

May/June 2004
Vol. 7, No. 3

Register Today!

Join hundreds of FCPS co-workers on the campus of Mount Saint Mary's College **August 11-13** for Summer Institute 2004! Geared for education employees of every job title, this 6th annual FCPS event—free to employees and now offering MSDE credit—promises inspiring keynotes and workshops filled with ideas for the new school year.

An impressive 99% of last year's attendees rated the Summer Institute's quality of program offerings and opportunity for learning either good or excellent. Now, with the addition of MSDE credit, this is an even greater employee benefit.

Follow your own schedule, from 90-minute choices such as Dr. Iwana Ridgill's *Take This Job and Love It*, half-day features like Alan November's *From Smart Toilets to Smart Schools*, a 1-day workshop on *CPR* or *First Aid*, or a 3-day feature by Dr. Noel Farmer on *Preparing for School Leaders Licensure*.

There are over 100 topics for the 1,000+ expected to attend, including:

- *Seeing Ourselves As Children See Us* by Dr. Ellen Koitz and Dr. Marianne Pfeiffer
- *You Have to Go to School—You're the Teacher!* by Renee Lowden
- *Family Engagement* by Dr. Steven Constantino, sessions for principals, parents & teachers
- *Debunking the Middle Class Myth* by Eileen Kugler
- *How to Thrive—Not Just Survive* by Diana Day
- *Staying Out of Hot Water* by Julie Weatherly
- *Developing Leadership Capacity* by Dr. Linda Burgee & Dr. Dan Cunningham
- *Living Myths* by Dr. Gregory Powell
- *Conscientious Copyright* by Dr. Carol Simpson
- *Life Skills Instructor Training* by the American Red Cross

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

If you need a brochure, visit www.fcps.org or call **Terry Schaeffer**, 301-696-6930. ★

SUMMER INSTITUTE 2004

Accent on Achievement

Jump-Start Your Day! Keynotes—8:30 a.m.



Wednesday, August 11

Dr. Rich Allen: "High-Impact Learning for Everyone"

Maximize your ability to keep others' attention and communicate your ideas.

Writer and producer of 2 albums: "Songs from the Heart" and "Observations from the Gentle Star," Dr. Allen has taught math and drama, directed SuperCamp and even performed off-Broadway.



Thursday, August 12

Murray Banks: "The Future: It's Not What It Used to Be"

Murray humors, cajoles and inspires us to "adjust our sails" and adapt to the challenge of change. Don't miss his hilarious

stories and practical strategies for staying at the cutting edge of change in education—and enjoying it.



Friday, August 13

Dr. Ruby Payne: "Hidden Rules of Class: What Are They?"

Do you know the best ways to interact with persons in economic classes and cultures different from your own? Explore

the hidden rules that govern our behavior and are generally known only to those within the group. Make sure they aren't a stumbling block for you.

Congratulations to these Celebration of Excellence award winners: Frederick County's Teacher of the Year, Whittier Elementary targeted intervention teacher **Debbie Thackston**; Linganore High music teacher **Kevin Lloyd**, and Brunswick Middle music teacher **Tina Vogtman**. More winners inside.

Giving the
Best to
Education



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



BOE Prioritizes FY '05 Budget Items

With state, county and federal funding availability nearly finalized, the Board of Education has prioritized items for the FY '05 operating budget.

The \$17 million in allocations included a \$7.5 million resource pool for employee salaries, \$2.2 million for extra staffing and an extended learning program that will be mandatory for low-performing students at selected schools, \$1.1 million toward reducing class size, benefits for the next group of eligible instructional assistants, additional high school reading specialists, expansion of the Judy Center program, supplementary staff for Gov. Thomas Johnson High, Human Resources positions to comply with No Child Left Behind, and a substitute custodian program, among other items.

As *Inside FCPS* goes to press, FCPS has resumed negotiations with FASSE and FCTA concerning how the salary resources might be applied. Both associations will be communicating the proposals to their respective memberships this month.

The FY '05 operating budget takes effect July 1. ★

ASK THE SUPERINTENDENT



On July 1, 2004, Superintendent **Jack Dale** will take over the helm of Fairfax County Public Schools, Virginia, the Washington metro area's largest school district. He leaves FCPS after a highly successful 8-year tenure, having arrived here in 1996 from the Edmonds, Washington, school district. With his departure imminent, Dr. Dale recently took time to reflect on his career in Frederick County and share some thoughts about the future of education in our community.

Q: Why did you decide to take the position with Fairfax?

