

May/June 2003  
Vol. 6, No. 3

## Accent on Achievement

**R**egister today to join hundreds of FCPS co-workers on the campus of Frederick Community College, **August 12-14** for Summer Institute 2003! Geared for education employees of every job title, this 5<sup>th</sup> annual FCPS event—free to employees—promises inspiring keynotes and workshops filled with fresh ideas for a new school year.

Follow your own schedule, from 90-minute choices such as Dr. Hal Urban's *Good News, Kind Words & Funny Things*, a half-day feature like Mo & Kathy Howard's *Survival Skills for All Professionals* or a 1-day workshop by Dr. Pam Robbins on *Differentiation Strategies for Brain-Compatible Classrooms*.

There are over 80 topics, including a Multicultural Film Festival and:

### 90-Minute Choices

- *Mastering the Challenge of Change* by Murray Banks
- *Power Teaching through High Expectations* by Larry Bell
- *How to Get Cooperation from Everyone* by Diana Day
- *Beyond the Nuts & Bolts of Parent Involvement* by Debbie Bostian and others

### Half-Day Workshops

- *Meeting High Standards* by Dr. Eleanor Renee Rodriguez
- *Life's Greatest Lessons* by Dr. Hal Urban, whose bestseller of the same title won the Writer's Digest 2002 "National Inspirational Book of the Year" award
- *Principal Survival Skills* by John Blaydes, who wrote Inspirational Leadership and The Educator's Book of Quotes
- *Generations in the Workplace* by Barbara Allen

### 1-Day Features

- *First Aid & CPR* (\$5 Red Cross certification fee)
- *Reading Comprehension Strategies* by Mosaic of Thought co-author Ellin Keene
- *High-Performance Classrooms for Learning* by Brenda Clark
- *Assignment Media Literacy* complete with the Maryland-recommended curriculum

Sessions fill quickly. For the best schedule, **register by June 18**.

If you need a brochure, visit [www.fcps.org](http://www.fcps.org) or call **Terry Schaeffer**, 301-696-6930. ★



### Start your day at a rousing keynote!



Tuesday, August 12 • 8:30 a.m.

#### Larry Bell: "High Expectations"

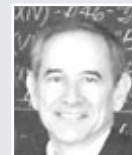
School systems across the country have applauded this outstanding keynote: Larry Bell "encouraged, entertained and inspired staff, providing the practical information that we appreciate... He inspires the uninspirable!"



Wednesday, August 13 • 8:30 a.m.

#### Dr. Rita Pierson: "Understanding Poverty"

Does your campus have fights over "Yo mama" comments? Do some students laugh when they are disciplined? Dr. Pierson explains how individuals accustomed to personal poverty think and act differently from people in middle and upper economic classes.



Thursday, August 14 • 8:30 a.m.

#### Dr. Richard DuFour: "Shaping School Culture"

National keynote and educational consultant, Richard DuFour was superintendent of "The New American High School"—Adlai Stevenson High in Illinois—one of three U.S. schools to win the national Blue Ribbon Award on four occasions!

Congratulations to Frederick County's Teacher of the Year — Heather Ridge reading specialist **Charlene Fraser**, bus driver **Sharon Botkin**, and Hillcrest instructional assistant **Richard Mannebach** for earning Celebration of Excellence awards.

**G**iving the  
**B**est to  
**E**ducation



Visit "Giving the Best to Education" on-line at [www.fcps.org](http://www.fcps.org) for more profiles of outstanding co-worker honorees. Supervisors wishing to commend an employee who gives the best to education: Please e-mail [dian.nelson@fcps.org](mailto:dian.nelson@fcps.org).

## BOARD BRIEFS

■ **Budget Process** It seems few people like the current budget process, and most people who contact the BOE don't seem very happy with its outcome. Every year the BOE spends about six months crafting an operating budget consistent with the long-term strategic goals for FCPS.

While funding sources include federal, state and local governments, most of the attention falls on local funding from the County Commissioners. This is because the federal and state portions are determined by formula. The BOE has lobbied to make the formulas more favorable to FCPS, but the formulas are what they are. In contrast, the county portion varies based on how much the Commissioners choose to raise as revenue and how much of the revenue they choose to make available for education.

