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Giving the Best to Education

Every day FCPS employees are giving the best to education. And it shows.

The care and attention we give others is making a difference whether we are among the thousands who work in the classroom or the many who work with students in media centers, computer labs or gymnasiums...whether we are the first or last school employees children see daily as they ride our buses ...or whether we provide nutritious meals, maintain a building or promote student achievement in other ways.

FCPS measures progress by examining all aspects of our work. This means that in addition to tests that report how our students perform according to local, state and national standards and evaluating discipline, attendance and dropout rates, we also assess how well we are providing essential student services, technology and facilities. We keep our curriculum up to date. We partner with parents, volunteers and employers, work on hiring and retaining exceptional employees and perform all our work in a publicly accountable and cost-effective manner.

To find out how we're doing in each of these areas, take a look at our recently published 13th Progress Report on Continuous Improvement, volumes 1-3. Across each measure there is good news, and FCPS staff made it happen. The report also identifies areas that need our skill and attention.

New this year are school ratings that indicate individual schools' rates of improvement according to a number of Board-established performance standards. Last year, 82% of our schools either met the standards or improved over the prior year. The data, published in volume 2, gives us clearer indications about where to direct resources for further improvement. Earning commendable ratings of 80% or higher are **Carroll Manor, Glade, Kemptown, Middletown, Sabillasville, Spring Ridge and Whittier elementary schools, Windsor Knolls Middle** and **Lingnore** and **Urbana** high schools.

Just as high expectations for students lead them to success, high expectations for our school system guide us in giving the best to education — a difference each employee makes every day in the lives of students and staff at Frederick County Public Schools.

School offices have copies of the Progress Report, or you can request one by calling 301-696-6900. ★



"Being a media specialist is fun," says Jennifer Shesman at Monocacy Middle. "I like helping kids become 'experts' in finding just the information they need." Students appreciate using the media center web page from home for help with projects. Jennifer and husband, Mike, a Walkersville Middle math teacher, also enjoy reading each evening with their son.

Lori Bower (right) has composed songs to inspire students and teach lessons such as Character Counts Right Here, How Are You Smart? and dozens of others. Her husband, Edgar (a Carroll Manor Elementary music teacher), says Lori also pursues music in their home studio after school, assisted by their two children. Through her efforts, Oakdale Elementary students see the power of music not only in their lessons and performances but in raising aid for American Red Cross Disaster Relief through sales of her CD, On the Day 9-11, and radio and television interviews.



Well-organized Lead Mechanic Larry Rough makes service his first priority at Urbana cluster schools. Since 1981, Larry has enjoyed the challenge of maintaining schools "to the highest level, working to ensure safe facilities that keep the temperature comfortable, equipment maintained and instructional areas operational." Larry likes spending time with his family, golfing, hunting... and he even lists working on home repairs as an enjoyable free-time activity!

BOARD BRIEFS

■ **Operating Budget** The Board of Education's final budget request to the County Commissioners exceeds the amount of money we have been advised is available, in the belief that it was important to ask for adequate funding to meet the demonstrated needs. The public can comment to the Commissioners at their 7 p.m. hearing on May 7 at Frederick High.

■ **Carryover Questions** Most of the recent budget talk has centered on the Commissioners' questions about our carryover from FY 2001. While much of the "surplus" consists of purchase orders not executed that year because of PeopleSoft issues, some represents carryovers planned by various schools and departments to cover larger, longer-range purchases. The BOE is working with the Commissioners to explain that multi-year budgeting is a prudent use of resources. We hope to avoid future misunderstandings through better communication.

■ **Shrinking Share** Many people believe (1) the percentage of County resources that goes to FCPS has increased in recent years, and (2) county taxes were increased mainly to pay for public education. In fact, recent information shows that while County revenues have grown, education's share of the County's general fund has declined by about 4% to 5% since 1997.

■ **Charter School** The BOE has provisionally approved the first charter school in Maryland, one that will feature a Montessori style education. The organizers must achieve 70% enrollment for an August 2002 opening and locate a suitable facility by May 15. It will be a public school staffed by FCPS employees and open to all Frederick County citizens without a tuition charge. FCPS employees may inquire about openings through Human Resources. Call Pupil Personnel for enrollment information.

BOARD OF EDUCATION

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The Board holds public meetings twice monthly. They are televised on Cable Channel 18. For meeting or other information, call 301/696-6850. Or e-mail judith.ricketts@fcps.org.

