

Bridge to Excellence Leads to FCPS Master Plan

The next decade in education will bring sweeping changes to Frederick County. In the past year,

- President Bush signed the No Child Left Behind (NCLB) Act
- Maryland's Visionary Panel for Better Schools announced recommendations for school reform, with Maryland naming its strategic plan "Achievement Matters Most"
- and the governor signed the Thornton Commission's Bridge to Excellence in Public Schools Act.

All three require changes to our pre-k through grade 12 programs. In addition to the new Maryland School Assessments (MSAs) that our 3rd, 5th, 8th and 10th graders will take this March, each state must create adequate yearly progress (AYP) targets for all schools and school systems.

The Bridge to Excellence in Public Schools Act is designed to guarantee educational equity and adequacy by increasing state aid to public schools and distributing 74% of the aid inverse to local wealth, so that poorer school districts get comparatively more state money. Frederick County expects \$40 million in state aid over the next five years, as the act links state aid to enrollment and to the costs of serving special education, limited English proficient and economically disadvantaged students. It stipulates that every Maryland school system must establish all-day kindergarten and offer pre-kindergarten to all at-risk students. The act assumes that county governments will continue to fund local operating budgets, which cover salary increases and cost of living adjustments, at levels at least consistent with 1997 to 1999 funding.

By October, each school system must draft a 5-year master plan

Emerging Strategies to Improve Education

- Full-day kindergarten phase-in
- Additional pre-kindergarten programs
- Class size reduction, especially in grades k-2
- Additional training and collaboration time for teachers and administrators
- High school reading specialists
- More educational support services staff (reading, targeted intervention)
- More guidance counselors, psychologists and pupil personnel workers
- Textbook replacement cycle
- ESL program expansion

that will help improve achievement among every student subgroup. The plan must include goals aligned with state standards, implementation strategies, methods for measuring progress and time lines for implementation. Our plan will also include a budget and annual update and review process.

Over the next several months, **Dr. Jack Dale**, FCPS administrators, school-based staff, the business community and parents will collaborate on developing the master plan. Look for opportunities to provide input. *Inside FCPS* will keep you informed.

The above article contains information and excerpts from the MSDE publication Maryland Classroom, Vol 8. No. 1. ★

Giving the Best to Education Visit "Giving the Best to Education" online at www.fcps.org for more profiles of outstanding honorees. If you are a supervisor wishing to commend an employee who gives the best to education, please e-mail dian.nelson@fcps.org.



Awarded outstanding middle school math teacher (see page 3), **Frank Julia Jr.** works with students at Gov. Thomas Johnson Middle School.



Lead Printing Technician **Julie Darr** stands at the FCPS Print Shop's latest addition: a full-color poster maker (see page 4). "When it comes to quality, Julie demands the best," says Manager Ron Alexander.



Whittier Elementary 5th-grade teacher **Beverly Long** is proud to be named Maryland's elementary social studies teacher of the year.

BOARD BRIEFS

Change The BOE is saying goodbye to two long-time members: Deborah Aughenbaugh and Anne Hooper. Both chose to retire from BOE service when their positions were replaced by elected positions. While we will miss both of them, we welcome back Jean Smith and Daryl Boffman, who made the transition from appointed to elected status. The BOE also welcomes newcomers Bonnie Borsa and Michael Schaden. With these changes, the BOE is now fully elected. We will alternate with the elections of 3 or 4 members every 2 years.

After welcoming the new and returning members, the BOE wasted no time getting to work. After the December 11 swearing-in ceremony, the BOE met with the new County Commissioners and new Frederick County Annapolis delegation for breakfast and a discussion of upcoming legislative issues. The BOE then spent the day working on the budget. It is looking like this will be an extremely difficult year for both the capital and operating budgets. The BOE will work with both the County Commissioners and Maryland Delegates to try to obtain the funding we need.

It looks like change will be a continuing theme for the BOE this year. Steve Crawford, who was elected to the BOE in 2000, has announced his resignation effective December 31. The County Commissioners will appoint a replacement.

BOARD OF EDUCATION*

Daryl A. Boffman
Bonnie M. Borsa
Stephen Crawford
Linda S. Naylor
Ronald W. Peppe II
Michael E. Schaden
Jean A. Smith
Anil K. Nathan, *Student Representative*

**Election of officers will take place after we go to press.*

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.