The BOE has proposed a few steps to improve the process:

- Before the heat of the budget season, the BOE and BOCC agree on their respective roles and responsibilities.
- The community needs to decide what level education it wants. Services such as education cost money, and that money has to come from taxpayers.
- The BOE would like to discuss a more formula-based approach to determining the annual allocation from the county. For example, FCPS receives about 50% of the county revenue (a declining percentage in recent years), so under one approach the county could allocate 50% of any new revenue each year to education to maintain that level (as opposed to proposed funding this year of only 20% of new revenues to FCPS).

A community discussion would be a way to work toward a better approach.

■ **Student Rep** The BOE thanks Anil Nathan for serving actively this past year as the student representative. And the BOE wishes him the best as he continues his education (and shakes things up at the college he attends)!

■ **Policies** The BOE has begun a comprehensive evaluation and rewrite of all BOE policies. The goal is to reduce the size and complexity of policies, and clearly establish the connection and delineation between policies and regulations. Have a concern about current policy? Now is your chance to let the BOE know. Contact us at BOE@fcps.org.

### BOARD OF EDUCATION

Ronald W. Peppe II, President

Jean A. Smith, Vice President

Daryl A. Boffman

Bonnie M. Borsa

Donna J. Crook

Linda S. Naylor

Michael E. Schaden

Anil K. Nathan, Student Representative

The Board holds public meetings twice monthly, usually at 115 East Church Street. They are televised on Cable Channel 18. For meeting or other information, call 301/696-6850. Or e-mail [judith.ricketts@fcps.org](mailto:judith.ricketts@fcps.org).

## Shortened Workweeks: TGIF

To save money on utilities in a tight budget year, the BOE has decided to shorten FCPS summer workweeks to four days. Systemwide, FCPS summer hours for eight weeks from June 16 through August 8 are Mondays through Thursdays. The school system will be closed Fridays during these weeks, and employees who would normally work Fridays will make up Friday hours by working longer days the rest of the week. Supervisors can provide details.

Note: This change will not affect child care provided in schools by outside agencies.

## Celebrating Business Partners

Receiving honors at the FCPS annual Celebration of Excellence were representatives from three of our outstanding business partners (left to right): Dairy Queen at Riverside, Chick-fil-A at Riverside Plaza and two representatives from A Touch of Class Limousines, LLC.



## ASK THE SUPERINTENDENT

**P**lease send your questions for **Dr. Jack Dale** to [marita.loose@fcps.org](mailto:marita.loose@fcps.org). Inside FCPS will publish them based on relevance to a wide FCPS audience.



### Q: Why is FCPS preparing a 5-year master plan?

**A:** In January 2002, President Bush signed into law the No Child Left Behind Act, setting in motion sweeping changes in public education. Like every school district across the United States, FCPS is working closely with our state education agency to implement this legislation. All 50 states must develop performance standards that comply with the federal mandates. In turn, under Maryland's Bridge to Excellence in Education Act, school districts must each develop 5-year master plans describing how we will meet the state's requirements.

### Q: How can staff learn about and comment on the plan?

**A:** The draft master plan summary, which was prepared with input from the BOE, PTA and the Superintendent's Advisory Council, is on-line at [www.fcps.org](http://www.fcps.org).

I have also taped a channel 18 "superintendent's message," participated in an *Inside Look* program about the master plan and worked with our Communications and TV departments to produce a video called *Success for Every Child: A Master Plan*. Channel 18 will air the video daily through June 15 at 9 a.m., 1 and 6 p.m. Each school and FCPS division received a copy for staff to view.

I encourage staff, as well as parents and every citizen, to share comments in writing, either by mail to **Stephen Hess**, FCPS Director of Curriculum & Evaluation, 115 E. Church St., Frederick, MD 21701 or e-mail to [steve.hess@fcps.org](mailto:steve.hess@fcps.org).

### Q: What kind of feedback can be most helpful?

**A:** As you view the video and read the plan, consider the legal requirements and the goals our BOE has aligned with the federal mandates. In particular, consider the strategies proposed to achieve the goals. Think of what they mean for the future of learning and teaching: Will the proposed strategies achieve the goals? Do the goals and strategies correspond with your 5-year vision for public education in Frederick County? What modifications are needed?

### Q: Is there a deadline for comments and suggestions?

**A:** June 16. In July we present the completed plan to the BOE for approval and provide a copy to the County Commissioners. Our plan is due to the Maryland Department of Education in October for review and approval.

