That is just what we did! The Celebrate Educators event at Burba Lake Park on Post at Ft. Meade was a huge success. Despite some drizzly rain all participants seemed to have a good time. We had a wonderful DJ in Jason Fahie, educator from Hebron-Harmon Elementary. The music he put together had some of our TAAAC members dancing on the grass. The food from Andy’s Kitchen was very good. All the folks I talked to enjoyed the ribs, chicken, veggie options and the like. Our beautiful cakes made by our Vice President’s wife Lynn Bachman, TA at Glendale Elementary, were delicious. Many participants enjoyed free snowballs from Kona Ice and other giveaways from our partner vendors including Integrated Financial Solutions, Long Term Care Financial Partners, The Maryland Residential Experts Team, and Horace Mann. The children in attendance were treated to a book of their choice from TAAAC, some bubbles, as well as a lanyard from Bank of America in Annapolis. All of our participants received a goodie bag from Arundel Mills Mall with a coupon book and a soft, cozy beach towel provided by Bingo World. Some enjoyed activities like croquet and others spent time catching up with friends. Many of our partners from the school system joined us at the celebration including Interim Superintendent Mamie J. Perkins.

The event wouldn’t have been possible without the Special Events Committee. Those involved with the planning, collecting items, and meeting on a regular basis included Sandra Durant, Robin Murray, Brenda Wilson, Jason Fahie, Richard Benfer, Bill Jones, Kathy Whittemore, and Jim Burns. A special thanks to Sandra for securing the location and decorating with flair. Additionally, thanks go to Kathy for making our signs and putting her art talent to work welcoming everyone. Also, thanks to our Board of Directors who also helped with set-up, registration, PAC, and clean up. It was truly a team effort. A list of the businesses that provided door prizes is listed within this newsletter. Lastly, I want to thank everyone that participated.

**Working Registration**

(From left to right)

Sandra Durant  
Enid Collison-Lee  
Robin Murray  
Russell Leone  
Brenda Wilson  
Marty Sears  
Olive Randall  
Donzella Parker Bert
Welcome back to what is bound to be an exciting, challenging, yet rewarding school year. We start the year with our new Interim Superintendent Mamie Perkins. I have had several chances to meet with Mrs. Perkins and share your concerns, comments, and celebrations. We toured 21 schools together and had many “meeting of the minds” moments. We observed exciting activities taking place throughout the school visits as well as areas of concern. Mrs. Perkins made many notes along the way and has been nothing but hospitable to all she meets. She is truly committed to building relationships within our school system, in the community, and with our elected officials.

This first year as President has brought many rewards and challenges. Many rewards come in the shape of the relationships we have been able to build at the central office level. We have worked tirelessly to make sure that those in power hear our concerns, but also bring solutions as well. Many folks often empathize with us but rarely would go the extra mile to help. The tide is turning on that feeling and my hope is to continue to foster those relationships while holding strong to our ideals as an Association and build some new ones along the way. Reaching out to members to activate them in the Association is also a great reward. Our SPARKS and REIGNITE programs have fostered renewed interest in the Association and we have many new faces popping up in committees and at ARC meetings. I look forward to bringing more interest to TAAAC as a partner in the education of our students. I will be organizing the MSEA Anti-Bullying Program again this year and have started scheduling programs with interested principals, asst. principals, and counselors.

Some challenges we face are nothing new to the seasoned veteran educators. Many of the initiatives that have come recently were around many years ago, just called something else. However, never have we had rigorous Common Core standards in written form. Many of us are still grappling with building new lessons and curriculum around these high standards. I am continually reassured by the Office of Curriculum and Instruction that they have written and are writing curriculum to support the Common Core Standards. As the year progresses we will become more proficient with the new standards.

The new Teacher Evaluation System will be implemented this year statewide. This new system holds all educators, principals, etc. accountable for student learning. We have to be on board, ready to learn some new things, in order to make it work. I am hopeful that with TAAAC and MSEA pressure on MSDE we will be granted a waiver to allow for SLO’s and student progress data to be used, but not count in our evaluations for another year. At the time of this writing it had not yet been decided. With that in mind prepare to learn these new aspects of your job so you are fully prepared.

Finally, MSEA has reported that the PARCC (Partnership for Assessment for Readiness for College and Careers) assessments will be given to some segment of the population in every school in Maryland as a pilot. The PARCC test will ultimately replace MSA. According to MSEA, this year some students in your school will be taking PARCC and some will be taking MSA. We have been vocal in expressing our hope that students are not double tested (taking both tests) and that the testing data to be used in our evaluation will not count for this year. Again, that has yet to be decided. AACPS reports that they have not received clear direction on this issue so stay tuned.