Negotiations in Progress

Contract negotiations with the Frederick County Teachers Association (FCTA) and Frederick Association of School Support Employees (FASSE) are gearing up for the current year.

The negotiating team for FCTA includes teachers **Bret Bedall**, **Gary Brennan**, **Carol Daiger** and **Jon Evans**, FCTA President **Nancy Dietz** and UniServ Director **Steve Lenzo**, chief negotiator. The BOE team is led by Executive Director of Legal Services **Jamie Cannon** and includes Executive Director of Human Resources **Paula Lawton**, Instructional Director/High Schools **Hank Bohlander**, Executive Director of Fiscal Services **Hal Keller**, Associate Superintendent/Elementary **Michele Krantz** and Instructional Director/Elementary **Steve Martin**.

FASSE's team is led by MSTA UniServ Director **John Gates**, joined by FASSE President **Steve Brako** and team members to be appointed shortly, as we go to press. Representing the Board of Education in the FASSE negotiations are **Jamie Cannon** as chief negotiator, Food Services Officer **Cheri Dattoli**, Facilities Manager **Joe Dattoli**, Principal **Gerald DeGrange**, Human Resources Officer **Robert Hagans**, **Hal Keller** and Transportation Manager **Dick Wandres**. ★

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.



The 3-week sniper siege this fall was a first for causing all of our schools to take simultaneous precautionary lockdown measures.

Q: What is the FCPS process for making systemwide decisions such as precautionary lockdowns?

A: During the sniper incidents, I collaborated with the associate superintendents, communications specialist and law enforcement agencies in making decisions. We stayed in touch with other school systems and agencies, too, as the situation evolved.

Q: What kind of information determines the decisions?

A: Student and staff safety are foremost among the factors we consider. Depending on the impact of a recommended action, we consult with appropriate staff regarding a multitude of issues such as transportation, meals, pre-k and kindergarten schedules, students off campus for partial days at the Career & Technology Center or on work-study, service learning and internship assignments, after-school and evening classes and activities and field trips. We also determine the need for law enforcement and related community agency support.

Q: How does FCPS communicate systemwide decisions to staff?

A: Our first step is to inform staff members so they can take appropriate action and respond to inquiries with correct information. We prepare a bulletin with details needed by staff. We spread the word multiple ways including phone calls, e-mail and faxes. Staff members can also access information via our web site, channel 18 and *schools-out.com* [see subscription details on page 4].

Q: How does FCPS keep the public informed of the decisions as they evolve?

A: We generally prepare a separate bulletin that gives information most needed by parents. Different fax machines simultaneously send bulletins to staff and local media so parents are quickly informed. We use channel 18, *schools-out.com*, and web site bulletins in addition to phoning and faxing radio and TV stations to communicate with the public. If appropriate, we might also participate in TV and radio interviews.

Q: How effective are the crisis procedures you have described?

A: A good safety record accompanied by positive staff and public feedback indicate that our procedures are effective, and our staff systemwide does an outstanding job during times of crisis. At the conclusion of each event, we debrief and refine the process. I am confident we have used each situation to better prepare us to respond in the best interests of our students and staff.

★★★ ACCOLADES ★★★

Distinguished — This year's Washington Post Distinguished Educational Leadership award for Frederick County goes to New Market Middle Principal **Carolyn Kimberlin**. Before becoming NMM principal, Mrs. Kimberlin was principal at Gov. TJ Middle 14 years, assistant principal at Walkersville Elementary, reading specialist at Brunswick Elementary and teacher at Valley. She worked at schools in Pennsylvania before joining the FCPS staff in 1980.

