

EACC

EDUCATION ASSOCIATION OF CHARLES COUNTY

UPCOMING EVENTS...

- **February 2nd – 5pm**
IPD Committee
Meeting @ EACC
- **February 4th – 6pm**
Town Hall Meeting
@ La Plata H.S.
- **February 5th – 5pm**
Ruth Ann Hall
Award Committee
Meeting @ EACC
- **February 8th & 22nd**
Lobby Night @
Annapolis
- **February 9th – 5pm**
GR Committee
Meeting @ EACC
and Deadline for
Election Nominations
- **February 10th – 5pm**
Rep Assembly @
Gwynn Center
- **February 11th – 5pm**
Budget Committee
Meeting @ EACC
- **February 23rd – 5pm**
Saving & Investing
Workshop @
Stoddert M.S.

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Beacon

January/February 2016



Greetings from the President

As we open 2016, I am struck by all the new and exciting opportunities we have experienced and accomplished as educators.

The beginning of the year brought new faces and new teachers to CCPS, many of whom became our members. The Membership Committee debuted the "New Teacher Store" at New Teacher Orientation. By just being a new teacher to CCPS, by answering questions at our EACC sessions, becoming a member or donating to PAC, new teachers received "tEACCher bucks" to use at the store. The store was FULL of items donated by veteran teachers in the county that could be used to outfit a classroom, and hundreds of books to help set up reading centers or supplement already existing books in the classroom. It was a HUGE success and will definitely be repeated next year.

Another exciting occurrence this year was that 31 delegates went to the MSEA Convention in October. This was a larger number than in years past. We had very active delegates who were stalwart advocates for their students and our profession. There is strength to be found in numbers and power in the unification behind mutually agreed-upon goals. The annual MSEA Representative Assembly (RA) is comprised of educators from all across the state, and the actions and decisions at the MSEA RA was nothing short of inspirational.

This fall we saw another first for EACC; we offered a class for a CPD credit! Holly Walsh, EACC member and language arts teacher at Stoddert Middle School, Tameka Johnson, Instructional Specialist For Minority Achievement, and I worked with Dawn Schaeffer, Coordinator of Staff Development to create a class based on the needs expressed by our members in our Professional Development Survey from 14-15. The class focused on cultural competence, equity, restorative justice, and strategies for alternative discipline in classrooms and

in schools. The class will be offered again this spring for 1 CPD credit. Other professional development is planned for this school year, including financial saving for retirement at different points throughout an educator's career and "Yes, You Can!" which is a classroom management workshop.

EACC's Executive Board welcomed a new Unit II Board member this fall. This will bring administrators' voices to our meetings for all our Unit II Administrative and Supervisory members. Mary Finneran, Vice Principal at Dr. Brown Elementary School, is our new Unit II member on the Board. The EACC is dedicated to making all our members' voices heard. We are pleased to share that we have made our by-laws reflect this position as we sought out an administrator to fill this role. We are certain that Ms. Finneran will represent the Unit II members well. If you are a Unit II A & S member and you have concerns or questions, please feel free to contact her.

On December 10, 2015 President Obama signed into law the Every Student Succeeds Act (ESSA). This means that the No Child Left Behind (NCLB) era is over. ESSA is the 7th reauthorization of the Elementary and Secondary Education Act (ESEA). ESEA was first passed in 1965 by President Lyndon B Johnson and was a law that ensured educational opportunity for all. In 2002 NCLB was enacted, but the requirements of NCLB were unworkable for educators and did not allow opportunity for all students. The new law ensures that all students have an equal opportunity to a high-quality education.

For more information on the provision included in ESSA that will help ensure success for students and schools, please visit <http://www.ed.gov/esea>.