## ☆☆☆ ACCOLADES ☆☆☆

**Year's Best** Congratulations to our Frederick County Teacher of the Year **Charlene Fraser**, reading specialist at Heather Ridge, to our local Wal-Mart teachers of the year: **Beverly Lloyd** from Twin Ridge, **Julie Rice** from Monocacy Valley Montessori and **Kris McCoy** from Spring Ridge, and to Sam's Club teacher of the year **Stephanie Pettey** from Rock Creek.

**Math Matters** Presenting sessions at this year's National Council of Teachers of Mathematics in San Antonio, attended by 18,000 math educators, were our own elementary math curriculum specialist **Nelson Palmer** and teachers **Elaine Lazzaro** and **Kathy Swire**.

**Achievement** Maryland's SAT math scores rank 3<sup>rd</sup> in the nation. Our state AP exam scores are above the national average at 6<sup>th</sup> overall. For the 3<sup>rd</sup> straight year, the nation's leading education newspaper, *Education Week*, gave Maryland an "A" for our K-12 standards and system of assessing, reporting and holding schools responsible for improving achievement.

**Fulbright** Myersville Elementary teacher **Nancy Bybel** was selected from a national pool of over 2,500 applicants to travel to Japan in the Fulbright Memorial Fund Teacher Program.

**\$10,000 x 2** This is the 2<sup>nd</sup> year in a row that **Oakdale Elementary** has won the state-level Oscar Mayer Wiener jingle contest, under the direction of music teacher **Lori Bower**.

**Excellence** In recognition of its exemplary impact on the local community, the **Windsor Knolls Middle** Veterans Partnership Project won a \$1,500 Weinberg Foundation Intergenerational Program Award. **David Miller** received this year's Distinguished Service Award from MSDE, and the **Walkersville High** FFA received the state's Outstanding Technology Student Organization Award.

**Shared Expertise** The Maryland School Counselor Association is sending three delegates to the American School Counseling Association conference in St. Louis, and one of them is the group's past president, FCPS counselor **Peggy Throne**. *Techdirections* magazine, linking education to careers, recently published an article by Windsor Knolls technology teacher **Brendan Hedges**. School psychologist **Dr. Tom Craney** won a County College of Morris alumni achievement award for outstanding professional accomplishments.

**Environment** This year's 2<sup>nd</sup> place Tawes Award for a Clean Environment, youth category, is **Whittier Elementary**, where **Debbie Thackston** coordinated a successful can-recycling project.

## Celebrating Excellence

Congratulations to the following 5% of our employees who received awards at the May 13 FCPS Celebration of Excellence in Education!

