Spring Thaw is Coming!

If you are like everyone else, you are probably ready for some warmer weather. With that warm weather, your bones will begin to thaw just in time to get active in your Association.

The Mills/King Award ceremony was held on February 20th, where 18 nominees were recognized for their outstanding contributions and humanitarian efforts. There were a record number of attendees who came out to celebrate the nominees. At the end of the presentations Scott Rundle of Broadneck High School was named the Mills/King Award recipient for 2014.

TAAAC just finished up the first ever Online Voting for TAAAC Officers, Directors, and Delegates to this year’s NEA Convention. There have been many comments about the process both positive and negative. The comments are taken seriously and will be addressed in preparation for next year’s vote. TAAAC Leadership appreciates the activism of Association Representatives who “got out the vote” in their schools. Look for a summary of election results at the April 2 ARC meeting along with contest winners.

Additionally, TAAAC is organizing for the upcoming local and state elections beginning with the Primary Election which is in early June. Our MSEA Political Organizer, Owen Henry, is busy building organizing strategies to mobilize our members to turn out for canvassing neighborhoods for candidates, phone banks, working the polls, as well as voting on Election Day.

Many other exciting events are coming this spring for which TAAAC needs you to get involved. Notably, the Monday Night Lobbying efforts will continue from now until the end of the General Assembly Session. The TAAAC Lobbyist’s meet at Stan and Joe’s on West Street at 5:00 PM for early dinner and a debriefing of topics to discuss with legislators. Then head up to the hill about 6:15 PM where the Delegates and Senators want to hear from you. Your stories are compelling and help to educate our politicians about our issues.

The TAAAC C & I Advisory Cabinet has met for a second time to discuss ways to lighten the load on educators. Most of the fixes are slow to be implemented as they remain suggestions at the mercy of whatever department they might apply to. Educators need less on their plate so that they can focus on good instruction and not be impeded by edicts handed down from on high. TAAAC will continue to work toward reasonable expectations and encourage folks to continue to keep track of their work hours. A time sheet to collect the data can be found on the TAAAC website, taaaconline.org under the Workload Tab.

The Instructional Professional Development Committee will host the SPARKS/REIGNITE programs which will take place this spring as well. They are looking forward to providing members with Association information and professional development that the members choose based on a pre-survey of participants. More information will be coming about how to be a part of this uplifting opportunity.

The Special Events Committee will also be planning the upcoming TAAAC Celebrate Educators Event to be held Friday, August 22, 2014 from 11 AM to 3 PM. Mark your calendar. The place is still to be determined. Look for information about upcoming meetings and join the committee in the planning process. They would love to have more members join them.

Only with your involvement will we be successful with our efforts to be engaged in the political process, the improvement of our practice, and have our voices heard by a wider audience.
The waiver war continues as the State Legislature is poised to move different legislation that would have the Maryland State Department of Education make various changes and seek waivers from the United States Department of Education to help educators navigate the “tsunami of education reform.”

**HB 1167/SB 676: Performance Evaluation Criteria – Use of Student Growth Data** will reaffirm the authority of local school districts and their bargaining units in the development and implementation of teacher and principal evaluations and guarantee that no state assessment can be used for personnel decisions through at least the 2016-17 school year. Recently, Jack Smith from MSDE spoke before the Anne Arundel County Delegation to the General Assembly and said that no MSA scores or PARCC scores will be used in the performance evaluation of teachers or principals this year or next year. The legislation proposed goes a little further and all eyes are on the state house during these debates.

**HB 1001/SB 910: Education – Federal Elementary and Secondary Education Act – Waivers** would ensure reforms are implemented in a dynamic process where local districts can make necessary adjustments and we are not locked into a one-size-fits-all timeline and model. USDE recently granted a waiver to MSDE saying no to double testing. This would mean students who pilot the PARCC assessments this year would not have to take the MSA in the same subject where they took the PARCC test. There is controversy around this waiver action because the local Superintendent has the final word whether this would happen or not. Mrs. Perkins has made it clear that she is not in favor of double testing. To that end the decision was made not to double test our students.