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Achievement — 38 county schools are receiving more than \$103,000 for "substantial and sustained" progress toward high levels of school performance standards in 2001-02. Each earned at least a 5-point increase in reading and/or mathematics scores among subgroups of students in grades 3, 5 or 8. Subgroups include racial and ethnic groups, students receiving special education services, limited English proficient students and students who receive free and reduced-price meals. Award-winning elementaries: **Ballenger Creek, Brunswick, Carroll Manor, Deer Crossing, Emmitsburg, Glade, Hillcrest, Kemptown, Liberty, Middletown, Monocacy, Myersville, New Market, New Midway/Woodsboro, North Frederick, Orchard Grove, Parkway, Sabillasville, South Frederick, Spring Ridge, Thurmont, Twin Ridge, Urbana, Valley, Walkersville, Waverley, Whittier, Wolfsville** and **Yellow Springs**. Award-winning middle schools: **Ballenger Creek, Gov. Thomas Johnson, Heather Ridge, Middletown, New Market, Thurmont, Walkersville, West Frederick** and **Windsor Knolls**.

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Awards Galore — The Maryland Council of Teachers of Mathematics presented **Nelson Palmer** an outstanding math educator award and **Frank Julia Jr.** of Gov. TJ MS an outstanding middle school math teacher award. The Maryland Council for Social Studies named Whittier teacher **Beverly Long** Maryland Elementary Social Studies Teacher of the Year. Walkersville HS teacher **Greg Stull** received the Maryland Conservation Teacher of the Year award. Middletown High's **Keith Staley** is this year's recipient of the Maryland Outstanding Agriculture Teacher award. Five at FCPS earned Maryland Art Education Association awards for outstanding art teaching: **Suzanne Feldman** at Urbana HS, **Michael Fellows** at Frederick High, **Elizabeth Keyser** at TJ High, **Denise Lyons** at Waverley, and **Jennifer Sherman Riggs** at Oakdale Elementary.

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\$\$\$ — FCPS minority achievement coordinator **Maria Whittemore** co-wrote a successful FCC-FCPS Collaboration Council grant that will help 12th-grade minority students, female students and students with disabilities, their parents/guardians and high school personnel learn about a National Science Foundation scholarship program. In addition Gifts for Education grants went to our **English As a Second Language Program, Green Valley, Hillcrest, Sabillasville** and **Walkersville** elementary schools. Gladhill agricultural education grants went to **Ballenger Creek, Liberty** and **Orchard Grove** elementary schools and the **Linganore** FFA. Kudos to all staff who wrote winning proposals.

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FCPS Keys — 34 people attended the October Key Communicator workshop. FCPS benefits from the valuable input they provided in discussion and thoughtful questionnaire replies. Effective communication is key to achieving our goal of continuous improvement for student achievement.

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National — Of Maryland's 79 teachers to earn certification this year through the National Board for Professional Teaching Standards, 2 are from FCPS, and both teach at Glade ES. Congratulations to **Patricia Jenkins Cuppett** and **Angela Waltrup**. To learn about becoming nationally certified, contact FCPS Certified Personnel Officer **Joyce Harris**, 301-644-5084, or visit www.nbpts.org.

Take 15 for the Family

Involving parents in education is critical, and with Maryland's "Take 15 for the Family" initiative, parent involvement can be easy and fun.

Check out and encourage parents to visit marylandpublicschools.org, and click on the "Take 15 for the Family" icon. There are daily tips including information and resources that help parents dedicate at least 15 minutes each day to making everyday activities, such as eating a meal together, into learning opportunities for their children. The web site includes parent tips, family activities, links to Maryland Public Libraries and other family-friendly web sites and more. ★

Funding School Construction

Maryland's Interagency School Construction (IAC) Program has approved planning for the following projects but not their funding: Tuscarora Elementary, Middletown Primary, the new Urbana-area elementary and Urbana High addition. The IAC has not granted planning approval for a new east county area high, Urbana middle, Valley Elementary renovation or Brunswick Middle addition.

Supporters of these projects may send correspondence prior to the January 22 hearing to the Maryland Board of Public Works, which consists of the governor (Gov. Elect Robert L. Erlich, Jr.), state comptroller (Mr. William Donald Schaefer) and state treasurer (Ms. Nancy K. Kopp): 80 Calvert Street, Annapolis, MD 21401, www.ehrlichsteeletransition.org, wdschaefer@comp.state.md.us, treasurer@treasurer.state.md.us. ★

Key Appointment

We welcome Rock Creek School Assistant Principal **Gayle Yvonne Brown**. ★

A Winner!

