



Students give state superintendent ideas

State Superintendent of Schools Nancy Grasmick learned a little about Charles County Public Schools students, their aspirations and what they think of high school assessments on Sept. 8 during a visit to an English 2 class at North Point High School.

Grasmick, who was at North Point attending a state superintendents' meeting, talked with Carrie Akins' class for about 45 minutes, asking them for their opinions while encouraging them to take Advanced Placement courses and to prepare themselves well for the competition they will face for college spots and top jobs.

"People who have important decisions to make, don't make them while sitting behind a desk," Grasmick told the class of nearly 30 students. "That is why I am here. You are our consumers," she said before soliciting their ideas. She asked students what they thought about taking and passing the high school assessments required for graduation, their career goals and the steps necessary to prepare to compete and their general impressions of North Point and public education.

Students openly offered the state superintendent suggestions for the high school assessments, particularly the biology and government tests. Students asked Grasmick to look at the ordering and weight of the questions on the local, state and national government assessment to ensure that it is aligned with the state curriculum. Additionally, students requested those trick questions – ones students believe are designed to confuse rather than test what students know – be eliminated.

Students said mock high school assessments, developed by Charles County Public Schools and administered in March, were critical to their success on the high school assessments.

Students shared their goals and plans for the future, and Grasmick urged the class of future engineers, high school principals, child psychologists and lawyers to take the SAT twice if it is a requirement for their college and to enroll in Advanced Placement classes.

When asked about North Point and its program, Conor Lee, told the state superintendent that the building is great, but it is the dedication and commitment of the teachers that make the real difference.



State Superintendent Nancy Grasmick talks with students at North Point High School about their goals and the High School Assessments.

Fourteen candidates advance in Board of Education race

The 14 candidates with the most votes in the Primary Election held Tuesday, Sept. 12, advance to the General Election on Nov. 7. Four candidates were eliminated from the race during the Primary Election. A fifth candidate and current Board Member, Margaret Young, announced before the Primary Election that she is withdrawing from the race for personal reasons. Young will now have to formally decline the nomination with the Board of Elections, which will narrow the field to 13.

The candidates, in order of the unofficial vote count, who advance to the General Election are: Roberta Wise, Donald M. Wade, Maura Cook, Charles Carrington, Pamela Pedersen, James Gesl, Jennifer Abell, Ronald Stover, Collins Bailey, Margaret Young, Michael Lukas, Mark Crawford, Turner Coggins, Jr. and Frank Jenkins.

Absentee, provisional and ballots from citizens stationed overseas had not yet been counted at the time of this reporting.

CCPS to speak at international school planning conference

Superintendent James Richmond and Assistant Superintendent for Supporting Services Charles Wineland, will present at the Council of Educational Facility Planners International Conference, alongside SHW Group, the architect for North Point High School for Science, Technology and Industry. The presentation will focus on the high school planning process and Charles County's success in developing productive business partnerships. The conference is in Phoenix, Arizona, Sept. 16 -19.



Notebook

Information online

Charles County Public Schools now has online information for leave balances, paycheck information, deductions and direct deposit information.

This information can only be obtained on the Charles County Public Schools Intranet (in house). It is easy to pull up information. Go to the Charles County Public Schools home page and click on "Staff Services." There you will find a line that reads "Access the Employee Self Service Portal." Click on the underlined "Employee Self Service." Log on by entering your employee identification number, found on your latest direct deposit or payroll check remittance slip (the number is on the same line as your name). Use the last four digits of your social security number for the pin number. Change your pin number before leaving the site.

Changes to the basic information or on the assignment/contract information should be made to dgaddy@ccboe.com.

Changes to federal or state withholding amounts, or direct deposit information requires completion and submission of a form available at the school office or payroll department.

Changes to voluntary deductions can be e-mailed to hhuff@ccboe.com

Cover photos

Pictured on the cover are employees from John Hanson Middle School. From left are J.T. Hanley, Jr., vice principal; Linda Howard, social studies teacher; and Louis Sweetney, building service manager.