**HB 1164: Common Core State Standards and PARCC Implementation Review Workgroup** would assess the professional development needs and technology gaps necessary to successfully implement new curriculum and administer new state tests aligned with the curriculum and standards. This legislation proposes processes that should have been in place prior to any implementation of CCSS. The curriculum should have been fully developed prior the adoption of CCSS. Hopefully this is a lesson learned and we will have the training, resources, and materials needed to present the quality instruction that we are accustomed to delivering to our students.

The waiver war is an ongoing saga. Our TAAAC activists have been busy educating legislators during our Monday Night Lobbying efforts so they understand the effects that all the new initiatives are having on all our educators and students. Stay tuned as the decisions are coming quickly now that the sense of urgency has been heightened.

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**COMMENTARY**

**“Our TAAAC activists have been busy educating legislators during our Monday Night Lobbying...”**
Teachers are sending too many emails. This is particularly problematic in the area of special education. We encourage you to think before putting anything in an email.

Whenever special education parents demand a due process hearing, they can request all documents, including emails relating to their child regardless of whether the email is directed to the parent, another teacher, or an administrator – there is no confidentiality. Unfortunately, in the case of a teacher that responds to every email, that can mean the mandatory disclosure of thousands of documents. These emails may also result in a subpoena being issued to the teacher to testify in the proceedings.

Just because you get an email, it does not mean that you must respond immediately or in the same manner. We encourage you to pick up the phone and have a conversation rather than respond in writing. If there is a parent that is a “serial emailer,” you are advised to involve your administration by asking for assistance in bringing a halt to the emails.

**Professional Email Etiquette**

- Always remember that email communications with parents, colleagues, supervisors, and administrators are a reflection of you and your profession. Emails from your school account should contain only thoughtful professional correspondence using proper grammar, spelling, and punctuation.

- Avoid personal sentiments in your school email signature, including quotes or references to religion or politics.

- Refrain from sending emails to your students, but if you must do so, copy the parent or a school administrator.

- Protect yourself from Family Educational Rights and Privacy Act (FERPA) violations. Use only initials, or first name with initial of last name, when referring to a student.

- Don’t forward emails from anyone that contain potentially libelous, defamatory, offensive, or racist remarks.

- Don’t “Reply All.” If you don’t know the other individuals included in the email, or the others don’t need to be involved, reply only to the sender.

- Do not use email to discuss confidential matters of any kind.

- Be smart, savvy, and safe. One poorly worded email, or ill-advised response, could damage your reputation and lead to disciplinary action.

As always, if you have any questions, please call us.

*Thanks to the legal staff at MSEA for providing information for this column.*

**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.
FREE - TAAAC TEE SHIRT or LONG SLEEVE POLO!
Protect your jobs, pensions and public school funding

TAAAC IS GIVING AWAY BEAUTIFUL EMBROIDERED TAAAC TEE SHIRTS OR LONG SLEEVE POLO SHIRTS TO ANY MEMBER WHO AGREES TO DONATE TO THE TAAAC FUND FOR CHILDREN AND PUBLIC EDUCATION. THIS IS THE POLITICAL ACTION FUND FOR TAAAC/MSEA/NEA. ONLY FUNDS VOLUNTARILY DONATED BY MSEA MEMBERS CAN BE SPENT IN CONNECTION WITH DIRECT CANDIDATE CONTRIBUTIONS. THIS MONEY IS USED TO ELECT POLITICIANS THAT PROTECT YOUR JOBS.

YOUR CONTRIBUTIONS ARE USED TO BUILD OUR POLITICAL VOICE AT THE COUNTY LEVEL, IN ANNAPOlis, AND IN WASHINGTON, DC. THIS MONEY SUPPORTS CANDIDATES OF BOTH PARTIES AS LONG AS THEY SUPPORT YOU AND THE CHILDREN WE SERVE.