I am very fortunate to be able to work with such talented and dedicated educators throughout our county. Myself, as well as your TAAAC professional and support staff are here for you. Please call on us at the TAAAC office when you need answers. 410-224-3330.
Definition of Terms

Assessment of performance consists of two major components, professional practice and student growth.

“Evaluation” is that phase of the process by which a Unit I member’s professional practice and student growth is formally or informally appraised by ADMINISTRATIVE OR SUPERVISORY PERSONNEL or instructional leaders for the purpose of providing direction and bringing about improvement.

“Professional practice” is that half of the rating process that appraises the Unit I employee’s performance in the six domains of quality learning environment, planning for learning, instructional delivery, student learning behaviors, assessment for learning, and professional behaviors.

“Student growth” is student progress assessed by multiple measures from a clearly articulated baseline to one or more points in time. This includes progress along student learning objectives, to measure the learning growth of students that the Unit I employee directly or indirectly impacts and MSDE approved performance measures.

“Student Learning Objectives” are specific, rigorous, long-term goals for groups of students that educators create to guide their instructional and administrative efforts.

“Instructional Leaders” are Unit I Employees including Department Chairpersons, Lead Teachers, Team Leaders, Reading Teachers, and others designated by the Board.

“Instrument” is the rating form approved by the Board. This instrument shall be developed based upon mutually agreed upon performance evaluation criteria and standards between the Board and TAAAC or imposed by law or regulation.

1. Collaborative Achievement Plan

Whenever a supervisor or administrator articulates a performance related concern, a Collaborative Achievement Plan may be mutually developed and implemented with the employee.

Constructive suggestions for improvement should include consideration of professional preparation needed for the assignment, conditions under which the Unit I member works, physical facilities, pupil load, and the number of pupils with special needs or adjustment problems.

2. Department Chairperson

Department chairpersons may conduct observations of teachers and participate in the evaluation process within the department in accordance with the following guidelines:

• The chairperson must be trained in classroom observation.
• The involvement of the chairperson in the observation process must be by mutual agreement of the department chairperson and the principal.
• The involvement of the chairperson must be voluntary and supported by two-thirds (2/3rds) affirmative vote of the impacted department members.
• This program will be reviewed in the summer of 2014 by a jointly appointed committee. Recommendations from the committee will be reviewed by the negotiation teams during a special session. Program expansions and revisions will be made upon mutual agreement.

3. Additional conference for pupil services persons

An informal, private evaluation conference will be held before the end of November in a year of evaluation. Mutually agreed upon goals and objectives may be developed.
TAAAC Supports NEA Resolution on Environmentally Safe Schools

It has come to the attention of the TAAAC that the school system holds a cellular communications contract with Milestone Communications which allows the company to install cell phone towers on any school property. Cell phone towers, and the electromagnetic fields generated thereby, are the controversial subject of many studies wherein some conclude that minimum standards should be in place for the protection of students and teachers to ensure a healthy and safe environment in which to work. TAAAC also supports awareness, education, and training regarding this controversial issue, and informing employees of the potential hazards which exist on any school site. As such, TAAAC supports NEA Resolution C-19 which states the following:

C-19. Environmentally Safe Schools

“The National Education Association believes that all educational facilities must have healthy indoor air quality, be smoke-free, be safe from environmental and chemical hazards, and be safe from hazardous electromagnetic fields. The Association believes that school districts must post MSDS and OSHA standards. Students and/or their parents/guardians, education employees, and the public should be notified of actual and potential hazards. All stakeholders should be involved in developing a plan for corrective action. The Association also believes in the development and enforcement of health and safety standards specifically for children. (1989, 2009)”

ATTENTION!
Are You Paying Too Much

If your employment status has changed and you have an annual salary under $41,504 and/or are working .6 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.
WELCOME NEW MEMBERS

