

BOE Crafts \$342 Million Essential Education Funding Request



We have barely reached the halfway point for one fiscal year, but the Board of Education has already developed a proposed operating funding request for the next. Among other items, the FY '05 proposal calls for:

- programs and services for 452 additional students expected to enroll in August 2004,

- a salary resource pool to establish an FCPS pay structure equivalent to the county government's,

- start-up funds to equip two new schools,

- supplementary staff for schools with large numbers of students performing below grade level,

- the second phase of the full-day kindergarten implementation,

- the first year of a technology replacement cycle,

- smaller average class size, and

- additional programs, services and staffing critical to schools' ability to close the achievement gap for all students and meet state Bridge to Excellence and federal No Child Left Behind requirements.

Collectively — from the federal, state and county governments — FCPS anticipates revenues totaling \$318.7 million, including \$13.77 million allocated for FCPS under the Bridge to Excellence (Thornton) legislation. Assuming full Thornton funding, total revenues will still fall \$23.37 million short of the \$342 million necessary to fulfill the Master Plan goals the Board has outlined

for FY '05. The Commissioners will set the final allocation in June.

"Thornton dollars would cover many of our new funding requests," said Dr. Jack Dale, superintendent. "But for salary and technology improvements we are depen-

dent on the county. We've earmarked \$21 million to bring the FCPS pay structure and salary increases in line with county government employees."

The BOE's funding proposal is online: www.fcps.org and available in booklet form by contacting ann.eyler@fcps.org.

What Are Your Funding Priorities?

SPEAK OUT

Town meetings jointly sponsored by the County Commissioners and BOE at 7:30 p.m.:

- Wednesday, February 11 at 7630 Hayward Road
- Tuesday, May 4 at Tuscarora High School 5312 Ballenger Creek Pike

WRITE

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Giving the Best to Education

Formerly an instructional assistant, **Alison Cox** earned credentials to become a special education teacher and works in the Challenges Program at Oakdale Middle. **Patti O'Toole** excels as early childhood teacher with Even Start's English As a Second Language family literacy program. **Franco Posa** makes knowledge accessible for staff and students as technology coordinator at TJHS and Flexible Evening HS.



Readers wishing to commend an employee who gives the best to education: Please email dian.nelson@fcps.org.

Inside FCPS Online



As we begin the 7th year of publishing *Inside FCPS*, most readers are getting this issue a new way: via email. For those who prefer to read online from home, a web version is posted at www.fcps.org under Employee Connections.

The FCPS Print Shop will deliver 15 copies to each school to place in central staff meeting areas such as faculty lounges plus enough for FCPS staff who don't have easy computer access, such as food service workers, bus drivers and custodians. Five copies will go to each central office department for shared circulation. Readers may print additional copies or pages needed.

Tip: To save your *Inside FCPS* to a file on your computer hard drive, open the newsletter from www.fcps.org. Click on your toolbar's "disk" icon. It will prompt you for a file name and folder location to save the file.

"Family-Friendly" Employer Award

Frederick County Public Schools is a "family-friendly" employer, according to the Frederick County Office for Children and Families, which recently named FCPS among the local award winners.



FCPS provides full- and part-time staff a wide range of benefits and services, encouraging them to spend time with their families and making it more economically feasible to do so. For new parents, the benefits begin with paid parental leave and a transition program that eases them into those early weeks with a newborn or adopted child. When the position permits, flexible work hours and the possibility of working part-time or sharing a job with a colleague, accommodate the evolving needs of today's families.

Another award-winning advantage is that employees may enroll their children in the school where they work, or in the same feeder pattern, to accommodate childcare arrangements. In addition, before- and after-school childcare programs are located at many schools.

FCPS offers a health care plan that includes vision and dental coverage, including paid leave to care for a sick child. A cafeteria plan features flexible spending and pre-tax dependent-care options that can be real pluses for families who want to make the most of their earnings. Finally, FCPS provides free, confidential professional assistance to employees when personal problems affect their health and well being.