IF YOU WOULD LIKE A SHIRT AND NOT DONATE TO FCPE, THE COST OF THE SHIRTS WILL BE $10 PER SHIRT. PLEASE SEND A CHECK FOR $10 PAYABLE TO “TAAAC” AND RETURN THIS FORM WITH YOUR NAME, SIZE, AND SCHOOL TO THE TAAAC OFFICE.

IF YOU WOULD LIKE A FREE SHIRT AND HELP YOUR ASSOCIATION, PLEASE FILL OUT THE FORM BELOW AND RETURN TO THE TAAAC OFFICE.

THANK YOU FOR ALL THAT YOU DO AS MEMBERS.

Voluntary Contribution Authorization for the Fund for Children and Public Education

I hereby authorize the following voluntary contribution, beginning May 1, 2014, to the NEA, MSEA and TAAAC Fund for Children and Public Education (FCPE). The fund collects voluntary contributions from Association members and uses these contributions 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. Contributions to FCPE 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. I understand that I am making a joint contribution to the FCPE and that one-third of my contribution will go to the NEA FCPE, one-third to MSEA FCPE, and one-third to TAAAC FCPE.

Contributions to the NEA, MSEA and TAAAC FCPE are not deductible for federal income tax purposes. Federal law requires us to use our best efforts to report the name, mailing address, occupation and name of employer for each individual who contributes in excess of $200 in a calendar year. Federal law prohibits the NEA FCPE from receiving donations from persons other than members of NEA and its affiliates, and their immediate families.

I would like to contribute $________ per pay.
($3 MINIMUM FOR SHIRT-OR A $1 INCREASE OVER CURRENT DONATION)

TEE SHIRT ________ OR __________ LONG SLEEVE POLO (PICK ONE)

SHIRT SIZE (MEN SIZES) __________

SIGNATURE ________________________ DATE ______________________

PRINT NAME ________________________ SCHOOL ______________________

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The 2014 Mills-King Award Ceremony held on February 20th was an inspirational, well-attended success this year honoring exemplary individuals for their contributions to Human Relations in the field of education. All eighteen nominees for this celebrated award received a brief biography presented to the audience by TAAAC President Richard Benfer. Nominees this year included: Doris Anderson-Page, Michael Barnett, Kris Boston, Diane Casey, Enid Collison-Lee, Nancy Davidson, Eric Elston, Ramon Jarvis, Kathryn Kelchner, Larua Kooyman, Jane McKain, Anna Marie Ory, Scott Rundle, Dana Smith, Kim Stanger, Kenneth Starkes, Akeda Pearson-Stenbar, and Joe Van Deuren. The judges from the TAAAC Human Relations Committee deliberated over a difficult decision to choose one recipient, but consensus was reached, naming Scott Rundle as the 2014 recipient of the Mills-King Award for Excellence in Human Relations.

Scott Rundle, described by a peer as “an inspirational and admirable educator for all those who have the honor of coming in contact with him.” Through his position as a math teacher at Broadneck High School and community activist, Scott has touched and inspired many around him.

A teacher for more than 20 years, Scott continues to find ways to inspire and motivate his students. His witty jokes and sunny disposition aid in keeping his students engaged. Scott successfully challenges apprehensive math students in a way that inspires them into believing in themselves and mastering the material.

In addition to his work as a teacher, Scott is involved in a variety of community-based service projects. He traveled to Africa last summer through his church to participate in a mission to support widows and education for orphans. He is also the facilitator for the Broadneck chapter of Habitat for Humanity. In this role, Scott organizes fund-raising efforts to support an annual trip to help build a home for a family in need. In addition to raising funds, he must prepare his team of adults and students to work as a team and teach them construction skills.

