utmost importance to "educate CCPS stakeholders that believe all students can be successful under ESSA by building awareness of their roles and engage them in the process in preparation for full implementation in 2017-2018."

So where do we start when educating our stakeholders about ESSA that will specifically affect us, statewide and locally? The information below is from a very comprehensive website, <http://getessaright.org/essa-101/need-know-essa/>

What You Need to Know

The Every Student Succeeds Act (ESSA) returns decision making

for our nation's education back where it belongs – in the hands of local educators, families, and communities – while keeping the focus on students most in need.

ESSA will help to ensure that all students have the resources and support they need regardless of ZIP code:

- Providing more opportunity for all students including, for the first time, indicators of school success or student support (the "Opportunity Indicators") to help identify and begin closing opportunity gaps
- Including less focus on, and a decoupling of, the high-stakes associated with standardized tests, so students have more time to learn and teachers have more time to teach
- Empowering educators with a greater voice in educational and instructional decisions; and incentivizing collaboration of educators, families, and communities to support local schools

ESSA departs from the 14-year reign of No Child Left Behind (NCLB) by delivering the time and flexibility needed by schools, families, communities, and educators to do what works for students:

- The law requires state-designed accountability systems to include at least one indicator of school success or student support—such as access to advanced coursework, school cli-

mate and safety free from bullying, fine arts, regular physical education, and counselors or nurses—to ensure that states report on opportunity gaps and take action to close them.

- ESSA will continue to require annual tests in grades 3-8 and once in high school; however, the law eliminates NCLB's rigid system of Adequate Yearly Progress (AYP) aimed at 100 percent proficiency in deference to state defined goals. The law also allows districts to apply to instead use another nationally recognized assessment in high school instead of the state standardized tests.
- New provisions incentivize supports and interventions (including early childhood education and full service community schools programs) that are tailored to local needs while preserving the historic federal role in protecting the most vulnerable: children of poverty, students with disabilities, and English-language learners.

In the coming months, in collaboration with CCPS, our ESSA team will be bringing more information to CCPS employees, parents and community stakeholders about the opportunities that are provided for in ESSA,

*"Don't put
a limit on
anything.
The more
you dream
the farther
you get."*

—Michael
Phelps

Unit II Members: Update

Greetings Unit II members!

Since the start of this school year the EACC has been busy visiting buildings, meeting our members and asking for input on how the EACC can improve our organization and improve the Charles County Public School system in general. A lot of good information and suggestions have been offered with some issues already being acted upon. Here is a brief summary of EACC activities as it relates to Unit II members:

Building Visits: EACC President Linda McLaughlin is scheduling one-on-one visits with all school based administrators (principals and assistant principals) who are members of the EACC to discuss their concerns as it relates to their working conditions, duty assignments and the EACC as a whole. Currently President McLaughlin is working her way through the principal level and will then circle back for assistant principal meetings.

Also on the agenda is a planned visit(s) to the Central Office itself where time has been allotted during a staff meeting for the EACC to meet with our members, provide updates and discuss any membership concerns.

Unit II Social Events and Professional Development:

As a result of the one-on-one meetings with administrators, as well as feedback from the Unit II board of director member Mary Finneran, the EACC has begun setting up several social events for administrators and Unit II members. The success of these events depend on membership attendance, so please consider attending when you receive notification of the dates, time and location(s).

As many of you may know, the EACC has a standing Professional Development (PD) committee. The committee is composed of EACC members and is tasked with identifying professional development needs separate of the school systems PD programs. In order to meet training needs of Unit II members, we need members to step up and be part of the Professional Development committee to help identify and develop training programs. So please consider joining this important committee.

Pay and Working Conditions: This topic covers a wide range of issues that are important to Unit II members. Recently EACC board member Mary Finneran compiled questions from Unit II members and discussed them with President McLaughlin, and UniServ Directors, Daniel Besseck and Courtney

Dowling. Another issue that I will address in this column is Extra Pay for Extra Duty (EPED) and how it affects Unit II.

In closing, several years ago MSEA assigned me the duties of representing all Administrator and Supervisory units (Unit II) in the State of Maryland. This move was made so that Unit II members across the state received consistent representation. Given this assignment I am not physically at the EACC office on a daily basis. When you contact the office and I am not there, please leave your information and concern with the person who takes the call. They will ensure that I get the message and I will return your call ASAP. You can also reach me by e-mail at dbsesck@mseane.org. As always, feel free to contact me with your questions, concerns and/or ideas.