The passing of the ESSA is a very positive step in moving education forward. Educators should have input into decisions that affect

them and their students. Decision-making power has been given to the state and local levels to design and create assessments and accountability systems and to decide how to identify and fill opportunity gaps. It is a prodigious opportunity for educators to have a voice in what legislation is tied to our professions. We need to make sure we are vocal, we are resolute, and we are determined in our message to our legislators regarding what we want our profession to be. We are the "experts in the room." That is why we are educators and leaders and why we are important to our communities and our schools, and our students.

As part of MSEA's initiative on "Less Testing, More Learning," we held a town hall on December 17th to begin a discussion with the community about testing and how it affects students and teachers. Debbie Haan, Lindsey Bilconish, Peter Ullmann, Jeff Mathews, and Karen Richie were on our panel of educators who spoke beautifully about how testing affects their students and their classrooms. Other educators, a parent and a Stone High School student also spoke. It was a great way to open the lines of communication with the community.

We will also be having a town hall on January 27th discussing how/why to lobby. Educators are their own best advocates! We all have a story to tell and who better to tell those stories, making a difference for our classrooms and our students, than us? Getting involved in the process of advocacy for our profession is integral in making our voices be heard.

A&S Unit II: Meet Your Executive Board Member



Mrs.
Mary
Finneran

In 1999, I decided to move to Charles County and accepted a position at Arthur Middleton Elementary School in order to be closer to my parents who resided in Williamsburg, Virginia. I am glad I made that move and have truly had an awesome career in education here.

I started my teaching career in

1996 as a 5th grade teacher in Hickory, NC at St. Stephens Elementary (3 years) and then moved to Waldorf where I became a 4th and 5th grade teacher for about 7 years. After about 2 years, I exclusively taught 5th grade math. In 2006, I transferred to Milton Somers Middle School where I taught 6th grade general and enrichment math. Simultaneously, I received a Master's of Science degree in Human Resources with an Administration Supervision certificate from Towson University. In 2007, I became an Instructional Specialist and worked a total of

4 years at Indian Head and Eva Turner Elementary School in this capacity. In 2011, I was promoted to Vice-Principal and have worked at Dr. Mudd and Dr. Brown over the last 5 years. During this time, I received a second Masters of Arts in Education with a math concentration from the University of Maryland Baltimore County.

Teaching is the calling of the soul and no matter how high I climb that educational ladder rungs I consider myself a teacher.

Unit II Members: FMLA and ADA

Last month, Human Resources Executive Director, Pam Murphy conducted a one-hour training session on issues involving the Family Medical Leave Act (FMLA) and the American with Disabilities Act (ADA). At the invitation of Ms. Murphy, UniServ Directors Daniel Besseck and Courtney Dowling attended the training so the EACC saw firsthand how CCPS should be handling FMLA/ADA cases. FMLA/ADA continues to be one of the top 10 issues that the EACC addresses on a regular basis.

The basics of FMLA are straightforward. FMLA requires covered employers (CCPS is a covered employer) to provide for up to 12 weeks of unpaid job protected leave to eligible employees for the following reasons:

- Pregnancy, Prenatal Care or Child Birth;
- Care for child after birth, or placement for adoption or foster care;
- Serious Health Condition (care of employee's spouse, son, daughter or parent);
- A serious health condition that makes the employee unable to perform the functions of their job.

While the act appears to be simple, there are a lot of other issues that

come into play. Did you know that:

- FMLA can be used continuous (full time), intermittently (taken in separate blocks of time) or a reduced leave schedule can be utilized?
- there are specific minimum work hours needed in a specific period of time for employees to be eligible for FMLA usage?
- there are special provisions for Military Families and Instructional Employees?
- there are special provisions for Married Employees?
- there are specific notification requirements that the employer must follow as well as employee privacy rights and how medical information must be stored or communicated?
- in many cases the ADA and FMLA provisions overlap one another?

And, did you know that an ADA situation is **not** an adult "504" plan and that there is no such thing as an adult "504" plan?

