

**PRESIDENT'S MESSAGE** by Cindy L. Sexton



***Different, Not Easier***

Wow! What a difference a year makes! At this time last year, if you had told us what we would have faced as a school system, as a county, indeed as a country and a society, I don't think any of us would have believed it. From COVID shutdowns beginning in March, to racial and social justice outcries precipitated by the murder of George Floyd, to ransomware, to sedition aimed at the heart of our democracy, ... it has been a year of justifiable fear and upheaval.

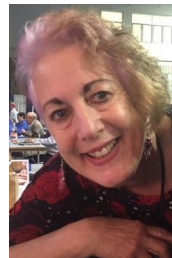
There has been one constant. Throughout it all, our educators have been there. Our educators have found a way, through every twist and turn, to be there for our students... academically, emotionally, and socially. School personnel rose, and continue to rise, to face and conquer each challenge that has come to them so they can be there for our students. Thank you!

To those outside of education, don't think that instruction in the virtual world is in any way easier. We are working harder and longer than ever before to be sure our students are receiving not only rigorous instruction but also the social emotional connections and support they need. The path to change the culture we inherited is a journey in building trust and a collaborative relationship. As we go, we are always focused on what is best for our students, while doing all we can to retain our great educators.

*See "President" page 2*

**LETTER FROM THE EDITOR**

by Billie H. Muñoz



***And the Credit Goes to...***

Back in the summer, I hired a handyman to do some things around the house that I lack the know-how to do and the patience to learn. I found him on *Next Door*, a website I trust because it's only for local people. We happen to live outside of Baltimore County. When he told me that his wife was also a Baltimore County teacher, I knew I was in good hands. He further informed me that he had given up his license and bonding as a technician and was charging half of his former rates. This was because he was in the process of becoming a v-tech teacher in order to pass his skills on to the next generation. That sealed the deal. I told him what I taught and that I was the editor of the TABCO Bulletin. I asked him if his wife would like to see a copy (remember when there were paper copies? Sigh...) He took an issue home with him and I thought no more about it. Along came the cyber attack with all the attending anxiety, frustration and insecurity we all felt. President Cindy steered our boat into calmer harbors with all the honesty, frankness and transparency that we were not getting elsewhere. Her updates, always signed "In Solidarity" were a comfort. The next time my handyman came over

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**Jill Biden-Teacher in the White House**

*Teaching is not a job. It is a lifestyle. It permeates your whole life.*

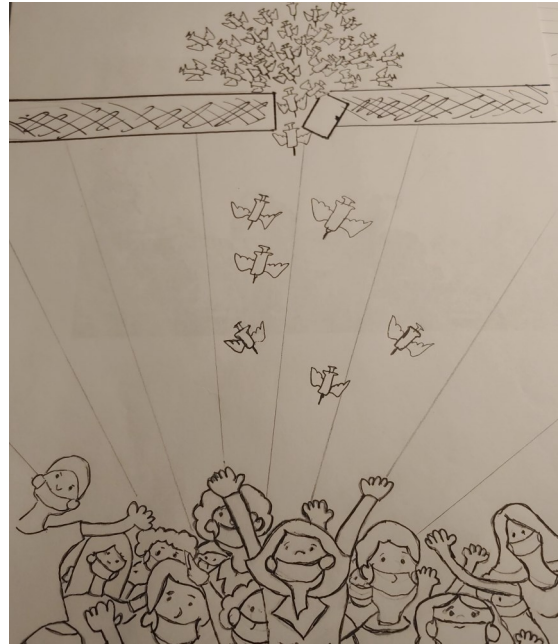
(Thanks to Martha Kent Jacobs of Franklin High School for the portrait of the First Lady of the United States)

### “President,” (from Front Page)

To all decision makers, budget time is upon us. Both BCPS and Baltimore County must put the needs of our students at the forefront. These include fully staffed schools, with the necessary support and resources to be able to teach our students as effectively as possible. Let the budgets focus on our students and the classroom whatever shape it takes. Our educators deserve to be compensated for what they do every day, but especially this year, when they have been that one constant. They have pivoted with new technologies, created lessons from a blank computer, and more, and no matter what - have been there for our students. We simply cannot afford to lose our great educators.