Daniel Besseck Jr.
Unit II UniServ Director



Make Your SLOs Meaningful This Year

We all know that SLOs are a required component of the teacher evaluation as per the EACC Negotiated Agreement. But did you know that SLOs were not initially developed as a way to evaluate teachers? They were simply intended to improve teaching and learning. Over the years, the Community Training and Assistance Center (CTAC) has gathered evidence to show that there is a statistically significant relationship between SLO quality and increases in student growth. Hence the reason why many school systems across the country have started using SLOs to evaluate teacher performance in the area of student growth.

MSEA has partnered with MSDE and CTAC to provide extensive training to the MSEA SLO Leadership Cadre and

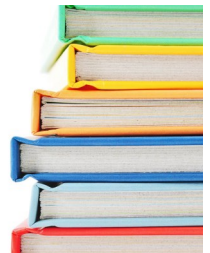
teacher leaders on writing high quality, rigorous SLOs that will lead to better instruction and increased student growth. In this training, we learned that focusing on a few key elements in an SLO can make it better and help teachers increase student growth. Those elements are:

- Data Review and Baseline Evidence (question 2 - Describe and explain the process and information used to create this SLO.)
- Student Population (question 3 - Describe and explain the student group(s) selected for this SLO.)
- Instructional Strategies (question 8 - Describe and explain the key instructional strategies selected for implementation to support

students in reaching the growth target for this SLO.)

SLO season is upon us. When it is time to write your SLOs, don't just do it to "get it done." Instead, focus on the 3 key areas above to write an SLO that will help you improve teaching and learning in your classroom.

Leslie Schroeck
MSEA Common Core
Leadership Cadre
Representative



Membership Committee Update

The EACC Membership Committee focuses on social events and member involvement in the EACC. From our American Education Week activities to Teacher Appreciation Week, we want EACC Members to feel that they're a part of an organization that supports and cares about them. Our primary

goal is to encourage the recruitment and retention of the best and brightest in the education world in order to be able to give the best possible services to our students and the best possible support to other staff in Charles County. The schedule for our meetings this year is as follows: 10/13/16, 12/8/16, and

02/09/16. If you would like to be involved in the Membership Committee, please contact Peter Ullmann.

Committee Co-Chairs:
Peter Ullmann & Lisa Terlecki

Contact:
pullmann@ccboe.com
lterlecki@ccboe.com

Welcome Randy Mickens!

Randy Mickens joins EACC from MSEA in Annapolis. Randy Mickens was formerly a lobbyist in the Government Relations dept at MSEA. He was hired by MSEA in 1999. As a lobbyist, he was assigned to the local affiliates on the Eastern Shore and Prince George's County, and had primary responsibility for charter school and pension legislation,



among other issues. After 17 years, Randy sought a change of pace from the political role and became a UniServ Director assigned to Prince George's and Charles Counties. He is looking forward to working more directly with members in both counties and being an advocate on the local level.

The PR Committee Needs You!

"Education is our passport to the future, for tomorrow belongs to the people who prepare for it today."

—Malcolm X

"Union thugs" ...that's what Governor Hogan called us in August when MSEA voiced its collective disappointment in his decision not to fund two education-related programs. Unfortunately, the Governor is not the only person that views labor unions as thuggish organizations. Labor unions are constantly under attack in the court of public opinion. This is where the Public Relations Committee comes in to play.

The mission of the Public Relations Committee is to promote and advocate for the education profession in a positive way in all manners of media outlets in the community. Public relations can mean the difference between life and death for an organization. It is a means to maintain ongoing, beneficial relationships and to listen to and understand the concerns of its members and the general public. Ongoing public relations initiatives can help avoid repeating problems that have occurred in the past and prevent new problems from arising

in the future. The importance of developing and maintaining relationships cannot be understated.

Union membership is like a gym membership. If you don't show up and participate you don't get stronger.

#CSEA693
someecards
user card



This is where you come into play. Unions like EACC/MSEA/NEA were created to organize employees like you. This organization helps to provide strength in numbers and create a more powerful and confident voice in the workplace. However, in order to create that powerful voice for you, we need you to get involved. Many of you often show up for EACC's social events, but we need you in the trenches as well. We work from the ground up to mobilize members to spread our message throughout our school buildings and the com-

munity. Join us for a lobby night, send an email to our legislators, become a Building Rep or join one of our EACC committees. Through these (and many other) actions, EACC has made and will continue to make a difference, but we need your help to continue that mission.

