



At last May's Retirement & Recognition Dinner, Priscilla Slavin waves farewell after 41 years of service. This year's retirees: Make our party your party! See page 3.



BULLETIN

NOVEMBER 2010

UNITY...NOW



Cheryl Bost
TABCO President

Classroom or modern age telephone booth? BCPS is full of Supermen and Superwomen

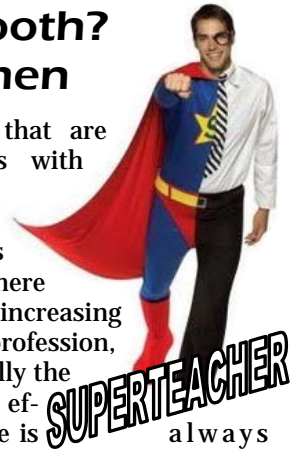
Recently, the documentary "Waiting for Superman" garnered much attention as so-called "school reform" is sweeping across the country. Instead of helping public education, I believe all of these initiatives are aimed at creating more charters, initiating vouchers, treating education like a business, dismantling teacher unions, and earning so-called "experts" millions as consultants. What they fail to acknowledge are the many successes of our public schools and public educators. Classrooms across our own county are filled with Supermen and Superwomen who, every day, spend hours preparing lessons, gathering assistive technology to motivate learners, providing feedback and enrichment, and building relationships with parents and students. We have a successful school system and successful professional educators.

Statistics show we are teaching more students living

in poverty, more students that are homeless, and more students with medical and physical needs, in spite of which we are doing a great job educating the students who come into our classrooms here in Baltimore County. We are increasing student achievement while our profession, and we as teachers, are continually the subject of attack in the nation's efforts for reform. Of course, there is always room to grow, and that can happen with collaboration and well-thought-out initiatives.

Current national efforts to link student performance to teacher evaluations are not research-based and have not demonstrated success anywhere. Teachers teach because they want to educate our future society; they want students to succeed, and they want to instill a love of

See "Supermen and Superwomen," page 2



Could teaching ever become a "dream job?"

Angela Leitzer, Bulletin Editor

I've just come off five classes straight: one with 17 parent visitors jammed in; one in which a cup of red paint was spilled across the floor and involved having to wash the shoes of the two students who walked in it, while trying to supervise a timely class

cleanup with the noisiest 27 second graders on the planet; one in which a five-year-old had a tantrum for no apparent reason and screamed loud enough to wake the dead for ten minutes until an administrator arrived to remove her; one that arrived early and was picked up late; and one that made my heart sing when students were able to explain how their designs represented the culture and traditions of the Pueblo people. Teaching is rarely boring, sometimes exhilarating, but almost always both physically and emotionally exhausting.

Someday, I'd like to have a job:

that allows us to "go" when the need occurs (and has a bathroom that is clean, private, and has adequate sup

- supplies of soap, paper towels and toilet paper);
- with longer than 20 minutes to heat up and choke down our lunches (because by the time one class leaves, and we get ready for another to arrive, there is never 30 minutes available);
- that has realistic expectations about the amount of work that can be accomplished each day;
- that ends at the end of the work day and doesn't begin again until the start of the next;
- which doesn't involve people of various other professions thinking they know how ours should be done and feeling free to expound upon the subject in a variety of public settings, including the national media;
- that isn't the media's fall-back position when nothing else is going on (ARE SCHOOLS DOING ENOUGH FOR YOUR KIDS?? JOHN Q. PUBLIC SPOUTS OFF AT 11!)

in which being out when we are sick doesn't involve spending an enormous amount of time planning the

See "Dream Job," page 2

“Supermen and Superwomen”

(from page 1)

learning in all. The effects of great teachers can't be measured by a point system or a test score. Instead, we must concentrate on providing all teachers the resources they need to be successful for all students. Among these could be a change in administration, additional technology, smaller class sizes, professional development, additional related services support, accurate and error free curriculum with adequate resources, and time to instruct. More and more reform has become synonymous with a top down, one size fits all, newest cookie cutter approach that requires more useless data for teachers to collect. Instead, true reform can include teacher input, provide resources that each may need, and allow educators the time and space to be the professionals they are.

