

Bulletin Board

JOB OPPORTUNITIES

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

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

DISCLAIMER: TABCO assumes no responsibility for representations made or services performed in advertisements published here.

GET READY FOR THE WALK!
APRIL 24, 2010

Walk to raise funds for KidCare
at the Avenue at White Marsh
Look for more information to come!



Thanks to caring educators,
KidCare has disbursed **\$11,160**
to **285** students so far this school year.

Association current events,
news & information

NEA www.nea.org
MSEA www.mseane.org
TABCO www.tabco.org



TABCO TUTOR REFERRALS: The Association is often contacted by parents seeking tutors. To have your name included on the TABCO list, email Stacie Strickland, sstrickland@mseane.org. Include your name, school, contact number and subjects that you wish to tutor.

TUTORS: Subject area teachers needed to tutor secondary math, chemistry, physics, biology, SAT prep., English, reading, Spanish, French, Latin, special education, and elementary subjects. Please contact professional tutoring@comcast.net or 410-486-3464.

Retired or Other Certified Teachers

To work two days a week in private schools with Title I academically needy students. Teachers are needed in the areas of reading and math during the school day. The current rate of pay is \$27.30/ hour.

Please contact Katie Filling at the Office of Title I for more detailed information 410-887-3487.

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 campcraft, 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.btcamps.org or phone 410-517-3451. YOUR CHILD ATTENDS FREE!

TABCO/BACE TELEPHONE & EMAIL DIRECTORY 410-828-6403 fax: 410-337-7081

ELECTED LEADERSHIP:

TABCO President Cheryl Bost ext. 229 cbost@mseane.org
Vice President Abby Beytin ext. 224 abeytin@mseane.org
Treasurer John R. Wilkins ext. 223 jrwilkins@mseane.org
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Central & Northwest Areas: Ray Suarez ext. 230 rsuarez@mseane.org
TABCO Special Schools & BACE: Kathy Wyatt ext. 233 kwyatt@mseane.org

SUPPORT STAFF:

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Stacie Strickland ext. 240 sstrickland@mseane.org
Ray Prematta ext. 238 rpremata@mseane.org

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



BULLETIN

February 2010

Call to Action brings educators out
in force to January Budget Hearing



UNITY...NOW MORE THAN EVER

PRESIDENT'S MESSAGE: AIM progress reports indefinitely discontinued—you did it!

Finally in front of the Baltimore County delegation, Dr. Hairston stated that AIM progress reports will not be made mandatory now, or any time in the future. Those who choose to do them voluntarily may continue completing the reports. It took much questioning, but a clear response eventually emerged, putting the current issue of AIM progress reports to rest. However, we will continue working on investigating the issues surrounding ethics, copyright, open meetings, etc.

This issue really exemplified the lack of collaboration, lack of shared decision making, lack of the Board of Education taking an active role in the running of the school system, and the overall question of who is running this school system. It is important that the citizens of Baltimore County take time now to look at the structure of leadership, and how things should and shouldn't work within the leadership of our school system.

Throughout our efforts regarding the AIM progress reports, I found myself reflecting on two phrases used by Dr. English, when he gave his PDK Curriculum Audit Report (March 13, 2007). "This system is data rich and information poor," and "The will of the employees is great, but soon that will run out if changes in expectations [workload] are not made." These two phrases really sum up why the issue of the AIM progress reports was the "straw that broke the backs" of educators, administrators, and parents.

It took efforts by teachers, parents, administrators, elected officials, community supporters, and more to prevail in removing the AIM progress reports from any future expectations here in Baltimore County. It was truly a conflict be-

See "AIM discontinued," page 2

Swallowing the Sea

Angela Leitzer, Bulletin Editor

Ironically, the last edition of the *Bulletin* featured an illustration of a teacher with a target on his back and the title "Ready-Aim-Fire." That article was not about AIM, but about the climate in BCPS. Since then, the expression "from bad to worse" could be the tag line for what we have seen happen.

The many hundreds of posts on education blogs and social networks indicate a crisis in confidence in school system leadership. These entries express a wide range of emotions from confusion to disbelief to anger to disappointment to cynical resignation. It has been said that teachers should protect the public from these emotions—and their opinions. It must be acknowledged, however, that there are about 8,000 citizens of this county among our number, many of whom are parents with children in our schools. In other words, we are the consumers as well as the providers.