A: I actually did not seek the position. The search firm hired by Fairfax approached me. My emotions were then, and still are, very mixed. I thoroughly enjoy living and working in Frederick County. I deeply respect our staff's commitment to education and sincerely appreciate the strides we have made on behalf of children. I recognize, too, that there is still work to be done to achieve the goals we've set for our students and ourselves. On the other hand, I thrive on change and challenge, so I am excited by the opportunity for professional growth.

Q: What do you consider the highlights of your term as FCPS superintendent?

A: I'd have to say one of our proudest accomplishments has been securing funding for a \$24 million technology improvement plan that benefits us all — from the classroom to the payroll function to the student information system. In our schools, we've also achieved the lowest dropout rate in Maryland and significantly increased student participation in college-level advanced placement courses. Smaller learning communities are another high spot. The list goes on, and it's a long list of successes because so many people worked together to bring them about.

Q: As FCPS superintendent, collaboration and teamwork have been hallmarks of your leadership style. Why?

A: I have always believed in surrounding myself with talented, committed people, empowering them to do the jobs they do best and holding up the expectation that they will collaborate with their colleagues in the process. Teamwork breaks down bureaucratic barriers, and it often gets things done that might not otherwise have been accomplished as quickly or as effectively. Nationally, school systems are most successful when every facet of the larger community shares a common vision for education and strategies to achieve that vision. An example of that here is that the County Commissioners and Board of Education were able to agree, through cooperation and vision sharing, on 90% as the acceptable standard for school capacity. That agreement has resulted in a capital budget that allows us to build schools on a sound schedule.

Q: What do you wish you could have achieved before leaving Frederick County?

A: I wish I could say that we closed the achievement gap. We have made some tremendous steps in the right direction, including our multicultural training programs and plans to provide extending learning opportunities for struggling students. Now we need community and family support for our efforts. We also need to reach consensus with the community and elected officials on what constitutes adequate funding for education. Resolution on that question is vital if our schools are to provide the caliber education the community expects.

Q: Any last words for employees?

A: Collectively and individually, you have repeatedly impressed me with your talent, dedication and genuine compassion. I regret that leading such a fast-growing system gave me less and less time over the years to get out and meet each of you on the job. But progress reports on so many measures tell me you consistently give your best, and I am grateful for the chance to work with you. Looking ahead, I think the test for all employees and county citizens will be to embrace the ideology that the children here are capable of so much more, and that they deserve the richest possible learning experiences delivered by top-notch teachers who are rich in knowledge and skill.

Thank You and Best Wishes, Dr. Dale!

★ ★ ★ ACCOLADES ★ ★ ★

Year's Best Frederick County's Teacher of the Year is Whittier Elementary targeted reading intervention teacher **Deborah Thackston!** Congratulations also to runners up **Norman Crosby** and **Mary Ellen Newcomb**, and to other school-selected Teachers of the Year: **Colleen Bernard, Gloria Gilligan, Paul Hoyt, Melanie Laffer, Beverly Lloyd, Jackie Mahalchick, Jeannine Milyard, John Nicodemus, Carolyn Pleasant, Mary Reeves, Eric Reickel, Karen Shomaker, Denise Snody, Ronnie Voigt, Deborah Winkles** and **Frances Yolch**.

Outstanding The Maintenance Department named **Roger Stull** and **David Gower** employees of the month for April and May, respectively. As Hayward Complex shop leader, Roger supervises electricians, plumbers and HVAC mechanics. David is TJ Cluster's lead maintenance mechanic. Also, the Transportation Department recognizes **Sharon Botkin, Jean Myers** and **Linda Swann** for more than 20 years of outstanding service.

Dedicated May 5 was Salute to School Food and Nutrition Service Personnel Day. FCPS commends **Food Service personnel** for their dedication and continuing commitment to our schools and community.

Leadership Congratulations to **Colette Baker** in Human Resources and CASS coordinator **Pam Miller** for graduating June 1 from Leadership Frederick and for outstanding work on Green Beginnings, a gardening project for Community Living residents.

1st Rate All 3 News-Post countywide winners in the "Celebrate Responsibly...Live Till Tomorrow" design contest were students from 1st-year teacher **Jeff Bohlander's** computer graphics class at Walkersville High. The 1st middle school in Frederick County to win the National PTA Parent Involvement Certificate of Excellence is **Thurmont Middle**.

Distinguished Hood College's 2004 Charles E. Tressler Distinguished Teaching Award goes to Brunswick Middle theatre arts teacher **Tina Vogtman**. Linganore High recognized alum **Dr. Linda Burgee** as a distinguished graduate in academics. Frederick High French teacher **Wally Anderson** won 1 of 6 French Culture & Language Fellowships to visit Avignon, France.

