

EDUCATION ASSOCIATION OF CHARLES COUNTY

UPCOMING EVENTS

- Wednesday, March 8
Rep Assembly
5:00-7:00 p.m.
Gwynn Center
- Thursday, March 9
IPD Committee
5:00-7:00 p.m.
EACC Office
- Monday, March 13
MSEA Lobby Night
4:30-9:00 p.m.
Annapolis
- Wednesday, March 15
Negotiations Committee
4:30-5:30 p.m.
Gwynn Center Cafeteria
- Thursday, March 16
PR Committee
5:00-7:00 p.m.
EACC Office
- Thursday, March 23
Negotiations Committee
5:00-6:00 p.m.
Mattawoman M.S.
- Saturday, March 25
EACC Wellness Day
8:00 a.m. - Noon
North Point H.S.
- Monday, March 27
EACC Lobby Night
4:30-8:00 p.m.
Annapolis
- Thursday, March 30
EACC Trivia Night
5:00-7:00 p.m.
Gwynn Center Cafeteria

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Beacon

Winter 2017

Legislative Reception Recap

from Linda McLaughlin, EACC President



EACC had our annual Legislative Reception on December 15, 2016, at Somers Middle School. It was well attended by many of our reps, and many of our elected officials. State Senator Mac Middleton and Delegate Edith Patterson attended. Commissioner President Peter Murphy and Commissioner Ken Robinson were also there. We had the majority of our Board of Education at the reception: Board of Ed Chairman Ginny McGraw, Board Vice-Chair Mike Lukas, and Board members Jennifer Abell, Vicki Kelly and Mike Crawford. Sheriff Berry joined us and answered some questions.

Our Government Relations committee, chaired by Veronica McFadden, did an outstanding job of coming up with questions for our guests. The elected officials had plenty of time to answer the questions and give us feedback. There was time after the program for our reps to speak with them in a more informal, one on one conversation style with their additional questions.

Here are some of the highlights of the questions and answers from the evening. If you would be interested in hearing a complete recap, please contact Veronica McFadden, GR chair, or Linda McLaughlin, EACC President.

- Senator Middleton and Delegate Patterson were asked questions about mentorship programs for new and mid-career teachers, violence in schools, and the BOOST bill (diverting taxpayer dollars to subsidize private schools), ESSA implementation, continuation of the current Maryland charter school law, and earned sick leave. Both Senator Middleton and Delegate Patterson liked the idea of the first year mentorship and hope the model will be used statewide.
- Both of them said they would support a bill that would place violence against teachers in the same status as violence against other public servants, such as firefighters and police officers.

- Senator Middle said that he would support BOOST **ONLY IF** there is a full commitment/full funding of public education. Delegate Patterson opposes BOOST- every public dollar should go to public schools.
- Both said they would support us and help pass legislation that prevents Hogan's State Board of Education from using the Every Student Succeeds Act or any new Trump education initiative to close public schools, convert them into private or charter schools, or allow for-profit corporations to receive public taxpayer dollars.

Commissioner President Peter Murphy and Commissioner Ken Robinson were asked questions about budget and funding shortages, recruitment and retention, and whether writing letters or showing up at hearings makes a difference to the Commissioners.

- Commissioner President Peter Murphy said that we cannot recover the revenue for lost steps, that they need our help determining what the greatest need is for our students in the growing special needs populations, and that Charles County is growing in part because of the reputation of our school system
- Commissioner Robinson talked about the quality of life here and the need to continuing to renovate schools
- Both commissioners said that they would like to hear from us more, with suggestions and solutions

Our Board of Education members were asked questions about teacher retention, Teacher Town Halls, and discipline.

- Board Chair Ginny McGraw noted that we need to look at salary scales, that we need resources, and that they know we have problems getting enough subs
- Board Vice-Chair Mike Lukas said that the teacher retention problem is everywhere, and that we want Charles County

to be "the option" in the Southern Maryland/Washington area

- Board member Mark Crawford discussed that stress is one of the main factors why people leave the profession
- The Board of Ed plans to have another Teacher Town Hall to hear educator concerns, hopefully in February (date to be determined)
- All the Board members present were concerned about discipline in our classrooms. Board member Vicki Kelly spoke about keeping parents involved in the process, and supporting our SROs and the relationship with the sheriff's department.
- Our Board would like to hear from anyone who has ideas and feedback.