As teachers and parents struggled to convey the reasons that made their disappointment so vivid, it was evident that behind all of the delineation of facts was a sense of shock. Many a bad "new idea" has been accommodated by the "knowledge experts," whose expertise was never sought or simply disregarded—but when the difference between the possible and the impossible was totally absent, it could not be ignored. It was as if we had been told, calmly, to swallow the sea, though we were without the magical power to do so (as in

See "Swallowing the Sea," page 2

10,875: items to be evaluated for a class of 25 fifth graders in six academic subjects (+thousands in special areas) in a year on AIM

5,499: signatures on TABCO's petition

3,716: "do not support Aim" votes on WBAL TV survey (**66:** "support AIM")

About 2,000: letters mailed to Board of Education members and elected officials to protest AIM

Thousands: of protest emails to the above

1,970: Face Book members who signed up for the "End AIM Now" group initiated and authored by teacher James Beam

15: articles in the Baltimore Sun regarding AIM issues

684: blog entries in response to articles about AIM issues

6+: media interviews of TABCO president

2: hearings in Annapolis on AIM

AIM
BY
THE
NUMBERS

"AIM discontinued," from page 1

tween right and wrong, and fortunately, for the sake of our students and their education, right won over wrong.

TABCO served the role that a strong organization should serve; I'm proud of the efforts we organized and the actions of our members and supporters. We are working hard to make sure any issue negatively impacting our members, over 6,500 educators, is voiced and addressed. With the help of members, non-members, community activists, parents, and administrators, we made the AIM issue a priority in Baltimore County; it was important to advocate for our students and how they would be impacted. The message was loud and clear, "AIM progress reports are redundant, a waste of time and resources, and ultimately, will not benefit students."

The few in support of AIM progress reports claimed that the completion of these reports would improve student achievement, especially minority achievement. However, they failed to communicate and work with the very people charged with student achievement, teachers and parents. Teachers are held accountable every day to the students they have in front of them and the parents who charge them with educating their most prized possessions, their children. Effectively addressing student achievement is not accomplished through paperwork or testing; student achievement comes with providing teachers the tools, resources, and support they need to do the job, allowing them the opportunity and flexibility as professionals to do their best. We have schools throughout our county doing phenomenal work educating students and closing the achievement gap. The problem we see in Baltimore County is that there are plenty of people who sit in offices, who have not taught for decades, but are willing to impose their theories on teaching, dictating how to improve education without talking to the people in the school house.

AIM progress reports are just one issue that exemplifies the problem that exists when BCPS leaders impose what they think is what is needed, instead of asking each school with challenges and a challenging student body what they need. It is more time consuming, humbling, and risky for leaders to ask what is needed instead of rushing to decisions that may or may not work. BCPS is getting into a bad habit of throwing program after program into our schools without asking those using the programs what is working and what isn't, and without providing a true evaluation of programs. Some of these programs are meeting with success, some only need minor tweaking to be more successful, and some need to go. But our leaders would never know because they simply don't ask and maybe they don't care. I hope that isn't the case.

I'm hopeful that our system leaders, including the Board of Education, will realize that we will not stand idly

by while unnecessary, redundant, and burdensome programs are initiated. As parents, teachers, and community activists have stated at board meeting after board meeting, there is a lack of collaboration and transparency in BCPS and that has to change in order to build trust within and outside of this school system. We're looking to the Board of Education to now take a larger role in ensuring dialogue with TABCO and the PTA before new programs are approved, continued, or discontinued.

Immediate concerns include cuts to the mentoring program, the change from resource teachers to specialists and supervisors, initiatives associated with the *Race To The Top* grant, purchasing textbooks without following approved procedures, and more.

Although we have worked with strength and determination on the AIM issue, now is not the time to sit back and think that's all we have to do. We must continue this activism and collaborative work with parents, administrators, and the entire education community, because our students are counting on us.

"Swallowing the Sea," from page 1

a childhood story, *The Tale of the Seven Chinese Brothers*).

The results are unmistakable; a central theme weaves through the words of bloggers and letter writers and it is loss of trust and confidence. An article in *Psychology Today*, June 2009, cites reasons for organizational failure. A suggested "antidote" states, "It is important for leaders to regularly 'take the temperature' of their organization, encouraging the upward flow of communication about operations and what employees are thinking and feeling."

There was no flow of information being sought or being heard (key point—the barring of our elected representative) in this case. We did what we had to do.