If you know someone who would make a good FCPS employee, share this "family-friendly" news with them.



ASK THE SUPERINTENDENT

This section features questions to and answers from Superintendent **Dr. Jack Dale**. Please send your questions for future issues to marita.loose@fcps.org. Inside FCPS will publish them based on relevance to a wide FCPS audience.

Q: Why is parent involvement a high priority for FCPS?

A: 30 years of research reveals that parent involvement matters more in student achievement than socio-economic status, ethnic background, or parent's education level. From volunteering in the classroom to membership on BOE and Superintendent's advisory committees and School Improvement Teams, parent involvement at every level goes hand-in-hand with student achievement. The most important component is parental involvement with their child's day-to-day schoolwork.

Q: How does FCPS encourage parent participation?

A: At the system level, we make it a priority to communicate with parents in a variety of ways as part of our goal to engage all sectors of the community in the education of our children. Examples include publications such as the *Calendar Handbook*, school and progress reports and sharing school news via channel 18, our web site and local media contacts. Recorded messages for callers to hear when they are on hold give FCPS information. Soon we'll have a new email subscription service called *Find Out First*. Schools also communicate at the family and community

level. They distribute regular newsletters, maintain web sites, and hold parent-teacher conferences and PTA meetings to keep parents informed and hear their concerns.

Q: What if parents get all this information and still don't seem to be involved?

A: The BOE recently adopted Maryland's Plan for Family, School and Community Involvement to address this issue. The plan and the national PTA emphasize that effective communication must be regular and two-way.

For example, when particular groups are not participating, a school may need to translate materials into other languages, provide child care or schedule meetings at different times and places. Other recommendations that I think are important: Make sure families are met by welcome signs and friendly greetings. Respond promptly and positively to parent calls, letters and visits. Share resources and practical tips they can use to make a difference in student achievement. In other words, make parents full partners in the decisions that affect children and families.

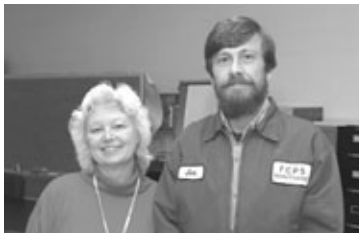
For more on this topic, visit http://www.msde.state.md.us/family_literacy/pdf/FamilyInvolvementPlanWeb.pdf and www.pta.org.

☆☆☆ ACCOLADES ☆☆☆

Nation's Best FCPS Community Agency School Services—**CASS**—was the top applicant in our state for the Civic Star Award and then overcame strong competition among the states to win the 2004 National Civic Star Award. The \$10,000 award recognizes school and community partnerships for promoting academic achievement and is co-sponsored by the American Association of School Administrators (AASA) and Sodexo School Services. Also on the national front, three FCPS teachers recently earned certification from the National Board for Professional Teaching Standards: **Jeffrey** and **Rebecca Lawrence** and **Shelley Smith**.



Excellence The Maintenance Department is honoring staff excellence in an "Employee of the Month" program. Congratulations to January's honoree, **Jimmy Rippeon** (far right), an electrician who works with fire and security systems, and February's honoree, administrative secretary **Jan Crone** (right).



Patriotic The BOE recently presented plaques to thank and honor eight employees for current or recent active military duty: **Gary Barkdoll**, **Eric Bokinsky**, **Dawn Bolyard**, **Kristine Coan**, **Michael Deener**, **Lisa Martell**, **William Mills** and **Nicholas Snyder**.

MINT News A recent Maryland's Initiative for New Teachers' newsletter featured the FCPS Great Beginnings program in its lead article. Kudos to all staff who facilitate the program: **Jason Anderson**, **Vivian Cade**, **Linda Civetti**, **Karen Howser**, **Kathy Prichard**, **Dottie Wood** and **Phyllis Younkins**. Although now a TJHS assistant principal, **Sue Ann Nogle** also helped coordinate this effective program, which is supervised by **Ann Hummer**.