Maria Aldrich	Kathy Copeland	Megan Forney	Rob Johnson	David Miller	Cindy Renn	Glenda Stephens
Cassandra Allison	Cheryl Crawford	Cindy Franklin	Laura Jones	Sharon Miller	Jennifer Reynolds	Beth Strakonsky
Michael Allred	Janice Crone	Tamela Frazier	Frank Julia Jr.	Helen Monk	Ronald Reynolds	Melanie Stuart
Kathy Baker	Norm Crosby	JoAnne Freimuth	Holly Jung	Melissa Moore	Lorraine Richmond	Greg Stull
Dave Barber	Patty Cuppett	Thomas Gallagher	Robin Kelley	Patrick Morgan	Billy Rippeon	Melanie Swank
Gary Barkdoll	Don Curtiss	George Garvis	Elizabeth Keyser	Tina Murray	Melanie Roberts	Nichole Tauler
Rich Barnard	Bob Dacey	Heather Gateau	Carolyn Kimberlin	Debra Myers	John Robinson	Robin Tayman
Jessica Barnhouse Bielata	Ralene Damanti	Kim Gilbert	Larry Naugle	Larry Naugle	Rosalind Rollins	Michele Thornton
Barbara Bartholomew	Janine Danner	Cathy Good	Dian Nelson	Dian Nelson	José Rosapepe	Mary Trapani
Doreen Bass	Julie Darr	Gale Grams	Bonnie Nusbaum	Bonnie Nusbaum	Larry Rough	Carol Tull
Kevin Beall	Tracy Davis	Gwen Graves	Jason Offutt	Jason Offutt	Laura Rudy	Louise Van-Gilder Martin
Neal Beard	Gary Deener	Sharon Grice	Kay O'Hara	Kay O'Hara	Mike Rusk	Carol Vogler
Colleen Bernard	Louann Delphey	William Guilday	Bev Lawson	Kathy Olsen	Paula Saal	Tina Vogtman
Jay Berno	Susan DesRoches	Anthony Hackey	Sandra Linton	Lois Olsen	Debbie Santella	Ronnie Voigt
Ruth Beveridge	Nancy Dietz	Paula Hadden	Steve Lockard	Shirley Olsen	Terry Schaeffer	Angela Waltrup
Steve Blickenstaff	Michael Dillman	Candy Hansberger	Beverly Long	Nelson Palmer	Hugh Schneider	Erminie Wars
Becky Bostiani	Angela Dodson	Jennifer Harbaugh	Norvis Long-Parker	Sue Palmer	Olga Schrichte	Susan Watson
Sharon Botkin	Tracey Donner	Wayne Harne	Marita Loose	Ellen Parkhurst	Kathy Sellers	Darrin Watts
Lori Bower	Erin Dooley	Keith Harris	Alyce Luck	Barbara Parsons	Eric Sentz	Katie Whiple
Susan Briggs	Betty Dorsey	Jody Harshman	Denise Lyons	Angela Patras	Michelle Sexton	Rachel Whitaker
Cathy Brooks	Les Dorsey	Mary Haslam	Monique Mack	Nicole Patton	Kathryn Shea	Maria Whittemore
Jason Brown	Betty Dorsey	Renee Heeley	Dorcas Main	Adrienne Pau	Robyn Sheppard	Janet Wilbourne
Lisa Bruck	Deborah Dotterer	Gary Hill	Judy Main	Ginny Peters	Jennifer Sherman Riggs	Leslie Williamson
Stevette Bryant	Aaron Duckett	Jeff Hite	Richard Mannebach	Katie Pew	Jennifer Shesman	Terry Windsor
Bernard Buckley	Judith Eanes	June Hoffman	Gary Marple	Carolyn Pleasant	Linda Shipp	Chrissy Wisner
Michael Bunitsky	Martha Estelle	Melanie Hoffman	Jerry Martin	Wilma Polce	Stacy Sisler	Jesse Wisnouse
Jennifer Burke	Denise Fargo-Devine	Katie Holtzopel	Don Matthews	Jennie Poole	Marivic Sison	Ron Wolfe
Teddy Burke	Suzanne Feldman	Dawn Hood	Kris McCoy	Jacqueline Prieto	Anastasia Slovikosky	Sharla Worley
Gael Butcher	Michael Fellows	George Hooper	Shirley McDonald	Katie Proctor	Cecelia Smith	Melinda Wright
Sanci Canella	Renee Ferrante	Darren Hornbeck	Kathleen McGowan	Toni Puchala	Cheryl Smith	Liz Zeigler
Laurene Carlisle	Billy Ferrell	Jenifer Jacobs	Christina McKeever	MaryJane Putman	Shelley Jean Smith	James Zimmer
Caroline Cash	Cherie Fisher	Sue Jacobs	Theresa McRae	Jennifer Radil-Harris	Shannon Sounders	
Nikki Chiocchio	Kimberly Fogle	Teresa Jeffers	Sue Metzger	Sandy Radosevich	Kate Sowers	
Charles Chipley	Kristina Foley	Patricia Jenkins Cuppett	Heather Michael	Tony Ray	Tracy Spingola	
Debbie Cooper	Darrell Foreman	Gwen Johnson	Carolyn Miller	Heidi Reall	Keith Staley	

## New Faces in Key Places *Effective July 1*

Principals at new locations:

- Stacie Jackson — Brunswick ES
- Carol Young — Glade ES
- Donna Hauver — Green Valley ES
- Grason Jackson — Hillcrest ES
- Bettejane Weiss\* — Monocacy Valley Montessori
- Dr. Keith Harris — North Frederick ES
- Kelly Benvengi — Sabillasville ES
- Steve Lockard — Tuscarora ES

- Kathleen Hartsock — Crestwood MS
- Margaret Lyburn — Linganore HS

Assistant principals at new locations:

- Terri Zigler — Green Valley ES
- Kathy Golightly — Hillcrest ES
- Cathy Genove — Monocacy ES
- Cynthia Houston\* — North Frederick ES
- Neal Case\* — Oakdale MS
- Elizabeth Little — Thurmont MS

\*Welcome to FCPS!