Scott Rundle is an example of the type of role model our community needs. His efforts within his classroom help students realize their full potential, while his service to his community demonstrates a commitment that extends far beyond his classroom.

Beautiful choral renditions of “Lift Every Voice and Sing” and “Siyahamba” were performed by the Mills-Parole Elementary School chorus and conducted by TAAAC member Amy Sweeney.

This year’s keynote speaker, Susie C. Jablinske gave an inspiring speech to the attendees. Her words stirred the audience as she congratulated the nominees, highlighting their many contributions to human relations, and how that has influenced their community as a whole. Susie served many terms as TAAAC President, and she is currently serving as President of TAAAC-Retired.

Congratulations to Scott Rundle and all the nominees for their timeless commitment to human relations through community service and education.

February ARC Attendance

The following schools, departments, and affiliates were not represented at the February 5, 2014 Association Representative Council Meeting.

Affiliates – Coaches Association, Counselors, EBOTA, SLAAAC, Social Workers; Departments – Riva Road; Elementary – Annapolis, Arnold, Bodkin, C & I Res. Ctr., Comm. Based Servs. at Point Pleasant, Crofton, CroftonMeadows, Davidsonville, Deale, Eastport, Fort Smallwood, Four Seasons, Freetown, George Cromwell, Germantown, Glen Burnie Park, Glendale/Glendale Level V, Hillsmere, Hilltop, Jones, Linthicum, Lothian, Manor View, Mayo, Millersville, Mills-Parole, North Glen, Oak Hill, Oakwood, Odenton, Overlook, Pasadena, Piney Orchard, Rolling Knolls, Severna Park, South Shore, Van Bokkelen, West Meade, Woodside; Secondary – Arundel Middle, Arundel High, Brooklyn Park Middle, Corkran Middle, Glen Burnie High, Northeast High, Old Mill Middle N., Severna Park Middle, South River High, Southern Middle, Southern High; Specials – Arlington Echo, Center of Applied Tech. N, Center of Applied Tech. S., Central Special, Chesapeake Science Point, Infants & Toddlers Program, J. Albert Adams Academy, Mary E. Moss Academy, Phoenix Academy, Staff Development - Carver.
**NOMINATIONS OPEN**

The Nominating Committee is currently accepting nominations for the **Sick Leave Bank Approval Committee** and the **AACPS Calendar Committee (Elem.)**.

Nominations will be accepted until the May 7 Association Representative Meeting.

Name ______________________________________________

Address ______________________________________________

_____________________________________________________

School _______________________________________________

Phone (H) ____________________  (W) ____________________

Email _________________________________________________

I would like to place my name in nomination for the following position(s):

- [ ] Sick Leave Bank Approval Committee
- [ ] AACPS Calendar Committee (Elem.)

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**NOMINATIONS OPEN**

The Nominating Committee is currently accepting nominations for the **Credentials** and **Nominating Committees**.

Nominations will be accepted until the April 2 Association Representative Meeting.

Name ______________________________________________

Address ______________________________________________

_____________________________________________________

School _______________________________________________

Phone (H) ____________________  (W) ____________________

Email _________________________________________________

I would like to place my name in nomination for the following position(s):

- [ ] Credentials Committee
- [ ] Nominating Committee

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**Hershey Park**

**Springtime in the Park**

Regular (ages 9-54):  
$27.80*  
($4.00 savings)

Jr/Sr (ages 3-8; 55-69):  
$18.80*  
($3.00 savings)

*admission rates listed above include $0.85 amusement tax added at checkout

**tickets are subject to a $0.75 per ticket convenience fee at checkout

Teacher's Association of Anne Arundel County purchase tickets online at:  
http://tinyurl.com/anne2014  
Enter promo code: 14895

**Dates Valid**  
April 12-13, 18-20

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**BJ’s Discount for Renewing or Signing up!**

*Happy New Year* - 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 March 14, 2014.

*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.