Special The Civitan Club of Frederick recognized Whittier speech language pathologist **Lea Woolsey**, Brunswick MS special education teacher **Judy Dawson** and Tuscarora HS special education teacher **Adrienne Mayonado** for outstanding innovative instruction and dedication to children with special needs. The Epilepsy Foundation of the Chesapeake Region presented Urbana High its 2004 Outstanding School Inclusion Program Award after nomination by a neurologist at Johns Hopkins; kudos to UHS special education teacher **Tim Myers** and department chair **Helen Golibart**.

Service Thanks to the efforts of science teachers **Rebecca Beecroft** at Brunswick HS, **Mark Sunkel** at Linganore and **Beth Ericsson** at both schools, 50 volunteers helped with the Potomac River Cleanup. If your school would like to join in next year, please email one of the above-named staff.

Performance The Maryland Department of Education presented awards to 25 Frederick County schools for gains in academic achievement: **Carroll Manor, Deer Crossing, Glade, Green Valley, Kemptown, Middletown, Monocacy, Myersville, New Market, Oakdale, Spring Ridge, Twin Ridge, Urbana, Valley, Walkersville, Whittier & Yellow Springs elementary; Ballenger Creek, Middletown, New Market, Oakdale and Windsor Knolls middle;** and **Linganore, Middletown and Walkersville** high schools.

Awards 3 elementary school counselors won 2004 Peace Crafter Awards: Wolfsville's **John Jurchak**, Yellow Springs' **Judy Kuhn** and Middletown's **David Shafer**. Also recognized: **Frederick HS** "Connections" program, **Middletown HS** Character Counts Club, Brunswick MS counselor **Bill Croal**, Emmitsburg ES community liaison **Jennifer Harbaugh**, Whittier counselor **Heather Quill** and CASS supervisor **Dr. Karol Strang**. The "Education That Is Multicultural" video produced by **Bill Watson** and scripted by **Marita Loose** and **Ted Luck** won a National School Public Relations Association Award of Merit.

Celebrating Excellence

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

Maggie Adams	June Crawford	Dorothy Hamill	Beverly Lloyd	Shirley Nyswaner	Emily Ruthvin	Christine Tressler
Helen Allnutt	Norman Crosby	Paul Harne	Marita Loose	Christine Oland	Judith Schanuel	Richard Tucker
Cathy Alspaugh	Sonia Dainton	Lynne Harris	Kimberly Magaha	Lois Olsen	Debbie Schroyer	Tina Vogtman
Kathy Baker	Louann Delphely	Sarah Hartwyk	Jackie Mahalchick	Kathy Olsen	Kay Schroyer	Ronnie Voigt
Leanne Balls	Melissa Dirks	Donna Hashemzadeh	Richard Mannebach	Shirley Olsen	Margaret Schuch	Debbie Wachter
Amy Barkdoll	Marilyn Dolbeare-	Richard Hawker	Vickie Marsh	Patti O'Toole	Beth Ann Sell	Stephanie Ware
Doreen Bass	Mathews	Tom Hawthorne	Mary Marshall	Nick Pace	Wanda Severance	Janet Warren
Jane Beach	Jim Dorsch	Kim Hayden	Greg McCauley	Jeanie Parr	William Severance	Susan Watson
Kimberly Beall	Julie Dougherty	Grace Heller	Justin McConnaughey	Stephanie Pettey	Lisa Shafer	Theresa Watson
Bob Beavan	Lori Dubbs	Robin Hemp	Kris McCoy	Carolyn Pleasant	Cara Sherman	William Watson
Colleen Bernard	Barbara Ernstedt	Ryan Hench	Patricia McGowan	Cathy Poling	Karen Shomaker	Susan Weaver
Jeff Bohlander	Laura Firme	Debbie Higgs	Laura McNally	Franco Posa	Doug Shook	Carol Welty
Antoinette Border	Cindy Fitzwater	Charles Hoff	Carolyn Miller	Amy Purdum	Patricia Smallwood	Jennifer Wenner
Sharon Botkin	Heather Flickinger	Paul Hoyt	Tony Miller	Debra Purdy	Shelley Smith	Max White
Cindy Bowen	Faye Fogle	Teresa Ismach	Jody Miller	Denise Rankin	Ruth Ann Smith	Beth Wildasin
Lori Bower	Stacy Foland	Stacie Jackson	David Miller	Dale Rawlings	Denise Snody	Teresa Wilson
Debra Brogan	Charlene Fraser	Rob Jones	Jeannine Milyard	Sherry Reed	Patty Stambaugh	Terry Wilt
Katherine Brown	Andrea Fream	Anne Kelly	Jayson Mobley	Mary Reeves	Denise Staub	Theresa Wiltrout
Betsy Burgee	Kelley Fujii	Brian Kesselring	Susie Mont	Eric Reickel	Linda Stout	Deborah Winkles
Gael Butcher	Amanda Furajter	Claire Kondig	Bertha Morgan	Sharon Rice	Melanie Stuart	Dale Wolf
Nancy Bybel	Terry Furajter	Kathy Koops	Frank Mularz	Julie Rice	Brooke Stull	Susan Woolard
Wendy Campbell	Susie Gaither	Rose Kraft	Crystal Naff	Janet Rogers	Lura Sullivan	Frances Yolch
Kelly Canfield	Amanda Gardner	Melanie Laffer	Dian Nelson	Melba Rollins	Trese Suter	Brianna Zeoli
Larry Cassell	Tina Garza	Jeffrey Lawrence	Adell Nestor	Edward Rollins, Sr	Melanie Swank	Kathryn Zepp-Imhoff
Michael Chavez	Gloria Gilligan	Rebecca Lawrence	Mary Ellen Newcomb	Angela Romanell	Debbie Swiderski	Robert Ziegler
Christine Corbeil	Jennifer Gnuschke	Tim Leber	Steve Nibbs	Renee Rosa	Deborah Thackston	Jim Zimmer
Heather Corl	Ellen Grau	Bethany Lees	John Nicodemus	José Rosapepe	James Thuman	
Alison Cox	Mary Sue Grossnickle	Ron Linton	Jason Norris	Janet Rose	George Tracey	
Michele Cramer	Judith Hale	Kevin Lloyd	Sara Nuckolls	Randy Rumpf	Ruth Travis	