### “Editor,” (from Front Page)

he greeted me with “my wife says to thank you.” Thank me? Whatever for? “For working so hard for educators’ safety and security.” I got the credit that day because I was in the right place at the right time. The credit really goes out to every one of the educators on the Board of Directors, UniServ Directors, Association Representatives and anyone else who proudly dons a red t shirt and goes to any of our numerous committee meetings, protests, BOE meetings and the like. Thank YOU. Thank ALL of you.



*The Trickle*-cartoon by Luis Muñoz

## Legislative Breakfast Goes Virtual-Teacher Chops on the Menu

In a world in which all our beloved traditions like Fourth of July fireworks and Thanksgiving dinners were either cancelled, put on hold or held despite deadly consequences, The Legislative Breakfast went virtual. This has been an annual event planned by the Government Relations Committee. Think swank hotel, dais for the honored elected officials, white table clothes, and many delicious breakfast options. The tables would be carefully mapped out so that politicians could mingle with educators, parents and community members before giving speeches reflecting their commitment to education. In this age of Corona Virus, building these relationships was clearly more important than ever. The show must go on! But how? A decision was made not only to go virtual, but to set it up to mirror a real Google Meets classroom. It turned out to be very effective and showed that BCPS educators have “the chops” to teach in any environment.

The meeting started with Executive Director Glen Galante playing disc jockey to the tune of the late Bill Withers *Lovely Day* in order to give the 180 guests time to gather. Shae Savoy and Kelly Garrison, teachers at Woodlawn HS and Villa Cresta ES and TABCO Board members warmed up the crowd using techniques from the AVID program.

*Buenos Dias*, the attendees were instructed to proclaim, and a cheer called *the Hamburger* got everyone excited to learn something new.

Their creativity made it clear that teachers were still doing their best to engage students and that “virtual” didn’t have to mean “boring.” A short speech by President Cindy Sexton followed. She told everyone that on-line learning had become “the one constant in the lives of our students.” Clearly, *The Blueprint for Success* needed to be passed as our needs would be greater than ever once in-person learning resumes.

At that point, it was time for breakout rooms. Just like the numbered tables back at that swank hotel, attendees had been pre-assigned so that educators could chat with politicians, community members, parents and even retirees. Woosh! Breakout!

Educators had a chance to share their thoughts with leaders like County Executive Johnny Olaszewski, Delegate Ben Brooks, State Senator

See “Breakfast” page 3

“Legislative Breakfast” from page 2

Chris West and many more. For example, in Group 1 led by Patapsco High School’s Natalie Avallone, they discussed how COVID 19 had a way of dividing BCPS families into two different worlds. There were the “essential workers” who were exposed to the disease and risked bringing it home to their children and those who had the “luxury of being able to work from home” could stay safe. In Group 4, led by UniServ Director Seleste Harris, participants discussed the additional resources such as more counselors, para-educators and teachers that would be needed for the mental health and intellectual growth of students moving forward. At the end of the breakout sessions, Shae Savoy summarized what we had all learned. Student needs had changed due to COVID 19. She assigned “homework.” This would be to “keep improving the quality of our instruction in order to improve the lives of our children.”

The two-hour special event ended with speeches by MSEA President Cheryl Bost, BCPS Superintendent Dr. Daryl Williams, Maryland State Senator Kathy Klausmeier and BOE Chair Makeda Scott. Dr. Williams praised the event by calling it “virtual fellowship.” Ms. Scott said that we had all learned two lessons from 2020; to “focus on what is important” and “the need to work together”.



*Spanish teacher Christine Phillips (top) and First Grade teacher Kelly Garrison address legislators*

*Please send your own stories and pictures of special virtual events at your school to [profe0903@yahoo.com](mailto:profe0903@yahoo.com). Include “TABCO Bulletin” in the heading. We’d love to publish your attempts to connect with your students!*

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The Bulletin is now published four times a year. **Ideas and articles welcomed** but subject to editing. Names withheld upon request. (Please put **TABCO Bulletin** in subject in an email to the editor)

## *An Educator in the White House (at last?)*

Thanks to writer Madeline Will of *Education Week* for allowing me to cite from her article *One of Your Own in the White House* as it appeared on November 18, 2020.

