



Teachers Association of Baltimore County

Good  
Educator  
Councils  
Are Hard,  
But Worth it

AN OVERVIEW

# Collaboration/Solutions

Educator Council's authority and role is defined in several parts of the contract.

4.1 It is the desire of the Board and the Association to encourage the formation of a Faculty Council in each school. The establishment of said council is the responsibility of the Association. All faculty members, except non-teaching administrative personnel, shall be eligible to vote in the election of council members.  
Purpose

4.2 The basic purpose of the Faculty Council is to establish and maintain positive relationships and communications among the faculty and staff. The council shall also serve as the vehicle by which proposed changes in existing policies and practices, and new policies and practices, for each school may be considered and may be subject for discussion at any Faculty Council-principal meeting.

# Logistics:

- ▶ Meetings with the Principal
- ▶ 4.3 Each principal shall consider the advice of the council in developing and evaluating policies and practices of the school.
- ▶ 4.3.1 The principal of each school shall meet with the Faculty Council at its request, for discussion of problems of mutual concern, at the earliest mutually agreeable time, but not later than five (5) duty days from the time of the request, to discuss school operation, policies, practices, questions, and concerns, as they affect individual teachers or groups of teachers. The principal may request a meeting of the Faculty Council to present the administration's concerns for Faculty Council consideration and recommendations. Upon such occasions, the Faculty Council shall meet with the principal within five (5) duty days.
- ▶ 4.3.2 In the event the written recommendations are not taken, the principal shall reply, giving reasons in writing within five (5) duty days whenever possible, but no later than ten (10) duty days.

# New Contract Language on Educator Trauma:

- ▶ Educator Trauma
- ▶ 9.4 An emergency educator council meeting with the administration shall be convened within two (2) duty days of a significant disturbance that partially or totally impacts the overall well-being of the school community. The purpose of the meeting shall be to collaboratively discuss the trauma to the school community, determine the root cause, assess the school response, and identify measures to be taken to avoid/react to similar future disturbances.
- ▶ 9.4.1 The educator council in partnership with the school administration shall also determine what supports, if any, the faculty and staff may require in order to move forward in a healthy manner. If it is determined that BCPS mental health support is needed, the supervisor/administrator shall submit a request to the BCPS Employee Assistance Program (EAP) which shall provide support within two (2) duty days of the request.

# Health and Safety:

- ▶ 10.1.1 When, in the judgment of the Educator Council, any room, building or area presents a health or safety hazard, or a condition unsuitable for teaching or supervising children, duly qualified personnel shall be contacted by the supervisor/administrator within three (3) duty days and asked to make a timely inspection. As information from duly qualified personnel is shared with the supervisor/administrator regarding this inspection, the information will be shared with the chairperson of the Educator Council and/or other initiating party within three (3) duty days. If the chairperson of the Educator Council and/or other initiating party has concerns with or questions about the information shared, he/she shall submit those concerns/questions in writing to the supervisor/administrator for forwarding to the Executive Director of the Department of Facilities Management or the Manager of the Office of Employee Absence and Risk Management. **The appropriate office will provide a written response within fifteen (15) duty days of receipt of the inquiry to the supervisor/administrator and the chairperson of the Educator Council and/or other initiating party. Upon request of the Educator Council Chair or initiating party to the supervisor/administrator, the Work Order Status Request List shall be made available for review within two (2) duty days of the request.**

# Collaboration on Discipline Plans:

- ▶ 11.1 Each school administrator in collaboration with representatives of the school's Educator Council and faculty representatives proportionately selected by the administration and council shall develop a schoolwide student behavior plan in accordance with Board of Education Policy 5510 and other applicable Board policies.
- ▶ 11.1.2 The behavior plan shall be reviewed by the school Educator Council prior to implementation, shall be assessed annually for effectiveness, and shall be revised as needed prior to the start of a new academic year.

# A Case Study from Catonsville MS

- ▶ What is one success you've had?
  - ▶ Too many emails!
- ▶ What, if any, was the response from the rest of the faculty?
  - ▶ Behavior Plan
- ▶ How did your team make that work?



# Best Practices

**PICK BATTLES BIG  
ENOUGH TO MATTER,  
SMALL ENOUGH TO  
WIN. ON BEING A  
TEACHER**

JONATHAN KOZOL

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- ▶ Recognition as a committee for meetings
- ▶ Regular schedule
- ▶ System for sharing minutes with faculty



# Some reflection:

What's working great

What has been a challenge

- -coverage- struggling to solve it locally

New administration- what's the plan?

# Q and A and Sharing