### FCPS FACTOID

Which 8 elementary schools are offering full-day kindergarten in the fall?

Frederick, Parkway, South Frederick, Spring Ridge and Waverley  
A: Brunswick, Emmitsburg, Hillcrest, North

## NEWS TO USE

**2003-04 Revision** Spring parent-teacher conference dates are likely to change from March 1 and 3 to March 11 and 12. The BOE is considering the change to better accommodate state-required MSA testing dates.

**Career Changers** FCPS has launched a program for degree-holders interested in teaching math, science, English or a foreign language to middle or high school students. Called the Resident Teacher program, it provides a way for qualified applicants who take the program's graduate coursework this summer to begin teaching in fall 2003. Applicants must hold a bachelor's with 36 credits in the above-listed subjects and an overall 3.0 grade point average ("B" or better). FCPS will provide a mentor, ongoing training and a teacher salary with benefits for accepted applicants who pass Maryland-approved teacher certification tests and summer education-related coursework. For details, call 301-644-5092.

**Certificate Renewal** If you hold a Maryland teaching certificate that expires July 1, 2003 and have not already done so, please send renewal items with a \$10 money order payable to the Maryland State Department of Education (MSDE) to **Nancy Slovikosky** in Human Resources. Write your full name and social security number on the money order. Please staple it to a full sheet of paper before placing it in a courier envelope.


**Salary Info** Human Resources will mail employee assignment letters in July. The letters will contain information about your FCPS salary, work-year calendar, and any change in your employment position or workplace assignment. Review your letter carefully, and please contact Human Resources if you have questions.

**Tech Survey** If you participated in the Technology Services on-line survey, you may wish to view the results at [http://acad.fcps.org/survey/crosstab\\_schools.cfm](http://acad.fcps.org/survey/crosstab_schools.cfm).

**Directory** Please use the following new numbers to reach **Tuscarora High** at 5312 Ballenger Creek Pike, Frederick, MD 21703 — Phone: 240-236-6400 Fax: 240-236-6401.

**Summer at FCPS** (Dates are subject to change as a result of summer 4-day workweeks.)

- Countywide curriculum workshops: June 23-July 10, Walkersville elementary and high
- Summer Academy: July 7-31, elementary schools; July 7-August 7, middle schools
- Summer School for high school students countywide: June 30-August 7, Frederick High
- Special Education Extended School Year programs: July 7-31, many elementary schools as well as Walkersville Middle and Frederick High.
- Summer Institute: August 12-14, FCC
- Administrative leadership meeting: August 15, Gov. TJ High



**Tune to channel 18 for FCPS news:**

**School Talk** – Tuesdays 7:30 PM  
Saturdays 2:30 PM

**Newsbreak** – 10:30 AM  
12:30, 5:30 & 9:30 PM

**Inside Look** – 2 & 7 PM

**PTA Perspective** – 10 AM & 8 PM

**BOE Meetings** – Wednesdays: 6 PM (live)  
*Calendar Handbook* lists meeting dates  
Re-broadcast the following evening

**Bulletin Board** – Menus, closing info, etc.  
To submit news, fax: 301-696-6958 or  
e-mail [dian.nelson@fcps.org](mailto:dian.nelson@fcps.org).

**Classic Arts** – Midnight to 5 AM

See our program guide at [fcps.org](http://fcps.org)  
*Schedules are subject to change*


**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](mailto:dian.nelson@fcps.org). Or courier to the Communications Office, 115 E. Church Street.



**Frederick County Public Schools**  
*Working Together to Educate Each Child and Promote Success*

*The Frederick County Public Schools does not discriminate in admissions, access, treatment, or employment in its programs and activities on the basis of race, color, gender, age, national origin, religion, sexual orientation or disability. For more information, call 301-696-6851.*



**The last day of school for students is June 17.**  
**The last day for teachers is June 18.**  
**Summer Institute registration is due June 18.**  
**Have a wonderful summer!**  
**School starts for returning teachers August 20**  
**and August 25 for students.**