New Faces in Key Places *Effective July 1*

- Cindy Alvarado**, New Market ES assistant principal
- Christine Behrendt**, Walkersville ES assistant principal
- Meggie Bowen**, Orchard Grove ES assistant principal
- Jona French**, Media Services & Instructional Technology supervisor
- Cathy Genove**, Spring Ridge ES assistant principal
- Ryan Hench**, Waverley ES assistant principal
- Tracy Hilliard**, Tuscarora ES assistant principal
- Melanie Hoffman**, Psychological Services supervisor**
- Ann Hummer**, Professional Development director
- Kate Krietz**, Thurmont Primary assistant principal
- Catherine Poling**, Kemptown ES assistant principal
- Deborah Thackston**, Brunswick ES assistant principal
- Carla Zamerelli-Clifford**,* Elementary language arts & social studies curriculum specialist

*Welcome to FCPS **Effective May 16

NEWS TO USE

The Written Word

- It's=It is: An apostrophe in "it's" always means "it is." "Its" is always possessive.
- In dates, use the forms 1st, 2nd, 3rd and so on only when the year is omitted.
Correct: October 10, 1985 or October 10 or October 10th. Incorrect: October 10th, 1985.
- Computer terms: web site is 2 words; online and email are one, without hyphenation
- Replace "eduspeak" jargon acronyms and abbreviations with language easily understood by your audience. If you must use "eduspeak" explain the meaning.

2004-05 Calendar Watch for changes the BOE may make in conference dates for the coming school year. FCPS posts all changes online at www.fcps.org.

Emergencies By fall, FCPS will no longer send emergency closing notices via schools-out.com. Instead, we will use our own **Find Out First** service. Please visit www.fcps.org and sign up for FCPS email notification not only about emergencies but many types of school news. Tailor your subscriber profile to get only the news that fits your interests. Encourage friends, family and co-workers to subscribe. **Find Out First** is for everyone interested in local education.

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.

Certificate Renewal If you hold a Maryland teaching certificate that expires July 1, 2004 and have not already done so, please send renewal items with a \$10 money order payable to the Maryland State Department of Education (or 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.

- June 16: Last school day for students**
- June 17: Last school day for teachers**
- June 18: Summer Institute Registration Deadline**

Have a wonderful summer!

School starts August 17 for new teachers, August 18 for returning teachers and August 23 for students.



FCPS FACTOID

FCPS spends an average of \$7,725 per student. How much of that is for school and grounds maintenance and equipment repair?

A: Approximately \$724 — about 9% — goes toward maintaining schools and grounds and repairing computers and other equipment.



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 – 11 PM to 5 AM

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

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. Or courier to the
Communications Office, 115 E. Church Street.



Frederick County Public Schools

Working Together to Educate Each Child and Promote Success

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