As we journey through this race for reform, I encourage everyone to not lose sight of our successes. If we're not careful, top down national reform without true local collaboration will become our educational kryptonite. We have great teachers, great schools, and great communities and together we can make efforts for continuous improvement.



Note: Look for local showings of a new film titled “Race to Nowhere.” (See page 3.)

A personal invitation from President Cheryl Bost

Join me to communicate with the elected officials who will be making big decisions on issues that affect each of us—the future of our state pension system, the final format of teacher evaluations, and more. There is strength in numbers!

TABCO and ESPBC Annual Legislative Breakfast

Saturday, January 8, 2011

9:00 am to 11:00 am

Crowne Plaza Timonium

email Kim Melfa at

kmelfa@mseanea.org,

or call 410-828-6403 ext. 232.

R.S.V.P.

by December 23, 2010.

“Dream Job”

(from page 1)



- day for a substitute;
- that provides the materials needed to do the job, so we don't spend *our time* shopping with **our** money for all the things that are missing;
- that pays an amount proportionate to the use of our personal time, continuing education expectations, and personal responsibility factors;
- that respects our knowledge and experience and involves us in the decision-making process when change is considered;
- with adequate technology to accomplish our work (and people who maintain it);
- which isn't held responsible for fixing all the problems in business, families and the world in general;
- that is safe—and doesn't require such things as stepping in when gang members bring their neighborhood issues to school and fights break out, or being threatened with bodily harm when they are asked to comply with procedures, or being addressed with the most foul of verbal epithets;
- that has “higher ups” who have done our job within recent memory and some connection to reality (such as understanding the everyday problems and demands of our clientele--shoe-tying, crying, fighting, throw-up, hunger, family mayhem, drug usage, etc.) when they impose new expectations and requirements;
- that doesn't characterize valid suggestions and needs as “whining,” but addresses them with respect and recognition that our experience and skill makes them worth attending to;
- *And, one that makes our hearts sing when students are able to do things like explain how their designs represented the culture and traditions of the Pueblo people.*

I write from the perspective of thirty-eight years teaching in Baltimore County, still hopeful that for the newer teachers some of these dreams may be realized. Will you send an email and tell us what you see as things that could make teaching truly your “dream job” (not “just a job,” or a way station on your travels through the average seven to eleven jobs you are expected to have in your lifetime) ? A job that could keep the 50% of you who will leave within your first five years of teaching? (See page 3 for a report on recent newer teacher exits from BCPS.)

Send your email to: bookends@comcast.net

Please use “dream job” in the subject line. The first five respondents who provide answers to the question will be rewarded with a modest prize.

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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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NEWS & NOTES

Five years,
six

117 and counting

A summary of resignations of teachers with 5 years, 6 months (or fewer) of employment
based on BCPS Board of Education exhibits from the past four months

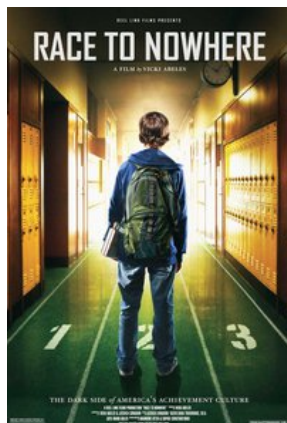
NUMBER of teachers resigning 7/13 to 11/9, 2010

53	Elementary teachers	Employed for:
27	Regular classroom teachers, K--5	1 yr to 5 yrs, 6 mo
12	Resource teachers (guidance, reading, speech & language, etc.)	1 yr to 5 yrs, 1 mo
11	Special Education.	6 days to 5 yrs
3	Special Area teachers	4 mo to 3 yrs
64	Secondary teachers	
45	Content Area teachers (Mathematics, English, etc.)	26 days to 5 yrs, 6 mo
10	Resource teachers	1 yr to 5 yrs, 5 mo
9	Special Education	1 yr to 5 yrs, 6 mo

For information, to sign a petition, see more research or find a screening:
www.racetonowhere.com

Race to Nowhere highlights parent/student/educator concerns

"*Race to Nowhere* was inspired by a series of wake-up calls that made me look closely at the relentless pressure to perform that children face today. I saw the strain in my children as they navigated days filled with school, homework, tutoring and extracurricular activities. But it wasn't until the crisis of my 12-year-old daughter being diagnosed with a stress induced illness that I was determined to do something," says Vicki Abeles, the director and force behind the documentary, which was screened recently by a parent organization at Carver Center for the Arts.