Yarrow to Keynote at Summer Institute



Peter Yarrow, of "Peter, Paul & Mary" folk singers fame*, will kick off this year's FCPS Summer Institute August 13 on the campus of Frederick Community College.

Promoting "Operation Respect," Yarrow will describe school programs designed to increase academic success by fostering respectful "ridicule-free zones."

After the keynote, others from the project will present workshops to assist school staff in teaching students to respect others and recognize similarities that transcend religious, cultural, socio-economic and other differences.

Watch for more about Institute keynoters **David Walsh** and **Bertice Berry** in our next newsletter.

Summer Institute, August 13-15, offers a selection of nearly 100 free workshops for every FCPS employee and for staff at FCC, Hood and Mount Saint Mary's.

**The trio recorded popular songs such as "If I Had a Hammer" and "Puff, The Magic Dragon" (reaching #2 on the "Billboard" charts in 1963). ★*

Minority Achievement Grants

Through the FCPS **Education That Is Multicultural** program, six schools won grants to help close the academic achievement gap between minority and non-minority students. Each school has designed a program tailored to students' needs:

- **Ballenger Creek Middle**—for after-school tutoring
- **Frederick High**—to implement "Closing the Gap," a project to assist incoming 9th graders who show low academic achievement patterns. The goal is to make sure students maintain a grade of "C" or higher. The project includes home visits and neighborhood meetings to foster academic success.
- **North Frederick Elementary**—to improve language and reading readiness skills in pre-k and kindergarten students
- **Walkersville High**—to assist members of Omega Psi Phi and Frederick Community College affiliates in mentoring students to help them achieve academic success
- **Waverley Elementary**—for a technology-based program to increase student reading skills
- **West Frederick Middle**—for a technology-based program to improve students' learning skills

*Gov. Thomas Johnson junior **Erika Kennedy** interviewed Minority Achievement Coordinator **Maria Whittemore** and wrote the above article on assignment from the FCPS Communications Office, where she is an intern. To learn more about hosting a student intern, call 301-696-6925. ★*

Principal Appointment & Transfers

Effective July 1—

- **Jay Berno** will transfer to the new **Tuscarora High**, bringing his expertise and award-winning educational leadership to the construction and 2003 opening of our newest high school. **Walkersville High's** new principal will be appointed later this spring.
- Four elementary principals are transferring to bring fresh leadership and new ideas to our schools: **Stephanie Brown** will be principal at **Walkersville**, **Lynnea Richards** at **Wolfsville**, **Linda Hezlep** at **New Market** and **Ann Reever** at **South Frederick**.
- Upon the retirement of **Dr. Martha Bauer** and **Susan Thomas**, **Linda Wiles** will be principal at **Liberty** and **Steven Parsons** at **Kempton**. ★

★★★ ACCOLADES ★★★

Year's Best — Congratulations to our 2001-02 Agnes Meyer Outstanding Teacher: **Beth Strakonsky of Frederick High.**

Ed Leadership — Agriculture teacher **Sarah Welty of Walkersville High** has been named president of the National Association of Agricultural Educators.

Top 5 — One of 5 national awards goes to the FCPS Academy of Finance, taught by **Kathryn Zepp-Imhoff**, at our **Career & Technology Center.** Sponsored by the Employment Management Association and The Wall Street Journal, the \$5,000 award recognizes exemplary school-to-work programs.

Patriotic — Thanks to the initiative of Secondary CASI's **Dan Cunningham, Ron Johnston** and **Pat Baisey**, FCPS is taking advantage of a Maryland law to award diplomas to WWII veterans who left high school their senior year to join the armed forces. Qualifying veterans will receive diplomas during June graduation ceremonies.

Worth the Wait — Facilities Services Senior Project Manager **Roger Fritz**, Principal **Sally Smith** and staff at **Oakdale Middle** contributed to a smooth January 24 opening of the new school to about 300 6th and 7th graders, formerly in portables at New Market Middle. Next fall, 8th graders will also attend the new school, designed for 600 and expandable to accommodate 900 students.

Commendation — Staff and community members alike were well served during the **Tuscarora** redistricting project by the exemplary dedication of **Ray Barnes, Ruth Biser, Lynda Clayton** and **Tom Shade**, all of Facilities Services.

Expertise — The Maryland State Department of Education has invited ESL Outreach Coordinator **Joanne Harrington** to present "Community Partnerships for a Strong Society" at the 5th annual Conference on Family, School and Community Involvement.