One may be tempted to look at Jill Biden and think that, at last, we educators have someone in the White House who has walked the walk, who knows of our joys and trials, who has chalk on his or her suit. One would be wrong. There has been, according to Ms. Will, “a long line of presidents and first ladies with classroom experience.” At least ten, in fact. These include Abigale Fillmore, Lucretia Garfield, Caroline Harrison, Helen Taft, Grace Coolidge, Lou Hoover, Eleanor Roosevelt, Pat Nixon and Laura Bush. Most resigned from teaching upon arrival at Pennsylvania Avenue, but some, like Eleanor Roosevelt, carried their chalk into the White House.

Of course, some of our Presidents were also educators. Will’s research shows that “At least 10 presidents were K-12 teachers, according to research by the White House Historical Association. Several more taught at colleges or universities or had informal connections to education, the association says, such as serving as the president of a university or lecturing post-presidency.”

These included Lyndon Baines Johnson who created the *Head Start* Program, still vital today in making sure that all children are prepared to succeed in the classroom.

So, what’s the big deal about having an educator, past or present in the White House? According to one of the scholars interviewed for Will’s article, it is a very big deal.

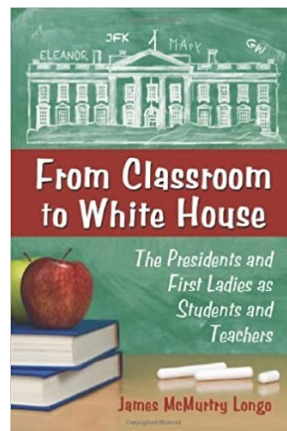
“That’s the power of [the role]: You can bring attention to all kinds of things that are important to you,” said Michelle Gullion, the director of collections and research at the National First Ladies’ Library, an Ohio-based nonprofit dedicated to researching and preserving the contributions of first ladies throughout history.

And first ladies have the ear of the president: “You’re telling him about your concerns—those are going to be his concerns,” Gullion said. “It just goes to reason that they’re going to be listening to what you have to say.”

Even now-President Joe Biden was quoted as saying: “You are going to have one of your own in the White House.” This present moment seems like just about time.



*Statue of First Lady Lou Hoover (left) in a teacher pose*



*First Lady Eleanor Roosevelt with some of her pupils*



*Lucretia Garfield taught French and Latin before becoming First Lady*

*Suggested for further reading*

*From the 1800's to the present day, there have been educators in the White House*



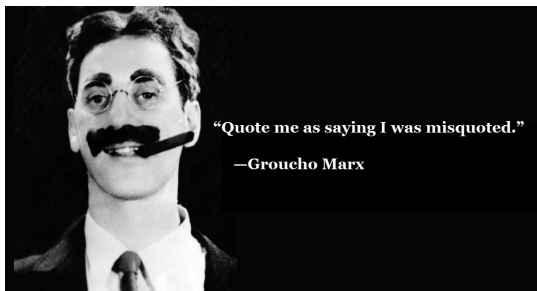
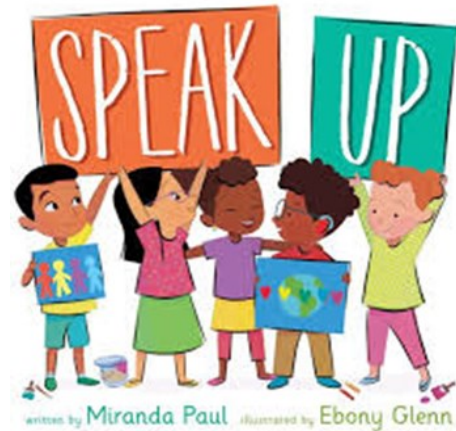
## What to Read Next by Colleen Fitzmaurice

Those educators who read *A Collective Bargain* by organizer and scholar Jane McAlevey and *The Dream Keepers* by Gloria Ladson Billings are probably ready to dive into a new read. Principal Colleen Fitzmaurice of Riverview Elementary has an idea for you. It's called *Speak UP!*

"Please mute your microphones" can be heard echoing throughout virtual classrooms and homes across the country. Although this phrase has become common during the pandemic, we must encourage and teach our students to continue to speak up when needed. I recently came across the book "Speak Up" by Miranda Paul. As a white, female principal leading a diverse elementary school this book resonated with me for multiple reasons.