Fit for Success SUCCESS Program participants along with **Sharon West** and County Commissioner **Mike Cady** celebrated the arrival of new sports equipment at the program's open house in Walkersville. SUCCESS provides special education services for 18-21 year olds learning skills for independent living.

Volunteerism At its recent "Spirit of Volunteerism" luncheon, the Chamber of Commerce recognized FCPS curriculum specialist **Max White** for 13 years of outstanding service on the Free Enterprise Education Committee.

State Champs Students taught by our Career & Technology Center instructors **Richard Smith** and **Gary Wilfong** placed first in statewide Automotive Youth Educational Systems skills competition.

\$\$\$ Congratulations to our Washington Post Grants in Education elementary winners: **Wendy Campbell** at Brunswick; **Kelly Canfield**, **Carolyn Miller** and **Sharon Rice** at Emmitsburg; **Vickie Marsh**, **Susie Mont**, **Shirley Nyswaner**, **Sherry Reed**, **William Severance** and **Lura Sullivan** at Middletown; **Lynne Harris** at Oakdale; and **Rose Kraft** at Rock Creek. In other news, the City of Frederick has funded grant requests from **Gov. Thomas Johnson High**; **Monocacy**, **North Frederick** and **Parkway elementary** schools and **West Frederick Middle**.

Commended Principal **Wanda Severance** got a letter from state superintendent Nancy Grasmick commending **Emmitsburg Elementary** for achieving MSDE validation for its excellent pre-k program. **Heather Corl**, **Marilyn Dolbeare-Mathews** and **Terry Wilt** worked to achieve this goal.

Commitment and Caring Best wishes to associate superintendent **Dr. Michele Krantz**, who retired in January after 37 years of service to the children of FCPS.

New Faces in Key Places

The following staff changes took effect in January 2004:

- **Dr. Linda Burgee**, from elementary director to elementary associate superintendent*
- **Sherry Collette**, from Monocacy ES principal to elementary director⁺
- **Dr. Gloria Julius**, new elementary director^{Δ+}
- **Leigh Warren**, from South Frederick assistant principal to Monocacy ES acting principal
- **Karine Myers**, from South Frederick teacher to acting assistant principal
- **Mary Wright**, assistant principal transfer from Waverley to North Frederick
- **Ryan Hench**, from Orchard Grove assistant principal to Waverley interim assistant principal
- **Dianne Tracey**, from teacher specialist to elementary special education coordinator
- **Gina Keefer**, from reading specialist to Kemptown acting assistant principal upon Joe King's retirement
- **Liz Root**, from New Market Elementary assistant principal to Kemptown reading specialist
- **Cindy Alvarado**, from teacher to New Market Elementary acting assistant principal

* Details published in previous issue of Inside FCPS
+ Steve Martin is also an elementary director; FCPS now has 3.

Δ Welcome to FCPS!

BOE Officers & Liaisons

In December the BOE elected **Linda Naylor** president and **Michael Schaden** vice president for 1-year terms.

This year's BOE committee liaison and council appointments:

- Career & Technology Education—Michael Schaden
- Curriculum & Instruction—Daryl Boffman (chair), Bonnie Borsa, Ron Peppe
- Endowment Fund—Bonnie Borsa, Michael Lapsa
- Facilities & Finance—Jean Smith (chair), Michael Schaden, Donna Crook
- Family Life—Ron Peppe
- Legislative Reps—Bonnie Borsa, Donna Crook
- Multicultural Education—Daryl Boffman
- PTA—Jean Smith
- Special Education—Donna Crook
- Technology—Daryl Boffman

NEWS TO USE

New Dates Summer Institute 2004 dates are changed from those listed in the *Calendar Handbook*. The Institute will run Wednesday, August 11 through Friday, August 13 so that we can hear superb keynoter Ruby Payne on Friday. Watch for details in the spring.