It must be recognized that more recent blog entries have taken on a tone resembling a motion of no confidence, similar to the parliamentary procedure used in England or Canada, a procedure that "suggests a lack of faith in the current government." Obviously, however, in this instance, at this time, the public has no vote, no election of those who wield the decision-making powers in the school system. But it would be ignoring the elephant in the room for the school board to continue behaving as if there are only a "few" people who have lost confidence in them. Their most pressing agenda item in the near future should be how to restore trust and confidence in system leadership.

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The newsletter of the Teachers Association of Baltimore County, an affiliate of the Maryland State Education Association and the National Education Association

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NOTES & news briefs

TABCO SCHOLARSHIPS~ A MEMBER BENEFIT!

If you have been a TABCO member for 3 consecutive years prior to making application and you have a child entering college or already in college, he/she is eligible to apply for the four scholarships offered annually by TABCO.

Those Scholarships include:

Cooper Memorial Scholarship (\$500)

In memory of Clarence G. Cooper, Superintendent of Baltimore County Schools (1920 to 1946)

Edward Guy Stapleton Scholarship (\$500)

In memory of the Superintendent of the Schools of Baltimore County (1949 to 1961)

M. Ellen Logan Memorial Scholarship (\$500)

In memory of M. Ellen Logan, TABCO's First President, and in honor of former Baltimore County teachers, through the generosity and dedication of persons who actively work to further the education of youth.

Alvan A. Testoni Memorial Scholarship (\$500)

In memory of Alvan A. Testoni, to be awarded to an individual pursuing a career in elementary education.

Scholarship applications are available from the Association Representative in your building or by calling Jacque Gerhardt at TABCO (410-828-6403). Questions may be directed to Stephanie Foy, Scholarship Chairperson, at sfoy@bcps.org **Don't forget – the deadline for application is April 1, 2010.**

HELP wanted!

TABCO's **Read Across America** Committee is looking for a few enthusiastic cats-er-people to help plan some activities in the next few weeks.

Contact Kim Solomon, ksolomon@bcps.org or Linda Kane, lkane@mseanea.org or Stacie Strickland, sstrickland@mseanea.org if you can lend a paw-er-hand!



Association Events Highlights

(For a complete listing of events, see the TABCO website)

March

- 3: TABCO Board of Directors Mtg.
- 9: Board of Education Mtg.
- 11: Estate Planning Workshop – Parkville HS
- 15 – 19: TABCO Election Week
- 17: TABCO Board of Directors Mtg.
- 18: TABCO Representative Assembly
- 23: Board of Education Mtg.
- 23: Elementary School Transfer Fair—Crowne Plaza
- 24: Middle School Transfer Fair—Deer Park MS
- 25: High School Transfer Fair—Perry Hall HS
- 29: Spring Break begins/Schools Closed/TABCO Open 9-5



Class of 2010: Diana Tedesco, Marilyn Freeman, Sheena Hershey, Amy Rosario, Michelle Russell, Kevin Dunn, Brenda Hopkins, Christy Hough, Meghan McDearmon, Janice Trubisky, and Megan Stonebraker

We welcome a new class of SPARKS who trained with us in January. Everyone had a great time and made new friends during our two days. The sessions included financial planning, liability information, classroom management assistance, parent conferencing dos and don'ts, member benefits, "What TABCO Can Do for You", and more. Participants went on a scavenger hunt around Annapolis and found Governor O'Malley to fulfill their required "picture with an elected official." These SPARKS join over 80 SPARKS alumni already with us. We're looking for candidates, 1-5 years teaching, for our SPARKS training to be held in the fall. Simply contact President Bost or your TABCO AR if interested.

MEMO

TABCO ELECTIONS 2010

Elections information was given in the November/December Bulletin. Candidates who have questions may contact Teresa McDowell at TABCO (see contact information below). The elections will be held during the week of March 15-19, 2010.

2009 TAX INFORMATION

TABCO member dues amounts for 2009:

Salary above \$35,688 \$643.50

Salary between \$17,844-\$35,688 \$526.32

Salary below \$17,844 \$438.48

For tax information for anyone working **less than full time**, please contact Teresa McDowell, tmcdowell@mseanea.org (please supply salary range and time worked - .1-1.0) or call 410-828-6403.

MAY 6, 2010

Retirement and Recognition Dinner

A time to celebrate the "stars" of our profession and honor those who are retiring from it; this event is planned and implemented by the TABCO staff and committee members. A KidCare silent auction adds to the fun, while raising money for our needy students. Retirees—see your name in "lights" on the giant screen! Award winners—feel the satisfaction of knowing that your colleagues recognize your excellence! Be there to bask in the glow and refresh your spirit as an educator at Martin's East this spring.