Paul writes in her book, "When you're being introduced, and they get your name all wrong-SPEAK UP! Say your name. You are you and you belong." During fifth grade graduation rehearsal during my first year of teaching in BCPS, one of my students asked me to pronounce her name differently. When I inquired as to why, she explained that we were pronouncing her name wrong all year, but she never wanted to correct us. We spent an entire year calling her the wrong name. I often ask myself- *Why didn't she tell us? Did we ever ask her if we were saying it correctly?* This moment of growth has influenced me immensely as an educator and leader.

"When a rule isn't fair or has gotten too old-SPEAK UP! Work for change. Justice comes when we are bold," Paul encourages in her book. While we work as a nation to bring systemic racism and injustice to light, our students are seeing this - the good and the bad. This book is a great resource to support conversations around speaking up, supporting each other, and making changes in an impactful way.



*We will follow the science. That is still our position.*

**President Cindy Sexton**

*... our courageous President Katherine Mullen, BOD*

Who have you judged before you've even had a conversation with them? **Cydney Brown, Youth Poet Laureate**

*But what if teachers cannot get the vaccine (in time to reopen schools)? Savannah Guthrie of the Today Show speaking to the new CDC Director Dr. Rochelle Wallensky*

*Here at TABCO, we are working to create a member-driven organization. Shae Savoy TABCO BOD*

*We cannot go back to normal. Cassie Ramos, Spanish Teacher BCPS at Lansdowne Elementary*

*Blueprint, blueprint, blueprint! President Cheryl Bost MSEA*

*We saw (BCPS educators) switch to virtual learning on a dime and we will never forget it. Councilman Julian E. Jones*

*We need to work together and focus on what is important. These are the lessons of 2020. Chairperson Makeda Scott, Baltimore County BOE*

*The goal is to make all of our students world class. Raise the bar! Close the gap! Senator Paul Pinsky of PG County, speaking on Educate at 8:00 with Cheryl and Adam.*

## *Making Goode Trouble (with apologies to John Lewis ) by Kelli Hickey*

Recently, during the Maryland State Education Association's (MSEA) Dr. Martin Luther King Celebration virtual event, Baltimore County Public School (BCPS) educator Angenine Goode was recognized for her service. Each year, MSEA sponsors the event to recognize Maryland educators who dare to cause good trouble.

These educators are leaders of excellence and have served their communities with tenacity and zeal. Mrs. Goode, a 25+ veteran teacher, was awarded the Community Involvement Award for her work as a BCPS educator and co-chair of the Minority Affairs Committee with the Teacher Association of Baltimore County Organization (TABCO). During the pandemic, Goode continued to be a source of support for her students at Catonsville High School. While teachers embraced the summer off, Goode was just getting started. As students found a need to connect with peers, Goode helped orchestrate a safe space by continuing weekly lunch bunches and was a source of information as students planned a successful Black Lives Matter march in their community. The march's success drew the attend of other BCPS schools who sort Goode's help to organize a Black Student Union or Diversity Club at their school. The students as Goode's good described her as an extended family member who always greets them with smile and when asked how she is doing, students feel special when she replies, "I'm doing well now that you are here."

### ***Can't Keep a Good DAWG Down!***

By Sonja Floyd and Tammy Mills



Talks around the return to the physical building are starting up again. We have, at this time, a unique opportunity to establish student behavioral expectations. The new guide for creating a positive behavior plan is getting ready to roll out. The county is on board with posting positive behavior plans on school websites. It is time for us to maintain our focus to ensure that every building has a plan. To quote someone near and dear to us, "A plan will not fix every behavior problem, but having no plan will not fix any problems". County leadership also wants a digital documentation of interventions. We would love for the digital data collection tool to be ready for the 2021-2022 school year.

We are still discussing administrator accountability, communication surrounding student discipline, and personal digital device policies and guidelines. Meetings are held monthly. Please contact Tammy Mills ([tmills@bcps.org](mailto:tmills@bcps.org)) or Sonja Floyd ([sfloyd2@bcps.org](mailto:sfloyd2@bcps.org)) for more information.

Help DAWG throw out some bones for the county to chew on!