Call for Presenters Share your expertise with co-workers at this year's August 11-13 FCPS Summer Institute, returning to the Mount Saint Mary's College campus. Proposal forms, due March 17, are in the "Employee Connections" section of www.fcps.org or via the intranet at <http://insidefcps>. For more info, email ann.hummer@fcps.org.

College \$\$\$ The Maryland Prepaid College Trust enrollment period ends March 19 for college savings plans. To lock in future tuition costs at current prices and enjoy tax savings by enrolling newborns through ninth graders, call 1-888-4MD-GRAD or visit www.collegesavingsmd.org. In addition, minority students interested in a PR career can check out scholarship opportunities at www.lagrantfoundation.org; applications are due March 31. Outstanding scholar athletes of all backgrounds can apply by March 5 for a SAMMY 2004 scholarship: www.whymilk.com.

School Report Mailed in December to every Frederick County residence and sent via courier to employees who live out of county, *School Report 2003* is chock full of FCPS info. View the report online: www.fcps.org/parentzone/SRwebv3.pdf. Schools have additional copies, also available from ann.eyler@fcps.org. **José Rosapepe** designed the report, written and researched by **Marita Loose** and **Dian Nelson**.

A Closer Look The FCPS *15th Progress Report on Continuous Improvement* is in all schools. Volume 1 has locally collected and state-reported school data and school improvement ratings. School profiles at www.fcps.org link to data for each school. Volume 2 is a comprehensive summary of systemwide progress: www.fcps.org/parentzone/PRV22003.pdf.

Wellness Menninger Care Systems invites employees to sign up for weekly email tips by visiting www.menningercare.com, clicking EAP members, and entering the log in: Frederick County P.S. Staff can also get answers from an Employee Assistance Program clinician at the site.

Restricted 17 schools are restricted for out-of-district transfers in the 2004-05 school year because they are expected to exceed 100% capacity: Thurmont Primary; Emmitsburg, Kemptown, Middletown, Monocacy, North Frederick, Oakdale, Urbana and Walkersville elementary schools; Ballenger Creek, Brunswick, Middletown and Windsor Knolls middle schools; and Linganore, Middletown, Urbana and Walkersville high schools. For details: www.fcps.org/news/news.cfm.

Teacher Honors *USA Today* seeks 20 teachers, both individuals and instructional teams, to honor as representatives of all outstanding teachers. For details, visit www.usatoday.com/news/education or call 703-854-5890 or email allstars@usatoday.com.

Science on Air The April 14 national broadcast of the Annenberg/CPB *Life Science* series will feature FCPS 5th grade teacher **Melissa Minnick**. Watch it on channel 18 at 5 p.m. For the full series of eight 1-hour videos, email phil.brohawn@fcps.org or tune to channel 18 Wednesdays March 3-April 21 at 5 p.m.

Retirement The annual Retirement Planning Fair for FCPS and FCC employees is Monday, February 23: 4-7 p.m. at the Frederick Community College conference center. For info, colette.baker@fcps.org.

Directory There's a new employee directory coming online at <http://insidefcps>. Easily searchable, it will list numbers for every FCPS employee. Telesoft training will begin for those in each school and department responsible for entering updates.

Mileage Our intranet site at <http://insidefcps> features a mileage chart under "employee forms." It identifies the approximate mileage between FCPS locations.



FCPS FACTOID

In what year does the FCPS graduation project become a requirement?

A: Although seniors at some schools have been doing them for a while, beginning with the Class of 2006, all FCPS students must complete a graduation project. High school counselors have colorful brochures that explain project requirements.



Tune to channel 18 for FCPS news:

School Talk – 2:30 & 7:30 PM

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

Inside Look – 2 & 7 PM

Health Matters – 11 AM & 9 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.

Classic Arts – Midnight to 5 AM

See our program guide at
www.fcps.org/cable18.htm

Schedules are subject to change

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Please fax 301-696-6958. Call 301-696-6900.
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Communications Office, 115 E. Church Street.



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