Kaitlin Adamecz
Amber Adams
Erica Adams
Kristin Albaugh
Latoya Alexander
John Anderson
Stephanie Arbogast
Aunti Atwood
Kathy Bacon
Elizabeth Baker
Devon Banks
Amanda Barlett
Marc Barnes
Charlotte Barroll
Ashley Bash
Christopher Baugher
Susan Bauserman
Jason Beall
Matthew Beall
Jessica Beamon
Brittney Beamon
Cachaca Beasley
Casey Beavers
Carie Becker
Teresa Beilstein
Victoria Beith
Karissa Belanger
Charlene Bell
Heather Bellrose
Jodi Bennett
Bailey Bennett
Mary Bergh
Katherine Berish
Jennifer Berne
Kenneth Bernstein
Lori Berry
Susan Bird
Donna Boccuzzi
Christina Bonavita
Abigail Borkoski
Allison Borrelli
Kristen Bosch
Ashley Boggie
Bonita Bradway
Brad Brainer
Bryan Brainer
Kim Braml
Katie Bransford
Lindsay Bray
Dana Brennan
Heather Brimer
Sara Brinko
Elizabeth Broccolino
Sandra Brooks
Cynthia Brooks-Powell
David Brown
LaTraviata Brown
Candace Brown
Lauren Brown
Yolanda Brown
Debra Bruch
Heidi Brusso
Caitlan Bryant
Courtney Brydger
Sarah Buck
Tiffany Bullock
Jessica Burke
Heather Burns
Kyle Butler
Ashley Butters
Alison Buxton
Tiffany Callaghan
Tanya Callahan
Claire Callahan
Kelsie Cantrell
Mattie Carey
Olivia Carmody
Kia Carpenter
Margaret Carter
Kaila Carter
Amanda Carver
Elizabeth Cary
Edzamari Castaneda
Jacqueline Castille
Mattie Cavey
Kristin Chappell
Codie Chaudoin
Jessica Chelder
Lindsay Childs
Kimberly Clapp
Jennifer Clark
Lendora Cleveland
Doris Cline
Sharon Closner
Kelly Closs
Johanna Cohen
Amanda Cohen
Tiara Colbert
Anne Colello
Karina Colon
Amanda Colvin
Kimberly Congdon
Melissa Connolly
Kristina Connolly
Lauren Cornell
Amanda Corso
Molly Courtien
Samantha Cox
Jessica Crane
Charity Crawford
Mildred Crebs
GeVora Crews
Peter Crews
Cara Critchlow
Jennifer Crombie
Kristina Crouse
Katy Curry
Katelin Dalsey
Lauren Dana
Christine Dance
Megan Dandy
David Daviddoff
Emily Davis
Michelle Davis
Maryalice Davis
Gail Davis
Amy Dawson
Justin Deitrick
Ryan Delaney
Ruth deLeon
Kasey Demetrakis
Tshele Dennis
Joseph DeSilva
Anthony Detomo
Drew Detweiler
Laura DiBerardinitis
Jessica Dieffenbacher
Anthony Diggs
Matthew Dintronre
Samantha Dixon
Michael Domehower
Rachel Domenic
Christine Domres
John Donovan
Kristen Dooley
Kathryn Dozson
Kim Drake
Rebecca Dreyman
Matthew Droll
Henry Driver
Eric Dudley
Rebecca Durgin
Samantha Durham
Francine Eastman
Leigh Eckert
Kimberly Edillon
Catherine Edwards
Kyle Eshom
Amanda Farace
Lauren Farrell
William Farmington
Elizabeth Faweet
Jessica Felline
Adam Felton
Alice Fenn
Jamie Ferguson
Heather Finanmore
Gina Fioravanti
Shelby Fisher
Jill Formwalt
Stacie Forrester
Brian Forte
Blair Foster
Mae Anne Foster
Francis Fouad
Shane Fraley
Erica Frank
Kristin Frankenfield
Allison Funk
Sarah Fynn
Samuel Gachelin
Cheryl Gamm
Akshay Gandhi
Tyler Gensler
Krysten Garvey
Wanda George-McBride
Shannon Gerstel
Shannon Gibala
Kristin Gibbons
Carly Glass
Ashley Godich
Amy Goodman
Melinda Gosselin
Cynthia Grebb
Cynthia Grebb
Tiffany Grove
Courtney Grass
Melissa Guarino
Ewuin Guatemal
J-Enok Guerrier
Breaman Guzman
Rebecca Guzman
Amanda Haas
Adrian Hackney
Lauren Haines
Jonathan Hall
Rhonda Harding
Sydney Harper
Kristal Harris
Jeffrey Harrison
Elana Hassett
Tobi Haufe

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WELCOME NEW MEMBERS

MISSION POSSIBLE CAMPAIGN

Be part of the most important campaign to prepare for the 2014 elections - Mission Possible. Your mission, if you choose to accept it, is to help our Association win stronger contracts, stronger schools, and a stronger voice for our students, our jobs, and our future.

In 2014, we will be facing a very competitive election for governor, state delegates, state senators, and for our county officials and boards of education. With a new June 24 Primary Election, we need to get an early start on MSEA’s election program. Phase One involves asking every single one of our members to join our political action committee, the Fund for Children and Public Education. All building representatives who send back their sign-in sheets after holding their 10 minute meetings will be invited to an exclusive, regional dinner with the MSEA recommended gubernatorial candidate and national and state association leaders.

All sign-in sheets and mission sign-up forms (yes and no’s) are due via scanned email attachments, fax, or mail before October 14 for processing and prize giveaway drawing. (You may deliver in person to the PAC Booth at the 2013 MSEA Convention on October 18 by 5:00 PM.)