Sheriff Berry was asked some questions about school safety, programs for the education of parents and educators on social media, and the increased rates of harassment and violence against students following the most recent presidential election. He said,

"This is America- we are seeing freedom of choice and the transference of power. We do not condone violence of any sort in our community. We have more similarities than we have differences. We must be responsive. We must tell our young people, 'This will be okay.' We must urge young people to get involved in the political process, and put their energy in a positive place."

It was a very interesting and instructional reception. We appreciate the time that our elected officials took to attend and answer our questions, and thank you to our reps and members who attended as well.

*"The mind
is not a
vessel to be
filled, but a
fire to be
kindled."*

—Plutarch

New Election, New Year, New Challenges

As we look toward the rest of 2017 with a new administration in Washington, DC, we quickly realize there will be some new (and some not so new) challenges for public education over the next 4-8 years.

With the new Administration, we have seen and heard numerous remarks about public education, including the nomination of a new Secretary of Education. All of his comments so far portend four of the most challenging years for public education on fronts as wide-ranging as charter schools, Title I funding, vouchers, Common Core, etc. This could mean a minimum of four years of confusion as we embark on the implementation of the federal Every Student Succeeds Act (ESSA), which in its reauthorization replaces the Race to the Top (RTTT) program under the outgoing Administration.

As an association, NEA/MSEA/EACC has seen legislation passed in other states that have hindered the Association's mission to advocate for its members and promote public education. Most recently, we saw an eight-member US Supreme Court deadlock on an important

case relating to unions and agency fee that is sure to come back in a different form. This new Administration will very likely have at least two Supreme Court nominations to make that will greatly shape the US Supreme Court bench for years to come. Further, this Administration will also have appointments to the National Labor Relations Board (NLRB) that will greatly shape the body of regulations that impact how unions operate.

On the State level we have a split government with a Governor who has withheld money intended to fund public education twice, has implemented a plan to fund students school tuition with public tax dollars this year for the first time, wants to overhaul Maryland's charter school law to allow for more profiteering, and has overruled local autonomy by dictating the school calendar will begin after Labor Day. This latest act flies in the face of a considerable body of research that says students need more instructional time and longer school years – not less – to improve student achievement and meet an ever-growing

testing regimen.

With all of these challenges on the road ahead, educators, advocates, stakeholders, should take heed to the changing landscape and seek to understand how public is being affected. With the election over, where will all of these issues play out over the coming years... in our schools and local boards of education meetings; in our county councils and commissioner's chambers, and in our statehouses and legislatures. With an eye toward the all-important 2018 statewide elections in Maryland and mid-term Congressional elections, there is plenty for everyone to do. We must begin by engaging our colleagues on why they MUST get involved in their Association. Inform our friends and family on why they are needed as advocates for public education. And why we MUST make our voices heard. The road ahead may look daunting, but there are plenty of opportunities we can also take advantage of. Your Association is only as strong as its members. Be the voice for public education, for educators, and for students.

—Randy Mickens
UniServ Director

What To Do After Your Interim SLO Review

At the SLO interim review with your principal, you had the opportunity to discuss your concerns with your SLOs and make changes to the target and student scope. After the review, you had several weeks before post testing to work with students and help them realize the academic gains you projected. In the next few weeks your SLO will be scored. If you don't make your target, reflect on the key SLO elements that have been proven to increase student growth:

Data review and baseline evidence:

- What data are you collecting on a regular basis to monitor student growth? What is that data telling you about your students' progress?

Student Population:

- How has your student population changed?
- Even though new students after September 30 will not be included in your SLOs, have new students or withdrawals changed the culture of your classroom and/or your teaching methods? If yes, how has this affected student progress toward the SLO targets?

Instructional Strategies:

- Have you implemented the identified strategies in your classroom as planned? With fidelity?
- If they are not working to increase student achievement, are there other

strategies you can use to help your students make the gains you need to make your SLO target?

SLOs, when used as intended, lead to better instruction and increased student growth. Think about your SLOs as more than numbers on an evaluation. If you do, you should have no trouble exceeding your targets next year.

Leslie Schroeck
MSEA Common Core
Leadership Cadre
Representative



Negotiations Committee Update

Negotiations season for 2017-18 is upon us. Although the entire contract is not open this year, we will be opening Article 15 (Salaries), Article 16 (Extra Pay for Extra Duty) and Article 18 (Health and Life Insurance Packages). In addition, each side will be able to select one additional article to open.

