

Bulletin Board

JOB OPPORTUNITIES

NEW! Dayspring Christian Academy seeking a school principal (pre-K through 8) in Lutherville, Maryland ... a gifted administrator to lead a team of 12 full-time faculty members and approximately 75 students. A college degree in education is preferred and a post-graduate degree in education or administration is desired. To apply, please e-mail a cover letter and resume to: recruiting@mydayspring.org or call 410-821-5876 for more information.

NEW! What will you be doing with your time this summer? Do you enjoy helping people, and are you interested in healthy living & good nutrition? The Health and Wellness industry is expected to be a trillion dollar industry by the end of this year! Earn income with an international, 25 yr. old, debt-free wellness company. Generous compensation plan. Contact Natalie Boecker; 410-252-1879. <http://www.TheWhyCircle.com/nkboecker>.

NEW! Camps Airy and Louise are brother/sister residential camps located in the hills of Western Maryland. We offer an overnight camping experience for Jewish boys and girls entering 2nd-12th grade that's filled to the brim with fun, friendships, swimming and activities to match every interest. We are currently hiring for the following senior management positions: Division Heads, Drama Tech Professionals, Outdoor Adventure Staff, Ropes Course Staff, Arts & Crafts Director, Athletics Director, Dance Director, Science/Nature Department Head, IT Specialist, Office Staff. For more information contact Rachel Weitzner at rachel@airylouise.org or by email at 410.843.7334

NEW! The Owings Mills Jewish Community Center Noah's Ark Camp is looking for a Nature teacher for 2-5 year olds. If interested, please call Nicole Schwartz at 410-356-5200 ext. 508

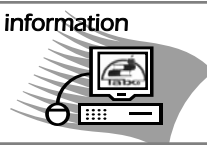
PADONIA PARK CLUB positions

Grille/Cabana Bar Manager: Full time in summer months. Minimum 21 years of age; food service or bar experience required; management experience a plus. Transportation required.

Gate attendant: PT in summer months. Good people & computer skills required. Organized, efficient, honest and attention to detail.

12006 Jenifer Road Cockeysville, MD 21030
E-mail resume to job@padoniaparkclub.com or fax 443.279.1043

Association current events, news & information
NEA www.nea.org
MSEA www.mseane.org
TABCO www.tabco.org



LAKESIDE DAY CAMP positions

Camp Program Manager: Full time in summer months. Minimum 25 years of age; must be organized, energetic and have excellent people skills; camp or education experience and bachelors degree required; management experience a plus.

Target Sports/ Archery or Air Rifle Instructor: PT in summer months. Minimum 21 years of age; must have an Archery and/or Air Rifle Instructor Certification and be a Range Officer or willing to get the required certifications; good people skills and experience required.

Challenge Course/Zip Line Instructor: PT in summer months. Minimum 21 years of age; good people skills; must possess verifiable certification or be willing to take safety and training course pre-season; experience preferred (or related physical education experience). E-mail resume to job@padoniaparkclub.com or fax 443-279-1043

DRD POOL MANAGEMENT, INC

Accepting resumes for summer job openings as swimming pool field supervisors and swimming pool managers (full or part time). No experience necessary. For more information call David Watts, 410-785-7665 or email at dwatts@drdpools.com.

Beth Tfiloh Camps seeks head counselors and instructors of camp craft, singing, nature, sports, art, and swimming. The Owings Mills day camp runs Monday-Friday from 9 AM-4 PM for 8 weeks (June 21-August 13). Apply online at www.btccamps.org or phone 410-517-3451. YOUR CHILD ATTENDS FREE!

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|---|----------|--|--|
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TABCO Office Hours: MONDAY-THURSDAY, 9:00 A.M. to 5:30 P.M. ~ FRIDAY-9:00 A.M. to 5:00 P.M.



APRIL / MAY 2010

UNITY...NOW MORE THAN EVER

TABCO members and staff and their children, dogs, and friends turn out for the annual KidCare Walk.



Focus groups a front: MSDE has made up its collective mind

Angela Leitzer, Bulletin Editor

There is a dichotomy in the official definition of a "focus group" and the Maryland State Department of Education's definition. In the former, a group of people are called together to discuss a particular topic or product to provide meaningful feedback that represents the larger population. On the other hand, MSDE has used their recent "focus groups," held around the state on the topic of developing a teacher evaluation tool, as a front to claim that they have elicited teacher input.

Twenty TABCO members were asked to meet with MSDE representatives to discuss the development of a new state-mandated evaluation tool. Most of us arrived with notes in hand, ready to speak about what our colleagues think and to share our suggestions. It soon became apparent that the tool was already devised, that the MSDE reps were there to lecture and expound, and that we would have to push to have any ideas heard, much less taken away to be considered and included.