Reading Rally — Doubling participation since 1999, this 3rd annual event involved more than 75 teachers and administrators. Congratulations to the winning staff at **Ballenger Creek Middle** and their reading specialist **Kathleen Horner.** Thanks also to middle school reading specialists **Angela Anderson, Meggie Bowen, Jody Deveney, Charlene Fraser, Mary Haller, Cindy Journell-Hoch, Carol Krajewski, JoAnne Plichta, Eugenia Ropp, Suzanne Sickeri, Melissa Rust, Lori Snowden** and **Christina Young.** Coordinator of Secondary Reading **Karen Cochran**, assisted by **Belinda Kaikko,** Rally host **Dr. Bonnie Hain,** emcee **Bruce Brown** and all staff involved.

Academic — The **Urbana High** team, advised by **Mark Kavanaugh** and **Norm Crosby** won the 21st annual Academic Tournament. Norm also won the Curriculum Specialists Award. **Ted Luck,** assisted by **Dana Lichtenberger,** coordinated this year's competition, ably emceed by **Stas Ziolkowski.**



Asked how he felt when he won the award, **Urbana** social studies teacher, **Norm Crosby** said, "No different than I feel every day going to work. Like a winner. We're doing important work."

Remembering — The FCPS Martin Luther King celebration involved students from every school in *Remember! Celebrate! Act!* Committee chair **Elaine Klein** thanks all who contributed, especially **Russell Beaton, Susan Constable, Tim Dean, Gwen Drescher, Dr. John George, Dr. Bonnie Hain, Ted Luck, José Rosapepe, Terry Schaeffer, Jerry Strum, Bill Watson** and **Maria Whittemore.**

Empty Bowls — Service learning coordinators in 7 FCPS feeder areas planned banquets to raise funds to alleviate hunger in their communities: **Barry Burch, Terry Hershey, Alyce Luck, Nancy Newkirk, Greg Reich, Bill Turney** and **April Wells.**

Outstanding — Our 26th annual Student Scholars Recognition Ceremony was a success, thanks to coordinator **Dr. Hank Bohlander**, assisted by **Wanda Fultz** and **Pat Baisey**, emcee **Russell Beaton**, National Honor Society advisors in each high school and all others who helped honor 1,245 qualifying juniors and seniors. Special thanks to State Farm Insurance and Farmers & Mechanics National Bank, who underwrote the event, and to host Hood College.

Celebrating 25 Years

Congratulations to the following 80 employees who have devoted 25 years of full-time service to Frederick County Public Schools and will be honored at an April 19 banquet:

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|----------------------|--------------------------|
| Bill Abbs | Marion Leatherman |
| Betsy Abel | Naomi Lewis |
| Ronald Alexander | Sandra Linton |
| Walter Anderson | Alyce Luck |
| Peggy Arnold | Barlow Luhn |
| Carol Baker | Barbara Marple |
| Gary Barkdoll | Rebecca Marshall |
| Barbara Barnett | James McDonough |
| Donna Bruchey | Helen Merriman |
| Wendy Bruchey | Ricky Miller |
| Karen Byrnes | Mary Miss |
| Deborah Cantler | Thaddeus Moore |
| Mary Carrington | Doreen Neff |
| Nelda Cassell | Alma Nehouse |
| Mary Corley | Gail Newton |
| Regina Crampton | Patricia A. Norris |
| Joan Crouse | Shirley Nyswaner |
| Julia Davidson | Cathleen O'Hara-Hatfield |
| Charles Davis | Margaret Parker |
| Martha DeLauter | Stephen Pearl |
| Josephine Eyler | Joy Peet |
| Sara Eyler | Bonnie Pollack |
| Janie Fischbach | Kaye Ramsburg |
| Gene Fogle | Karen Rogers |
| Teresa Foreman | Joan Rush |
| Linda Fox-Clingerman | Melinda Shanholtz |
| Darlene Garner | Margaret Sherald |
| Ruby Gates | Janine Sherman |
| Linda Geiser | Mamie Springer |
| Richard Gilbert | Lewis Keith Staley |
| Cynthia Green | Patricia Steele |
| Paula Haney | David Throne |
| Lynne Harris | Dominick Tringali |
| Martha Harris | Richard Tucker |
| David Haughwout | Susan Urban |
| Christina Hauk | John Verderosa |
| Jean Hook | Donald Wastler, Sr. |
| Delores Hossler | Denice Weedon |
| Rebecca Kile | Rebecca Williams |
| Carol King | |
| Lois Layman | |

Please note: If you worked for FCPS for 25 years but were employed less than full time for any of those years, you are still accumulating time toward this anniversary. If you have earned 25 years of full-time service this year and do not see your name listed, please call **Debbie Higgs,** 301-644-5095. ★

NEWS TO USE

School Calendar The tentative 2002-03 school schedule is online at www.fcps.org. The Calendar Committee, chaired by Elaine Klein, expects the BOE will approve the October 17-18 dates in lieu of October 24-25. Other changes are possible. Stay tuned!