Is there something you think should be included in the next round of negotiations? Every member in the EACC is part of the

Negotiations Committee and we want YOUR input and ideas! The EACC Bargaining Team will be having 2 Negotiations Committee meetings to hear your input and concerns for the upcoming negotiations. All members are invited to attend (you can come to one meeting or both). The meetings are:

- Wednesday, March 15th, 4:30-5:30 PM, Gwynn Center Cafeteria
- Thursday, March 23rd, 5:00-6:00 PM, Mattawoman Middle School

If you can't make one of those meetings, please send your suggestions for negotiations to lschroeck@ccboe.com. Based on the input of our members, the EACC Bargaining Team will determine which article we wish to open and begin drafting a proposal.

Committee Chair:
Leslie Schroeck

Contact:
lschroeck@ccboe.com

IPD Committee Update



The Instructional and Professional Development (IPD) Committee is looking forward to hosting a Wellness Day for your relaxation and health on March 25, 2017 from 8AM-12 PM at North Point High School in

the gym. There will be presenters demonstrating different activities. Watch for a flyer and information to follow.

The IPD Committee is also planning on rescheduling Charles County's first ever EdCamp. An EdCamp (also known as an Unconference) is a collaborative conference where partici-

pants' ideas and interests shape the morning. Watch for a new date and place!

Committee Chair:
Heather Hartman-Jansen

Contact:
hhartman-jansen@ccboe.com

You Can Do Something About That!

*"It is hard
to fail, but it
is worse
never to
have tried
to succeed."*

—Theodore
Roosevelt

One of my former colleagues always used to say, "That's why I pay my union dues." Unfortunately, they weren't referring to all the positive aspects of being an EACC member. Rather, they were talking about all the work required to fight the good fight. They were suggesting that, because they paid their union dues, they didn't need to do anything else. They could sit back and let the EACC staff members fight the fight for them. What that former colleague of mine failed to realize is the idea behind organizations such as EACC, MSEA and NEA is that those few staff members organize **US** to take action — to mobilize us. They can't fight the fight for us. We need to show up and speak up for ourselves!

I have a motivational sign hanging in my office at school. It tells my students to: Get up, dress up, show up, and NEVER give up! As educators, we have high standards for our students. We expect them to show up to school, study, do their work and always put forth their best effort. We encourage them to be advocates for themselves and to speak up when they need help. But why don't we have those same high standards for ourselves?

I often hear co-workers and other educators in the

county complain about one thing or another that they don't like. Their complaints are usually related to things like salary, work load and working conditions. And, more so recently, their complaints have to do with the state of education in this country and the direction we are headed. I have many of these same complaints. But the difference between me and most of those other people complaining is that I actually do something about it. Complaining just for the sake of complaining is futile. It's time to stand up and actually do something about it.



EACC, MSEA and NEA are constantly trying to organize us to take action. We are never going to win the fight until we show up for it. When you're asked to contact your legislators, Commissioners or school

board members, contact them! When you're asked to show up for the Commissioners budget hearing, show up! When you're asked to go lobbying in Annapolis, go lobby! MSEA's Week of Action is coming up, so take action!

Author and motivational speaker, Steve Maraboli, said, "You are where you are right now because of the actions you've taken, or maybe, the inaction you've taken." So, are you where you want to be? Are you earning the salary you deserve and have the working conditions you want? Are there things you see that need to be changed or are you happy with the way things are? You can do something about that! So, I say to you, as an educator and as an example to all of the students you encounter:

Get up,
show up,
speak up
And NEVER
give up!

Kathy Reamy
EACC Vice President
kreamy@ccboe.com

Hot Deals & Discounts from Member Benefits

Get ready to welcome Spring! **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 March!*

**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.*

WarbyParker.com

Fantastic deals on the Spring Collection of eyewear for women and men. All frames are designed in-house and crafted from the best materials. Try up to five frames at a time at home (you must return them) with free shipping and returns.

Lenovo.com

Get great prices on laptops, tablets, desktops, and more, plus free shipping on all orders.

Casa.com

Earn 3X WOWPoints and save on thousands of home products like cooking tools, dishes, storage solutions, bedding—even lightbulbs and faucets!

nea Click & Save

www.neamb.com/clickandsave

PlowHearth.com

Plow & Hearth specializes in unique, enduring home and lifestyle products that are quality built and guaranteed to meet customers' expectations. Earn 1X WOWPoints on purchases!

Wrangler.com

Find rugged, western-inspired jeans, shirts, and accessories for today's men, women, and kids. Earn 4X WOWPoints and get free shipping on orders of \$100 or more.

GapKids.com

Take advantage of great sales on new trends in children's clothing!