We were given copies of a chart entitled "Maryland Teacher Evaluation Framework" which listed five "domains" for teacher evaluation. Though the first four domains and the sub-topics are directly extracted from Charlotte Danielson's *Enhancing Professional Practice: A Framework for Teaching*, there was no citation on the handouts. A fifth domain, "Student Growth" had been tacked on at the bottom of the list, and we were informed that it is intended to make up 50% of the total teacher evaluation score. (At that point in time the state legislature was debating the issue, and was later to determine that no part of the teacher evaluation should comprise more than 35% of the evaluation score.)

As with most models developed by "experts" who have long ago left the rigors of the classroom for the more lucrative business of writing books about teaching, Danielson's domains are very general and undefined. I asked for clarification on how we would be evaluated on "reflecting on teaching." (Would it be the thoughtful looks on our faces as we stood at the copy machines?) The

PRESIDENT'S MESSAGE: Sine Die ~2010 General Assembly comes to a close



Cheryl Bost
TABCO President

If you ever thought politics wasn't involved in education or believed that it didn't have an impact on public educators, this year's General Assembly should have changed your mind. Many bills that were introduced had potential to impact educators throughout the state. TABCO and MSEA leaders followed these bills, provided testimony, and lobbied on pertinent bills throughout the 90 day General Assembly session. TABCO leadership was focused primarily on six bills/topics this year on behalf of members.

Fairness in Negotiations Finally, after years of perseverance, especially in the last three years, there will now be an independent labor board established for K-12 public education. The Fairness in Negotiations Act passed this year thanks to the many emails, calls, and letters from leaders and members across the state and to the votes of our elected officials. This legislation puts in place a clear process to resolve negotiation disputes and a labor board to make decisions on scope of bargaining and resolve disputes. Overall, this legislation creates a greatly needed level playing field for all parties across the state.

Teacher retirement and pensions Legislation was introduced in both houses to push some part of the cost of pensions back to the local jurisdictions. As the state budget was passed out of the senate, a phase-in push back was part of the budget. Leaders in the house prevented it from moving forward at this time. This was a great success on an issue that will continue to be a topic of discussion in future years. We must maintain our pension benefits, into which teachers pay 5% annually, and prevent a push back that would decimate local budgets. There will be legislative workgroups looking into the pension issue prior to the 2011 General Assembly.

Bargaining unit designation The elementary nurses in Baltimore County were officially moved into the TABCO unit in May 2009. During the session, we worked with legislators to complete the process, making editorial changes in Maryland law by removing language that called for a separate unit for elementary nurses.

Maintenance of Effort (MOE) Several bills discussed this year could have allowed statewide waivers permitting counties to fail to fund MOE, and other significant changes. MOE is the floor for the level of funding local governments are required to provide public education each year. Without this baseline

See "Focus groups a front," page 2

See "Sine Die," page 2

"Sine Die," from page 1

funding, major cuts to programs and staffing are a certain outcome. A couple of jurisdictions failed to fund local schools at the MOE level in FY10.

Education Reform Act of 2010 As Maryland was preparing for the Race To The Top (RTTT) grant application, there was a lot of discussion about possible changes in related laws and how they were to be altered. Governor O'Malley introduced legislation, through leadership, that would help bring the positions of MSDE, the Governor, MSEA, and others to some type of compromise.

The law changes the years required for attainment of tenure for new employees to three years, with mentoring and other supports mandated. It calls for incentives for those teaching in the most challenging schools, but protects the collective bargaining process by requiring that these incentives be locally negotiated. It also provides the outline for linking student performance to teacher evaluations. It provides for mutual agreement between local associations and local boards of education in developing evaluation criteria, with no one criteria to be valued more than 35%. We believe this legislation helps to prevent the State Board from dictating education reform to the locals without working with local associations and local boards. How this new law and the RTTT grant application are implemented and interpreted will be an ongoing process.

B.O.A.S.T. Yes, it is ironic that this legislation sounds the same as my last name, but I reminded our elected officials that we were opposed to this "back door" voucher bill. This bill would have provided tax credits (75 cents on the dollar) to those making donations to private/parochial and public schools. Public schools are funded through tax revenue, so skimming off that tax revenue would take away from their funding. Most importantly, private and parochial schools are not held to any of the state and federal mandates as public schools are currently. This bill was transformed on the last day and never made it to the floor for a vote.

Overall, it was a successful year for public education in Maryland and we have many of our Baltimore County legislators to thank. Look to the upcoming MSEA *ActionLine* for a voting report card for our state senators and delegates. While there were many who supported our initiatives, there are some from Baltimore County who are absolutely opposed to our efforts to protect public education.

As we begin our interview process for the 2010 elections, we will take their voting records into account. We strongly encourage you review previous voting data before making your choices at the voting booth in the coming elections.

"Focus groups a front," from page 1

MSDE rep's response was, "I can't explain that. I can't explain any of the things on the list. They came straight out of the Danielson framework."