Celebrate Educators Sponsors

Airport Fast Park & Relax
Annapolis Marriott Waterfront
Annapolis Sailing School
Annapolis Symphony Orchestra
Arundel Mills Mall
Ballet Theater of Maryland
Bank of America
Bingo World
Bobby Flay’s Burger Palace
Broadstripe
Buddy’s Crabs & Ribs
Cakes Plus Inc.
Chesapeake Eye Care & Laser Center
Community Baptist Church
Costco
Cruises on the Bay – Watermark
Embassy Suites Hotel BWI
Food Lion – Burwood Shopping Center
Garry’s Grill & Catering
Giant
Gordon Biersch
Harmonious Living Chiropractic
Hotel at Arundel Preserve
Italia’s Corner Café
Katcef Brothers, Inc.
Koon’s Toyota of Annapolis
Lonergan’s Charter Services, Inc.
Longhorn Steak House
Lowes Hotels

Maine Cottage
Mary Kay Cosmetics – Tia Webb
Mary Kay Cosmetics – Mary Jewett
Maryland Renaissance Festival
Medieval Times
Medifast Weight Control Centers
Middletown Tavern
Miss Shirley’s Café
O’Brien’s
Odenton Florist
Olive Garden – Arundel Mills
Rams Head
Real Fire Brazilian Grill
Robert Andrew Salon and Spa
Royal Farms
Smyth Jewelers
Thanksgiving Farm Winery
The All American Steakhouse & Sports
The Great American Car Wash, etc.
The Great American Car Wash, etc.
The Green Turtle – Arundel Mills
The Green Turtle – Edgewater
Vending Inc. Plus
Washhaus
West Street Car Wash
Wine Underground
Yellow Fin
York Flowers

Lost and Found

The following items were left at the TAAAC office sometime during the past spring or summer:

• A silver one-inch, three quarter hoop earring studded with what we hope are not genuine diamonds.

• A small dangling earring with the half-inch blue “o” on the end.

The below items were left at Burba Park and collected by our volunteer clean-up crew following the Celebrate Educators event on August 23rd:

• A collapsible black baby stroller with lime green trim and a small stuffed pink elephant hanging from the side.

• A white Hanes sweatshirt with both hood and zipper, size XL.

All four items are being held at the TAAAC office for owners to reclaim. They can also be delivered to school Association Representatives (AR’s) at the September 11th Association Representative Council.

BJ’s Discount for Renewing or Signing up!

Welcome back to school - Get $10 off the $50 membership fee or $20 off the $100 Rewards membership fee and 15 months = 3 months FREE! FREE second card is included. Offer ends Sept. 27, 2013.

Renew ahead of time and the 15 months will be added to the end of your current membership. If you would like to take advantage of this opportunity, email the BJ’s rep at jturpin@bjs.com. List TAAAC in the subject line.
Teachers Association of Anne Arundel County
2521 Riva Road, Suite L7 • Annapolis, MD 21401
410/841-6022, 410/224-5550 or 501/881-8509
Fax 410/841-6117
2013-2014 ENROLLMENT FORM

New! Fast! Easy! Sign up online! Pay by credit card! Visit www.marylandeducators.org OR

SOCIAL SECURITY NO. (Last 4 digits are required)

FIRST NAME                  M.I.                  LAST NAME

CHECK YOUR SALARY LEVEL FOR DUES COMPUTATION:

☐ Over $41,504  ☐ $20,752 - $41,504  ☐ Below $20,752
Method of payment:
☐ Payroll deduction (Sign and date below.)  ☐ Cash / Check

Payroll Deduction Authorization

I authorize the Board of Education to deduct from my salary bi-weekly payments for membership dues as indicated herein. I understand that such deductions shall continue from year to year for the dues set annually unless I rescind such authorization in writing to TAAAC over my original signature in accordance with local by-laws between August 15 and September 1. In case of my resignation or termination, the Board of Education shall forward the balance of my yearly dues from my final paycheck.

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction.

SIGNATURE________________________     DATE_________________

Fund for Children and Public Education Contribution Voluntary Authorization

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Political Action Committee of NEA, MSEA, and TAAAC to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD ☐ $12.00  ☐ $6.00  ☐ $3.00  ☐ $1.00

The NEA Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used for political purposes, including, but not limited to making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributions to the NEA Fund are voluntary, making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Contributions to the NEA Fund are not deductible as charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of $200 in a calendar year.

I understand that I am making a joint contribution and that one-third of my contribution will go to the NEA Fund, one-third to the MSEA Fund and one-third to the TAAAC Fund.

Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

PLEASE RETURN WHITE, CANARY AND PINK COPIES TO YOUR LOCAL • RETAIN THE GOLD COPY FOR YOUR RECORDS