Vacancies Employees can now access FCPS vacancy lists online at www.fcps.org under Human Resources. A password is required and may be obtained by calling 301-644-5095.

National Certification Applications for teachers applying for national certification are due to the FCPS Human Resources Division April 8.

5K Walk/Run Ballenger Creek Elementary invites everyone to promote *Character Counts!* by participating in this 5th annual event. The 3.1-mile course begins at the school at 8 a.m., Saturday, May 4. Proceeds from the \$15 adult pre-registration fee (or \$18 on race day) and \$5 for students benefit families in need through the Frederick and TJ CASS programs as well as a scholarship fund in honor of Alan Linton, who was in the World Trade Center on September 11. To register, visit www.familyeducation.com/md/bces, and click on "What's New," or call 301-631-0702.

Food for Thought May 8 is "Salute to School Food and Nutrition Service Personnel Day." Please acknowledge the work done by outstanding FCPS Food Services staff.

Employee Recognition May 15 is the FCPS staff Celebration of Excellence day. Please respond to employee nomination forms arriving soon via courier. The celebration begins at 4 p.m. in the Hayward Complex Staff Development Center. For information, call 301-696-6930

Restricted Schools Due to projected enrollment, out-of-district transfers will be prohibited in the 2002-03 school year at Ballenger Creek, Deer Crossing, Kemptown, Liberty, Middletown, Myersville, North Frederick, Orchard Grove, Twin Ridge, Urbana, Walkersville and Whittier elementary; Ballenger Creek, Brunswick, Gov. Thomas Johnson and Windsor Knolls middle; and Brunswick, Frederick, Gov. Thomas Johnson, Linganore, Middletown, Urbana and Walkersville high schools. For more info, call 301-644-5238.

Signing Bonus Know an education major seeking work? 1st- and 2nd-year teachers who graduated recently in the top 10% of their class and are eligible or hold a Standard Professional Teaching Certificate and agree to teach at FCPS for 3 years may qualify for a \$1,000 signing bonus. For details, call 301-644-5092. Congratulations to new teachers who made this year's list: Lisa Buckler, Laura Burdette, Kim Charmatz, Elizabeth Dudley, Billy Ferrell, Jennifer Hansen-Grimes, Steven Heller, Jr., Danielle Johnson, Freda Karos, Lori Kebetz, Kathleen McGowan, Tammy Mitcheltree, Elizabeth Myers, Stephen Polcari, Carolyn Sakemiller and Barbara Tarrant.

Summer's busy at FCPS. Here's a partial activity calendar:

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|------------------|---|
| June 24-July 12 | Essential Curriculum Workshops |
| June 24-August 2 | High School Summer Classes |
| June 24-28 | MSDE Workshops on Teaching the Highly Able Elementary Learner |
| July 1-26 | Elementary Summer Academy |
| July 1-26 | Special Education Extended School Year Program |
| July 1-August 1 | Middle School Summer Classes |
| August 13-15 | FCPS Summer Institute (at FCC this year) |
| August 16 | Administrative Leadership Meeting |



FCPS FACTOID

How many student families do our Community Agency School Services (CASS) coordinators assist in a year?

A: Last year, our 9 CASS coordinators made 1,388 contacts to link 560 families with community resources. Their goal: to promote student success through strengthening families.

AN EMPLOYEE EXCLUSIVE!



You've visited www.fcps.org, and it's a great resource for the public, but now there's an intranet site just for you. From your FCPS-networked computer, type *insidefcps*, and you're there! Check it out. Anything you post is for staff members only. To learn more, call 301-644-5310.

Inside FCPS is produced by the FCPS Communications, Graphic Arts and Printing departments.

Your news, ideas and suggestions are welcome. Please fax 301/696-6958. Call 301/696-6900. E-mail dian.nelson@fcps.org. Or courier to the Communications Office, 115 E. Church Street.



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Working Together to Educate Each Child and Promote Success

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