Even if you know the answers to the above questions, are you aware that if you violate any provision of FMLA, the proper agency or court can hold you **personally liable for monetary damages** for violating FMLA? **That is right - PERSONALLY LIABLE.** This means the school system does not have to pay any judgement rendered personally against you.

What can you do to protect yourself for liability issues involving FMLA and ADA? **First and foremost, refer the involved employee to Human Resources for proper guidance.** Do not attempt to handle these issues on your own. **Second and equally important,** attend a future CCPS FMLA/ADA training session to better understand the FMLA/ADA process in the school system.

The EACC recognizes that as A&S employees you already have enough on your plates (training and meetings) and that attending another meeting is just not possible. However, in this litigious society you need to take steps to not only protect your job, but to also protect your financial future.

If there is sufficient interest, Ms. Murphy is willing to conduct another FMLA/ADA training session as often as needed. If you are interested in this training you can contact Ms. Murphy directly at pkmurphy@ccboe.com for more information.

Written by:
Daniel Besseck
UniServ Director; A&S Coordinator

*"Teaching
is the
calling
of the
soul ..."*

—Mary
Finneran

Courtney's Corner



QUESTION:

My principal/vice principal keeps coming into my classroom unannounced and watching me

and taking notes/typing on the laptop. She does not say why she is there and there is no follow-up. Are these observations? Will they be included in my final evaluation?

ANSWER:

The instructional leaders of each school are encouraged by CCPS to be involved, be visible, and be knowledgeable about what is going on in their assigned schools, so it is normal for them to circulate and check in.

They can also come into your classroom unannounced at any time, but there are some guidelines to which you should expect them to adhere. First, you should always be



made aware of the fact that you are being watched. Article 24 of the negotiated agreement states, "All monitoring or observation of the work of an employee will be conducted openly."

Additionally, the purpose of the visit should be obvious; a good leader will want his/her visit to make you feel supported, not uncomfortable. If the administrator saunters through, waves, and chats with a few students, then they are clearly just making the rounds. There are two circumstances under which an administrator might arrive in your room unannounced, stay for any length of time, and takes notes: (1) an unannounced observation, and (2) a walkthrough. In the case of an unannounced observation, the administrator should state upon his/her arrival that he/she is there to perform an unannounced observation. This is not something that should be decided and announced to you at the END of the visit.

In the case of both an unannounced observation as well as a walkthrough, you should be provided feedback. The difference is that the observation is guided by the negotiated agreement and the Charlotte Danielson model, so you should subsequently receive a draft observation report to be discussed at a post-observation conference, and such an observation is part of the evaluative process. A walkthrough, on the other hand, is meant to offer you safe and useful feedback, and stimulate productive dialog between the instructor and the instructional leader. You should be provided with the notes taken for the purposes of personal reflection and growth, not for the purposes of evaluation. It is NOT intended to serve as a GOTCHYA!

Have a question for Courtney?
Email cdowling@mseane.org.

EACC-Retired Update

On November 12, 2015, EACC-Retired (EACC-R) sponsored a Pre-retirement informational night at Martini's in White Plains. Representatives from NEA Member Benefits gave information as to why it is beneficial to maintain your membership when you retire. In addition we had attorneys do a presentation on estate planning. We had an overwhelming

response of pre-retirees signed up to attend the event. By the RSVP date of November 1st, over 90 people had signed up to attend.

The EACC-R planning committee consisted of Liz Brown, Jane Linton, Bob Sondheimer, Charlotte Weirich, Drew Jepsy and Charlene Haynie.

We are looking forward to sponsoring events in 2016. Look for announcements and RSVP early as we ended up turning people away.

Committee Chair:
Charlene Haynie

Contact:
chaynie53@aol.com



Did you know that in late December, Congress made permanent the Educator Tax Deduction that allows educators to deduct eligible unreimbursed classroom spending up to \$250...and now it includes professional development as an eligible expense?

Don't forget about this while preparing your taxes this year!