The PR Committee would love to have you join us. We meet the 3rd Thursday of each month at 5:00 at the EACC Office. Our next meeting

is Thursday, November 17th. But, if you would rather get involved with another EACC committee, please contact the Committee Chair listed at the end of each committee report throughout this "Beacon".

Committee Chair:

Kathy Reamy

Contact:

kreamy@ccboe.com

Minority & Human Civil Rights Committee Update

Greetings from the Minority and Human Civil Rights Committee!

What is CCBOE's stance on the following concerns:

- Complete Restorative Practices training for all and not just a few
- Equality in hiring- Why is it so hard for CCBOE to find African American teachers, especially males?

- Equality in student placement- Why are the special education classes overflowing with AA males, yet few appear in honors?

- Black Lives Movement- Is it an interest/concern for CCBOE students?

- How/what is CCBOE's stance on transgender students? Staff members? How are we meeting their needs?

This is only a skeleton list of the concerns/issue that we hope to address this school year. Interested, feel free to join the committee and let your voice be heard,

Committee Chair:

Margot Savoy

Contact:

msavoy@ccboe.com

Courtney's Corner



Courtney Dowling, UniServ Director

QUESTION:

Where can I find the EACC/CCPS Negotiated Agreement (certificated employee contract)?

ANSWER:

The EACC/CCPS Negotiated Agreement can be found on the EACC website at <http://teameacc.org/wp-content/uploads/sites/15/2016/09/Negotiated-Agreement-FY-17-FINAL-CCPS-EACC-4.pdf>. It can also be found on CCPS' website under the Staff tab, then Negotiated Teachers Agreement. I suggest that employees save the electronic version of the Negotiated Agreement to the desktops of their computers for easy access and reference. It makes it very easy to use key words in the "FIND" option (under View) to search for what you're looking for. If you have any questions about contractual benefits, please see your EACC Building Representative or call the EACC office!

QUESTION:

Does CCPS have a dress code?

ANSWER:

CCPS does not have a dress code, however, the school system does have to the right to ask you to dress professionally and jeans, as an example, are not *typically* part of the professional dress. If you were working in an IT room or a Living Skills classroom, jeans may be acceptable. If jeans are allowed for dress down Fridays and everyone is doing it, also acceptable.

If a principal/supervisor feels an employee is NOT appropriately dressed, the principal/supervisor should talk

with the employee. The principal does have the right to reprimand an employee for repeatedly dressing inappropriately. The reprimand of a tenured teacher can be grieved as being without just cause and then it would be up to the hearing officer/s (CCPS) and/or a neutral arbitrator to say if the reprimand was without just Cause.

We certainly don't want the school board to enforce a dress code, but we need to make sure that our members and employees are dressing professionally and not taking advantage of casual/"street" dress. If they do, we would most likely lose any appeal case where a teacher was not dressed to the standard of a professional and educated individual. Employees must AT LEAST meet the student dress code. If you are not familiar with the student dress code, you can find it here: <http://www.ccboe.com/community/students/thecode2.php>

This is one of those gray areas that we would have to deal with on a case by case basis if problems arise.

Last school year, the EACC had a case where a male staff was given a "letter of expectation" when he did not wear a tie to work and he was considered to be unprofessionally dressed. He worked at a school where the site administration required men to wear ties on a daily basis. On behalf of this member, the EACC appealed the letter and subsequently filed another appeal on the mandate for males to wear a tie to work. There were two outcomes of these appeals, both of which favored the EACC:

1. The letter of expectation about wearing tie to work was removed from the member's site file.
2. It was determined that the mandate for males to wear

ties to work was unreasonable and cannot be enforced. This means that males cannot be required to wear a tie at work; it should be a choice.

Going forward, we hope that that CCPS employees will always carry themselves in a professional manner, which includes dressing to a professional standard. Furthermore, the Board of Education policy on dress still stands: "Acceptable standards of dress will be adhered to at all times. While no county-wide employee dress standard is set, employees are expected to dress in a manner that is consistent with the position held. (Superintendent's Rule 4821.22)"

QUESTION:

A teacher put in for 1 hour of leave in the morning. (They would just be coming in late.) They needed a sub for this hour. The administrator in charge of leave said that the teacher had to take a half day of leave because subs are only paid by the half day or full day. Is this true? If we only need an hour off and a sub, we have to take at least a half day?