An exceptional year for honoring our profession

Around this time each year, we ask you to nominate your most respected and award-worthy colleagues for the TABCO Recognition and Rookie awards. This is an exceptional year to honor those who show excellence in the education profession—the May 5th, 2011 dinner and program will be the **50th annual celebration**—and the committee is planning to make it a very special event.



In addition, we will be saying farewell to our longest-serving TABCO president. Cheryl Bost is in the 8th year of her presidency—and the word exceptional certainly applies to her tenure—not only in duration, but in the accomplishments of the Association under her leadership. To honor her last dinner as president, former NEA president and dynamic speaker Reg Weaver will return to deliver the keynote speech.

As you think about who among your co-workers deserves to be nominated for an award, don't forget that the dinner is a wonderful way to show support for your retiring colleagues. Make our party their party! Why not let us do the planning for your faculty members this year—retirees attend free and Martin's does the cooking. We will honor retirees with their names "in lights" on two giant screens during dinner, and present them with a memento, and a photograph, after they walk the stage for their "photo op."

There are unsung heroes in every school and work site—if we don't recognize them and celebrate them, who will? We know who gives 110% each day, extending themselves to make education in Baltimore County better for students and colleagues.

You will find a nomination form inserted in this edition of the Bulletin. Please check for nomination deadlines. If you have creative ideas for this year's exceptional dinner and celebration, please let us hear from you.

Recognition Dinner Co-chairs:

J. Carol Dann jdann@bcps.org

Angela Litzer alitzer@bcps.org

The film details the pressures of such factors as *No Child Left Behind* requirements, competition for slots in the "best" colleges, demanding homework and extracurricular schedules, etc. Students featured in the film admit to widespread cheating, use of stimulants and increasing stress-related illnesses as they respond to the demands of a culture that is "driven by political and corporate interests," according to Abeles.

After the screening, many students, parents and educators spoke about their personal reactions and concerns.

Bulletin Board

Spend Summer in the Sun:
DRD Pool Management, Inc. is 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, email David Watts at dwatts @drdpools.com

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

A+ Quality Education, LLC is currently recruiting for the following position(s):
Teacher/Tutor: Baltimore County Public Schools, Riverview Elementary, Halstead Academy, White Oak Elementary
Seeking additional Teacher/Tutors for the following School Districts:
Baltimore City Schools, Prince George's County Public Schools and the District of Columbia Public and Charter Schools
Retired educators are encouraged to apply.
Hourly Rate: \$40.00 - \$50.00 per hour
Qualified applicants must have one of the minimum qualifications: MD or other state professional teaching certificate for which a qualified examination was required, or one year teaching experience in Reading, English, Language Arts, Mathematics or related subject area.
Contact Josh Tingle for immediate consideration by calling 202-448-5072.

ASSOCIATION EVENTS

See www.tabco.org for more calendar information

December

- 9 Representative Assembly/holiday dinner for reps
- 21 Board of Education mtg.
- 24-January 2—Winter break—schools/TABCO closed

January

- 3 Schools/TABCO reopen
- 5 TABCO Board of Directors mtg.
- 8 LEGISLATIVE BREAKFAST-Crowne Plaza, Timonium
- 11 Board of Education mtg.
- 12 General Assembly opens
- 13 Retirement Workshop, Ridgely MS at 4:30 pm
- 17 Martin Luther King holiday—Schools/TABCO closed
- 19 TABCO Board of Directors mtg.
- 25 Board of Education mtg.

In Memory

of:

Knapp, educator at
Elementary School

~ Lisa

Milbrook

~ Ron Sanders,
former teacher
& administrator

ASSOCIATION WEBSITES:

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



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FRIDAY—9:00 A.M. to 5:00 P.M.