Preparing for Your Interim SLO Review

Although SLOs are a required component of the teacher evaluation process, data shows that student achievement increases when teachers use their SLOs as a plan to guide instruction. The SLO process is a collaborative effort between teachers and evaluators from the beginning to the end. Interim review conferences should encourage teachers to think about their students, their instruction and their target.

How much have you thought about your SLO since it was approved by your Principal in October? Do you remember your objective? Are you on track to cover all the critical content identified within the timeline of your SLO? Have you been looking back at the SLO to remind yourself of the strategies you planned to use to meet your student growth target? Have you been conducting regular formative and summative assessment of your students' progress toward the goal you set in your SLO? How have your students improved over the baseline data you collected when writing your SLO? What supports and interventions have you put in place? Have you been keeping accurate records of student attendance in your class? Doing these things consistently throughout the instructional period of your SLO will give you and

your evaluator the information you need if you wish to modify your SLO during the interim review meetings in January. Required by Article 24 of the Negotiated Agreement, these meetings allow you and your evaluator to discuss student progress toward the growth target and, if needed, make changes to the SLO.

What changes can be made to the SLO during the interim review meeting?

The growth target can be adjusted with mutual consent of the teacher and the evaluator. Be sure to have convincing data to support your request to change your target. Classroom assessments, both formative and summative, can be compelling evidence to show how well students are progressing through the curriculum identified in the critical content section of the SLO.

Students with excessive absences can be removed from the SLO scope. If you have accurate attendance data for your classes, you will have a chance to remove students who have missed more than 15% of the days in the SLO interval from the scope of the SLO. For SLOs written using CCPS assessments (pre/post test, post test only or AP 3rd quarter summative assessment models), this would be

15 days of school as post testing begins around the 100th day of school.

As we approach the time for interim SLO reviews, take a few minutes to go into TEAMS (Insystech) and review your SLO, paying special attention to the critical content you identified and the target you set. Check your pacing to insure you will cover the critical content before the post test. Be sure you are using the strategies you planned to implement and assess your students' progress regularly.

Compare where your students are now to where they were when you collected your baseline data. If you are not seeing the growth you anticipated, put interventions and supports in place to help those students who are struggling. Keep accurate attendance records. By doing these things, you will be ready for whatever comes up in your interim review meeting.

*Written by:
Leslie Schroeck
MSEA SLO Leadership Cadre
Representative for EACC*

How much have you thought about your SLO since it was approved by your Principal in October?

IPD Committee Update

The mission of the Instruction and Professional Development (IPD) Committee is to plan professional development and



wellness activities for Charles County teachers. Our Saturday Creative Discipline class was well attended and helped teachers

come up with some new techniques for working with students. Looking ahead we are planning some Financial Literacy classes for teachers closer to the start of their career, and those in midcareer.

Our committee meets semi-monthly. If you are interested in joining us, or

have an idea for professional development that you would like to see implemented, please contact committee chair, Heather Hartman-Jansen.

Committee Chair:
Heather Hartman-Jansen

Contact:
hhartman-jansen@ccboe.com

Minority/Human Civil Rights Committee Update

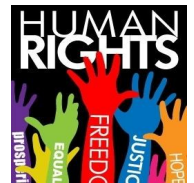
This committee is a combination of MSEA Minority Affairs Committee and the Human and Civil Rights Committee. It is open to all EACC members that wish to have a safe place to have your voices heard. Some of the primary goals or purposes is to create a permanent structure for minority interests; advocate for

fair treatment and success for all students; and recruit, retain and engage minority members in our union and schools. If you believe this is the committee for you, please join us. Currently we meet in the café at Mattawoman Middle School on the third Monday of each month.

We hope to see you there and bring a friend with you.