ANSWER:

You definitely do NOT have to take four hours of leave for one hour of need. CCPS Payroll Department enters leave in 15-minute increments, so the only minimum is 15 minutes. I suspect that the principal is confusing payroll practices with the use of substitutes. Substitutes are paid either for a half or a whole day whether they work less than the 3.5 hours or 7 hours, respectively. However, this does not result in additional leave charges to the employee who requested time off. Typically principals are very practical and strategic in utilizing any excess availability of substitutes to provide other useful coverage or release time across the school site. I would suggest that you ask your principal to "double check" or clarify the practice with the Payroll Department or Human Resources.

*"Everyone is
a genius.
But, if you
judge a fish
on its
ability to
climb a tree,
it will live
its whole
life believing
that it is
stupid."*

—Albert
Einstein

Hot Deals & Discounts from Member Benefits

Holidays are on the horizon — avoid the stress and start getting ready now! **NEA Click & Save**, the online discount buying service for NEA members, highlights select retailers and merchants each month. Check out these featured “**Buy-lights**” for November!*

**Note: Up-to-date information on merchant discounts, shipping terms and WOW Points appears on the NEA Click & Save Web page at www.neamb.com/clickandsave and may change at any time.*

Advance Auto Parts

Get your vehicle in shape for holiday travel! Advance Auto offers affordable parts and supplies for all your auto needs. Plus, get free shipping on orders of \$75 or more.

nea Click & Save

www.neamb.com/clickandsave

NEA MB Electronics Store

Get member pricing on brands like Panasonic, Samsung, Dell and Canon.

Omaha Steaks

More than just steak—save on seafood, deli-style meats, desserts, wines, and appetizers to round out your menu.

QVC.com

Shop final clearance in the Italian Jewelry Store and find other great deals in beauty, fashion, kitchen and home.

OnlineShoes.com

Save on 33,000 trendsetting styles of footwear for women, men and children.

NEA MB Entertainment

Exclusive member pricing on world-class entertainment including Broadway shows, movies, sporting events, and amusement parks; now featuring college and NFL game tickets!

GE Appliances Store

Don't miss the GE Appliance Store Black Friday Sale—our biggest savings event of the year. Offer valid 11/09/16—11/29/16 on GE Appliances Store purchases only (excludes Monogram).

Be sure to check Click & Save often for unadvertised, limited time offers, including discount dining certificates from Restaurant.com. Join the 405,000 NEA members already registered for NEA Click & Save.

IPD Committee Update

The Instructional and Professional Development Committee, otherwise known as the IPD Committee, plans and offers trainings for EACC members.

Maybe you have attended one of our Creative Discipline classes? Or a financial workshop offered last year? We meet every other month, so if you would like to be involved, come join us!

The IPD Committee has al-

ready been busy this year. We provided a Sparks training to some of our newer members in September, and are offering another chance to take the Creative Discipline class.

Looking out a couple of months we are planning an EdCamp and a Wellness Day. Stay posted for more information as the dates get closer. Hope to see you at one of our events.

Committee Chair:

Heather Hartman-Jansen

Contact:

hhartman-jansen@ccboe.com



EACC Members!



EARLY VOTING

October 27th - November 3rd – from 8:00 AM – 8:00 PM.

Where: La Plata Firehouse

911 Washington Ave, La Plata, MD 20646



OR

St. Charles Gleaneagles Neighborhood Center

4900 Kirkaldy Court, Waldorf, MD 20602



ELECTION DAY – NOVEMBER 8, 2016

7:00 AM - 8:00 PM

EACC “I Voted” Selfie Contest



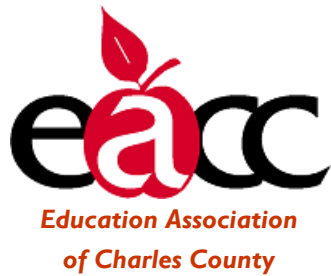
After you vote... Take a selfie with your “I voted” sticker on!

Email your picture with your name to eaccvotes@gmail.com.

You will be entered into a drawing to win a gift card.



YOUR VOTE COUNTS!



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Shawn Starcher [sstarcher@ccboe.com](mailto:ssstarcher@ccboe.com)

Retired Member

Charlene Haynie chaynie53@aol.com

Government Relations (GR) Committee Corner

The GR Committee is involved in political activities and helps members become strong advocates for public education.

The EACC Government Relations Committee is designed to work with state and local legislators on education issues that affect Charles County. The goal for the 2016-2017 GR Committee is to continue to foster collaborative relationships with our legislators and to build member involvement in GR activities.

Any member is welcome to join the Government Relations Committee, we meet the

first Thursday of the month at 5:30 PM in the EACC Office.

Committee Chair:

Veronica McFadden

Contact:

vmcfadden@ccboe.com