Though we did not walk away from the carefully controlled "discussion" with much hope that our suggestions would impact the evaluation tool, the focus group came up with many cogent comments and suggestions, such as:

- Evaluations should be done by individuals who are "deeply trained" in the skills of evaluating. Teachers do not have time to do peer observations.
- "Everyone at my school wants to teach G&T if this thing is implemented." (50% based on student growth)
- State and local expectations are not aligned with what has been learned via brain research.
- There should be some parent and student accountability.
- Remember the Bell Curve? Statistically, some students are unable to make the standard at the same rate and level as others.
- Possible student data tools, that may be linked to a teacher's evaluation, such as BCPS benchmarks and short cycle tests, do not relate to the current curriculum.

...and those are just a few of the insights that were met with "we have to move on," or "send us an email with your concerns" or "we have to stick to our time schedule."

In a recent article in *The Baltimore Sun*, journalist Liz Bowie said of the negative reaction of Maryland teachers unions to MSDE's push to comply with requirements for seeking federal grant dollars under the so-called "Race to the Top," "Teachers complain that the process has been too swift and that their views have not been solicited or considered." Having participated in the lecture that purported to be a focus group discussion, it is easy to support that complaint. How many times frustrated teachers have had to "fly the plane while it is being built..."

The meeting was a prime example of form vs. substance. With all the appearance of providing opportunities for teacher input, the reality was that the format was set, the percentage of student achievement as part of the teacher evaluation equation determined—before, and then against state legislative determination, and the objective apparently was to be able to say that 22 "focus groups" had been held around the state.

It was stated that the process for developing the teacher evaluation framework is July 1 through December, but the application for the federal grant will be submitted by June 1. MSDE has said that they will forge ahead with the changes, regardless of whether or not the state is chosen as a grant winner...we are just that darned progressive here in Maryland. President Bost continues to keep a close watch on the process, but as she stated to Liz Bowie in the article cited above, "Not signing on may not accomplish anything, but we can't sign on to something we don't agree to, that hasn't been discussed with us, and that is being done to us."

NOTES & news briefs



Pinewood Elementary Goes Green

On Earth Day, Pinewood Elementary was the first school in the country to be awarded a \$1,000 grant from the National Education Association under their new *Green Across America* grant program. The goal of the program is to encourage "students to increase sustainable, earth-friendly behavior in their neighborhoods and communities."



Among the green activities at Pinewood, a local Eagle Scout

created an outdoor classroom for students, and a garden was created in front of the building honoring a student who died last year. For the special event, students wore green and were very excited to share their ideas to save the earth.

The school was visited by "The Lorax" as part of NEA's Lorax Student Earth Day. Second grade students had guest readers that included Len Paolillo, NEA Executive Committee, and TABCO President Cheryl Bost. After listening to the reading of the Dr. Seuss classic, *The Lorax*, second graders were given copies of the book that is printed on recycled paper. Thanks to the staff, students, parents, and community for helping Pinewood Elementary become a green school. Go to the NEA website, www.nea.org, to learn more about their new Green Across America grant program.

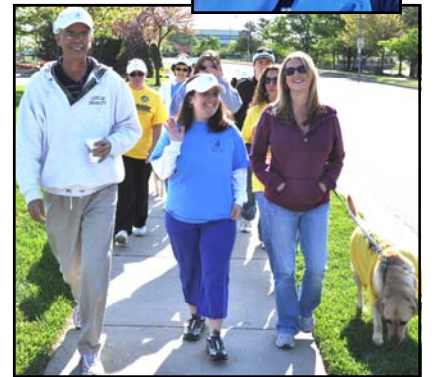


We came, we snacked, we walked...

we raised \$4,739 for KIDCARE

...on one pleasant spring morning at the annual KidCare Walk!
Thank you to all the walkers, their sponsors, and our truly generous vendor sponsors:

- Platinum Sponsor, \$500
 - ◆ Integrated Financial Services
- Gold Sponsors \$400
 - ◆ Carefirst/Blue Cross/Blue Shield
 - ◆ A+NEA Auto and Home Buyers Insurance
 - ◆ First Financial Federal Credit Union
- Silver Sponsor \$100
 - ◆ Employee Security Inc.



Transfer Guide available online

All TABCO building representatives have been provided copies of the updated transfer guide to share with members, but for ready access, the entire guide is available via the TABCO website. This information includes a timeline that is particularly important for excessed/surplused employees. For example, by 05-14-10, excess notification letters and response forms should be sent to teachers by the Office of Personnel. Members with additional questions should contact their UniServ Directors for assistance.

The Transfer Guide may be found at the bottom of the TABCO home page under Additional Resources.

Last Rep Assembly of 09-10

The final Representative Assembly for this school year will be held on Thursday, May 27. Among important business to be conducted is a vote on the TABCO budget for the upcoming year.

Association Reps and schools with perfect attendance at the 09-10 assemblies will be recognized.

May is also the time to conduct elections at each worksite for Association Reps and Faculty Council members for school year 10-11. Please provide the election information to the TABCO office, as information on the August Representative Training will be forthcoming.

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