Committee Chair:
Margot Savoy

Contact:
msavoy@ccboe.com



Membership Committee Update

We enjoyed a great members-only happy hour at Martini's Lounge in November. Unfortunately the Blizzard of 2016 forced us to cancel our January happy hour, but we already have two more dates on the schedule. Our next happy hour is Thursday, March 17th from 3:30-7:30 p.m. and then again on May 5th. We are also in the

process of planning more events for the Spring. Specifically, keep on the lookout for information about our upcoming Teacher Appreciation Week activities.

If you have questions about any of our events, or have an event idea you'd like to share, please feel free to contact our Membership Committee Chair, Kathy Reamy.

Or, if you'd like to help plan any of our events, we'd love to have you join us on the Committee!

Committee Chair:
Kathy Reamy

Contact:
kreamy@ccboe.com



Public Relations Committee Update

The Public Relations Committee was established to ensure that teaching and educators are seen in a positive light. Public Relations is more than just talking to people. It is just what it says — relating to the public.



The Public Relations

Committee exists to support the efforts of the other committees that we currently have. The PR committee will work to put EACC's messages out in the public eye. We help the other committees promote their activities through various means.

We are always looking for people to help write speeches, check facts and be graphically creative — there are many talents that we could use to

deliver and maintain a positive image on the many challenges facing public education. If you are someone who likes to word smith, is artistically talented or just interested, please come to our next meeting.

Committee Chair:
Joe McMahan

Contact:
jmcman@ccboe.com

EACC Elections

EACC elections are coming up. If you are interested in running for a position, below is all the important information you need to know.

Positions Available

- MSEA Convention Delegate (Fall 2016, Ocean City, MD)* 32 positions available
- NEA Convention Delegate (July 2016, Washington, DC)* 13 positions available
- EACC Vice President
Term: 7/1/2016 – 7/1/2019
1 position available
- EACC Secretary
Term: 7/1/2016 – 7/1/2019
1 position available
- EACC Executive Board Member-At-Large
Term: 7/1/2016 – 7/1/2019
2 positions available
- MSEA PAC Representative
1 position available

***Attendance at the MSEA and NEA conventions will be funded as EACC budget allows. Elected delegate(s) who are not funded because of EACC budget constraints can attend the conventions at their own expense.*

Election Schedule

January 13, 2016:
Election Schedule delivered to Reps. Nomination Forms distributed to Reps, along with the Guidelines for Literature and a list of vacancies. Nomination information posted on EACC website: www.teameacc.org.

February 9, 2016:
Nomination forms due at the EACC office by 4:00 p.m.

February 10, 2016:
Chairperson of the Nominations, Elections, and Credentials Committee announces candidates and reviews election procedures at Rep Assembly. *Nominations from the floor will be taken only for offices where there is insufficient candidates to fill the vacancies. The ballot will not provide for write-in candidates.*

February 12, 2016:
List of candidates, submitted biographies, and BALLOTS sent out to members via reps.

March 9, 2016:
BALLOTS due before 4:00 pm at EACC office or at the RA by 5:00 pm. Ballots received after 5:00 pm time will not be counted.

March 23, 2016:
Election results certified, winners notified by email and/or phone. All other candidates will receive a copy of the election results.

Guidelines for Campaign Literature

Campaign literature will not contain any obscenity or foul language. Literature will not contain libelous remarks about specific individuals.

Association office equipment and supplies (Xerox, paper, membership lists, staff, etc.)

will not be used by candidates. Any campaign literature sent via the interschool pony using the Association's privileges will be approved by the Nominations, Elections, and Credential Committee. Candidates shall submit proposed literature to the Committee Chairperson, Richard Kelly, at the EACC office. Literature will be approved/disapproved within two days. Guidelines for literature will be included with the nomination form.

The Association Representative will not be required to distribute campaign literature but may volunteer to do so. The Chairperson of the NEC Committee will provide candidates with a list of persons in each school who have agreed to distribute literature. Nevertheless, it is the responsibility of the candidate to ensure that his/her literature has been distributed properly.