ShoeBuy.com

See the largest selection of shoes, featuring over 1,400 top brands and one million products. Get free shipping on all orders.

Enjoy FREE Travel Perks from Hertz

Make travel more rewarding. Skip the rental counter lines and earn points towards free rental days and much more! Simply sign up for Hertz Gold Plus Rewards® with your NEA discount code (CDP#) 50655. Signing up is fast, free and easy. Visit www.neamb.com/hertz to sign up.

New Costco Members Receive Over \$50 in Extra Savings, Plus 3 FREE Items

NEA members save money on thousands of brand-name items every day. From fresh foods and health & beauty items to clothing, electronics and home improvement products, you'll find everything you need to spruce up your home (and yourself) for spring!

It's easy to join Costco: go online to www.neamb.com/costco, sign in or register, click "Join Now" to purchase your Costco Membership Activation Certificate, and present the Certificate at any Costco retail location!

Be sure to check Click & Save often for unadvertised, limited time offers, including discount dining certificates from Restaurant.com. Join the 415,000 NEA members already registered for NEA Click & Save.

"The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.."

—William Arthur Ward



We can do this. We have to.

If you're worried about what's happening to public schools, join us in support of the Educators' Agenda. With your help, we can reduce testing, protect neighborhood schools, and stop public school funding from supporting for-profit charters and private school vouchers.

PROTECT OUR SCHOOLS

#ProtectMDSchools

Standardized testing is out of control and shutting down creativity.

Governor Hogan, President Trump, and Secretary DeVos want to use taxpayer dollars for private and religious school vouchers. Gov. Hogan wants to give more money to charters than other schools.

Our most vulnerable students and families are threatened—and so are our schools. It's time to stand up for our students and what we believe in.

We can do this. Here's how:

MONDAY
MARCH 13

MARCH with hundreds of educators to the offices of your delegates and senator and tell them it's time—time to vote for the Educators' Agenda and for progress and fairness in the schoolhouse. RSVP at bit.ly/protectmdschoolsmarch, or **text MARCH to 84693**.

TUESDAY
MARCH 14

Wear red for public ed and share your pics—use #ProtectMDSchools. Ask your representatives to support the Less Testing, More Learning Act and limit standardized testing to 2% of annual instructional time. **Call today—888/520-6732**.

WEDNESDAY
MARCH 15

It's not just Trump and DeVos. Ask your legislators to stop Gov. Hogan from redirecting public school funding to vouchers for private and religious schools, and giving more funding to charters than other schools. **Call now—888/520-6732**.


THURSDAY
MARCH 16

Funding shortfalls. Childhood poverty. Over-testing. Let's improve—not privatize—our schools by addressing these barriers to learning when we determine a school's success. Ask your legislators to support the Protect Our Schools Act. **Email them at bit.ly/emailprotectMDSchools**.


FRIDAY
MARCH 17

Second Annual Twitter Storm! Soak legislators with tweets and tell them to #ProtectMDSchools. Find your legislators on Twitter at ProtectMDSchools.com. Not on Twitter? Call legislators at 888/520-6732 and ask them to **pass the Protect Our Schools Act!**



 mseanewsfeed.com

 facebook.com/marylandeducators

 [@MSEAeducators](https://twitter.com/MSEAeducators)



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Government Relations (GR) Committee Corner

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

This year the Government Relations Educator Activist Trophy (GREAT) was awarded to Gale-Bailey Elementary for having the highest percentage of members participating in Government Relations activities during the 2015-2016 school year. The members will hold on to the GREAT Trophy for the entirety of the 2016-2017 school year. **The competition is on now to see who will be the next winner of the trophy.** Will it be YOUR school?

There are several ways for EACC Members to get involved with activist activities; the first is to attend a Lobby Night. Please sign up to come speak to State Legislators about issues from funding to testing that affect Maryland Public

Schools. Upcoming the EACC Lobby Nights are listed below.

- March 13, 2017
- March 27, 2017

Members who attend a Lobby Night will have their names entered into a drawing for a Gift Card. Members who attend 3 Lobby Nights will have a chance to win dinner and a movie, 4 lobby nights a Kindle Fire, and for those who attend all 5 will have the chance to win dinner with MSEA President Betty Weller.

To register please visit www.teameacc.org and click on the "Register for Events" tab.

Also coming up is MSEA's Week of Action from March 13th-17th. Please look for a flyer and emails from your Building Rep about how **YOU** can get involved.

Committee Chair:

Veronica McFadden

Contact:

vmcfadden@ccboe.com