Maria Whittemore, FCPS minority achievement coordinator, won the Summer Institute vacation getaway grand prize, donated by **Elaine Klein**. As we go to press, Maria has not yet decided her vacation destination.

P.S. Winners of ZiPani gift certificates, not listed in the last issue, were **Edward Ballew, Pat Beachey** and **Trish Farrell**. ★

NEWS TO USE

Liberal Leave When schools are closed due to inclement weather, watch channel 18, check www.fcps.org or subscribe to www.schools-out.com for automatic e-mail to learn whether a liberal leave policy is in effect for employees (other than those on the 10-month "school" calendar). When it is, non-essential personnel may use personal or annual leave without prior approval. Support employees may, with supervisor's approval, make up time in lieu of using leave. In cases of absence or late arrival, always inform your supervisor.

Schools-out.com Subscribe to this free Internet service for e-mail alerts about FCPS inclement weather closing and other urgent announcements by visiting www.schools-out.com. Under School Closing Information, select Maryland. Next select Frederick County. At the bottom of the page, click on "I want e-mail." Enter your complete e-mail address, and you're done.

Try it The FCPS e-mail "properties" feature displays the work location, title, complete name and e-mail address ("alias") of coworkers. From your e-mail inbox, click on "New" as if creating a message. Select the "To" button (not the field), and when a new field opens in the pop-up menu, type the person's last name. When the name you want is highlighted, select "properties."

In addition, by scrolling down the address list displayed when you click the "To" button, you can see how to address e-mail to "public distribution" lists, such as key communicators.

Job Shadow Usually tied to Groundhog Day, this year's national day for job shadowing is Friday, January 31 because Groundhog Day falls on a weekend. Last year more than a million students explored careers by spending time in a workplace environment, thanks to the 100,000 employers who hosted them. State Superintendent Nancy Grasmick urges Maryland students and school staff to participate in this valuable opportunity. For details, contact School-to-Careers Teacher Facilitator **Lisa Eye-Mangini**, 301-696-6875.

Stress Relief Benefited employees can get free confidential assistance with problems by contacting MenningerCare Systems, 1-800-448-4434.

Insurance All eligible employees should have received updated MetLife booklets and will soon receive CareFirst Medical Plan booklets via home mail. Please direct questions concerning insurance benefits to Human Resources staff: **Teresa Harris**, 301-644-5085, **Brenda Hedges**, 301-644-5058, or **Linda Stout**, 301-644-5093.

Teaching Struggling Readers Developed with FCPS input, an 18-credit advanced program in teaching struggling readers begins January 22 at Hood College. Applicants must hold a bachelor's degree and meet other requirements. For an application and details, call 800-922-1599 or e-mail hoodgrad@hood.edu.

Nominations Agnes Meyer Outstanding Teacher and Outstanding Technology Leader in Education award nominations are open. To recognize an educator *outside the classroom* who has made exemplary contributions to the implementation of technology in Maryland schools, you may nominate a fulltime educator or administrator whose primary job responsibility is *not teaching*. Maryland Association for Educators Using Technology award applications, due January 17, are available in school offices. Agnes Meyer nominations are due January 24; for details call 301-696-6930 or read FCPS News at www.fcps.org.

School Posters The FCPS Print Shop can enlarge copies to make full-color posters in various sizes. To learn more, contact **Ron Alexander**, 301-644-5192.

ID All staff must display the FCPS photo ID badge while on FCPS property. In case of a lost or broken badge, immediately notify your building manager. Transferred employees may have their badges activated for the new location by notifying the building manager. Schools on the keyless entry system that use temporary badges for some employees need to keep track of issue and return dates. For further information, contact your supervisor or building manager. Please cooperate to keep students and coworkers safe.



FCPS FACTOID

Can you name this year's 4 new cafeteria menu items?

A: Ham and cheese "shaker" salads, made-to-order wraps, calzones and personal 6" pizzas

AN EMPLOYEE EXCLUSIVE!



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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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HAVE A WONDERFUL WINTER BREAK!

Schools closed: December 23-January 1, 20-22

Middletown Conversation with Superintendent: January 14

FCPS Martin Luther King Jr. Celebration: January 16

National School Nurse Day: January 22

Job Shadow Day: January 31