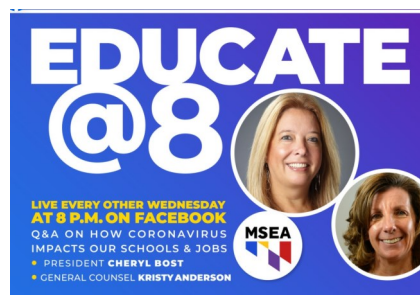
*More Opportunities to get involved on page 7 & 11*

Goode's dedication to her students and profession has spilled over into her work with the Minority Affairs Committee (MAC). During the 2020 school year, Goode collaborated with the MAC to sponsor their first Black Lives Matter @ School event. This annual event was attended by board members of BCPS, school administrators, educators and students. In addition, Goode help coordinate multiple professional development workshops such as Mindset Matters, Lyrics as Literature and Just Schools, to name a few. During the summer, Goode and MAC continued to provide BCPS employees with quality workshops that addressed social, racism, and emotional issues.

Although the MSEA Community Leadership award was well deserved, some may say it was well overdue. As a pillar in our community, Angenine Goode continues to help students discover their value and worth. And through her work with TABCO, she enables educators to grow as they fill their toolboxes with knowledge and best practices that will support our students. In other words, Mrs. Goode is about making Goode trouble.



*Photo of Angenine Goode courtesy of Kelli Hickey*



### **Things to Do This Month**

1. **Keep breathing**
2. **Exercise**
3. **Watch Educate @ 8 with Cheryl, Adam and Kristy (live or recorded)**



Work by VP Marcie Cooke's students

## ***Car or Van =Caravan! (Again!)***

There will be another *Educators Unite Car Caravan* Tuesday, February 23, 2021 4:30pm-5:30pm Please join TABCO and ESPBC members in a car caravan on Tuesday, February 23 in support of the budget the students of this county deserve, a budget with additional staff and pay. Please sign up and ask your colleagues to join you! This is how we win. We'll send out the meeting location in February - be on the look out! Please direct questions to Stacie Strickland at [sstrickland@mseanea.org](mailto:sstrickland@mseanea.org). If you find that you cannot attend this event and need to cancel your reservation, please email Stacie at [sstrickland@mseanea.org](mailto:sstrickland@mseanea.org) so that your space may be given to someone else.

## ***But, What About My Taxes???***

There is a 30 day extension for W2s due to the Ransomware Attack. Look for them in the mail March 2nd or 3rd.

## ***Bank On It!***

*The Maryland Food Bank has continued to go above and beyond to meet the expanding need for food in our community. With their support, Riverview Elementary, Lansdowne High School and Baltimore Highlands Elementary have collaborated to offer 3-4 distributions per month since last April; serving an average of 250 families at each event. –Jill Savage, Community School Liaison*



## ***Why We Fight***

*by Dan Chambers, UniServ Director MSEA*

Speaking for the other MSEA staffers, we engage in politics *not* because we are on a partisan team, but because to us, Democracy is a verb requiring constant action. A strong union for educators is a vital part of a strong democracy. It requires us to be citizens wholly devoted to conversation, debate, and the franchise to change the lives of educators and our students. What happened on January 6, 2021 is a direct challenge to what we do. Authoritarian gangs spurred on by their party leaders do not want us to succeed. The treatment law enforcement gave these domestic terrorists contrasted with the treatment of peaceful Black Lives Matter protesters in DC and around the country is white supremacy in action. It is on full display. It is not surprising, but it shocks our conscience.

We must continue so that we will win a better Maryland for our colleagues and our kids, but today some of us need a minute to process everything that's happened. If you want to call us to talk, you all know how to reach us.



## ***TABCO Unity Statement***

*Unity Statement from TABCO to BCPS: Our school communities are composed of interconnected, interdependent members. Therefore, the legitimate health and safety concerns which have led to student and families being provided a choice in returning must also be acknowledged as legitimate for educators. Through the lens of equity, and in consideration of the physical and social-emotional health of our educators, the same range of options must be given to these vital members of the school community. The metrics and mitigation strategies in "Safety is Our True North" have been our baseline and guiding document, following the science. We should not be reopening based on an arbitrary date. Educators must have the option to return to classrooms/worksites or to remain instructing virtually if BCPS families have that choice. Teachers will have the opportunity to be fully vaccinated before returning.*