Election materials and forms can be found on the EACC website at: <http://teameacc.org/2016-eacc-elections/>



Committee Chair:
Richard Kelly

Contact:
rkelly@ccboe.com

Hot Deals and Discounts from NEA Member Benefits

Remember your loved ones this Valentine's Day! **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 February!*

**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.*

Luggage.com

Save on incredible designer luggage pieces from Samsonite, Liz Claiborne, Kenneth Cole, TravelGear, and others.

nea Click & Save

Canon

Receive discounts on featured products including cameras, printers and all-in-ones, camcorders, binoculars, copiers and accessories

Charm & Chain

Unparalleled access to the very best and latest trends in fashion jewelry

WorldofWatches.com

One of the largest selections of men's and women's watches on the Internet, all at guaranteed low prices; plus free shipping on all orders

PerfumeWorldwide.com

Offers unbeatable prices on fragrances—up to 90% lower than other online stores

Spa & Wellness Gift Cards

Gift cards accepted at over 8,000 spa and wellness facilities across the U.S.; cards also can be redeemed on SpaWeek.com and WaySpa.com

H&R Block

NEA members get \$20 off tax preparation until March 31, 2016, special pricing on software and online programs, and a free *Second Look Review*. Visit www.hrblock.com/Partner/nea for details! (Discount coupon contains complete terms and conditions.)

EACC

Member Benefits presents:

Understanding Your Retirement

a Workshop by

INTEGRATED FINANCIAL SOLUTIONS

This workshop is designed for all **EACC** members, especially individuals considering retiring in the next five years.

Preparing for income in your retirement years:

- *Pension and payout options in retirement.
- *Social Security retirement benefits.
- *Income from your investments.

Stoddert Middle School - Cafeteria

2040 St. Thomas Dr., Waldorf, MD 20602

Thursday, March 31, 2016

5:00 p.m.

Refreshments will be provided

RSVP: Sign up on the EACC website:

www.teameaccc.org

under the tab "Register for Events"

SECURITIES OFFERED THROUGH LPL FINANCIAL MEMBER FINRA/SIPC

EACC and NEA Member Benefits is not affiliated with, nor endorsed by, LPL Financial

EACC

Member Benefits presents:

Saving and Investing

a Workshop by

INTEGRATED FINANCIAL SOLUTIONS

This workshop is designed for all **EACC** members, especially individuals who wish to start a retirement savings plan.

Gain a better understanding of the following:

- *Maryland state pension system
- *Tax-advantaged savings options
- *Diversification and asset allocation

Stoddert Middle School - Cafeteria

2040 St. Thomas Dr., Waldorf, MD 20602

Tuesday, February 23, 2016

5:00 p.m.

Refreshments will be provided

RSVP: Sign up on the EACC website:

www.teameaccc.org

under the tab "Register for Events"

SECURITIES OFFERED THROUGH LPL FINANCIAL MEMBER FINRA/SIPC

EACC and NEA Member Benefits is not affiliated with, nor endorsed by, LPL Financial



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Charlene Haynie chaynie53@aol.com

Government Relations (GR) Committee Corner

The EACC Government Relations Committee has been working hard to continue positive connections with the Charles County Board of education, Commissioners and with the Charles County Delegation. On November 17, 2015, there were many great speakers who attended the Board of Education Teacher Town Hall from all across Charles County with a wide range of concerns they wished the Board of Education to address.

On January 9, 2016 we continued our EACC GR outreach with the Legislative Breakfast at North Point High School. Those efforts will continue on

February 4th as the GR Committee will be hosting a Town Hall at La Plata High School to discuss the MSEA legislative agenda.

Don't forget to mark your calendars, Lobby season is about to begin! The first EACC Lobby Night is scheduled for February 8, 2016. Members who attend any GR function will earn their school points towards winning the EACC GR Spirit Award at the end of the year, please see your building representative about the Name the EACC Trophy Award Contest!

Committee Chair:

Veronica McFadden

Contact:

vmcfadden@ccboe.com