Nominate an outstanding principal for recognition

The Washington Post is accepting nominations for its Distinguished Educational Leadership Award. The annual award honors exemplary principals.

Nominees must have a minimum of five years of experience as a principal and three of those years must have been in Charles County Public Schools.

Teachers, students, former students, parents, administrators or the general public may submit nominations. Principals may not nominate themselves. Nomination materials must include a minimum of two statements of support, one of which must be by a professional educator; a brief career summary; and a description of contributions in each of the nomination criteria.

Nomination criteria

Principals who:

- manage and administrate effectively; demonstrate and encourage creativity and innovation;
- foster cooperation between the school and the community;

- maintain a continuing dialogue with students and parents as well as faculty and staff;
- keep abreast of developments in the field of education;
- encourage team spirit;
- demonstrate leadership and exemplify commitment;
- continue to play an active role in the classroom; and
- maintain their position as principal throughout the 2007-08 school year.

The award seeks to recognize those principals who go beyond the day-to-day demands of their position to create an exceptional educational environment. A total of 20 awards will be presented — 19 representing the public school systems and one representing the private schools in the Washington metropolitan area.

Deadline for nomination materials is Oct. 6. Send materials to John Felicitas in the Human Resources Division at the Jesse L. Starkey Administration Building.

AFLAC to hold open enrollment meetings at schools

AFLAC will hold open enrollment between October and November for Charles County Public Schools employees. The following is the schedule listing when AFLAC representatives will be at each school and center.

- Oct. 4 – Somers, 10 a.m.-4 p.m.
- Oct. 9 – Malcolm, 10:30 a.m.- 4 p.m.; Indian Head, 10:30 a.m. - 4 p.m.
- Oct. 10 – Stone, 7:30 a.m.- 3:30 p.m.; McDonough, 7:30 a.m. - 3:30 p.m.
- Oct. 11 – Westlake, 7:30 a.m. - 3:30 p.m.; Lackey, 7:30 a.m. - 3:30 p.m.
- Oct. 12 – La Plata, 7:30 a.m. - 3:30 p.m.; North Point, 7:30 a.m. - 3:30 p.m.
- Oct. 13 – Matula, 7:30 a.m. - 3 p.m.; Mitchell, 9 a.m. - 4 p.m.
- Oct. 16 – Craik, 10:30 a.m. - 4 p.m.
- Oct. 17 – Mudd, 10:30 a.m. - 4 p.m.; Middleton, 8:30 a.m. - 4 p.m.
- Oct. 18 – Wade, 10:30 a.m. - 4 p.m.; Barnhart, 9 a.m. - 4 p.m.; Parks, 9 a.m. - 4 p.m.
- Oct. 19 – Stethem Education Center,

8 a.m. - 9:30 a.m.; Turner, 10:30 a.m. - 3:30 p.m.; Smallwood, 8:30 a.m. - 3:30 p.m.

- Oct. 23 – Berry, 10:30 a.m. - 4 p.m.; Gale-Bailey, 10:30 a.m. - 4 p.m.
- Oct. 24 – Mattawoman, 8:30 a.m. - 3:30 p.m.; Jenifer, 9 a.m. - 4 p.m.
- Oct. 25 – Hanson, 8:15 a.m. - 3:30 p.m.; Henson, 8:15 a.m. - 3:30 p.m.
- Oct. 26 – Higdon, 9 a.m. - 4 p.m.; Brown, 8:30 a.m. - 3:30 p.m.
- Oct. 27 – Piccowaxen, 7:30 a.m. - 3 p.m.
- Oct. 30 – Ryon, 10:30 a.m. - 3:30 p.m.; Mt. Hope/Nanjemoy, 10:30 a.m. - 3:30 p.m.
- Oct. 31 – Maintenance Department, 7:30 a.m. - 9 a.m.; Gwynn Center, 9:30 a.m. - 12 p.m.; Starkey, 9:30 a.m. - 4:30 p.m.
- Nov. 1 – Starkey, 8 a.m. - 4:30 p.m.
- Nov. 2 – Diggs, 9 a.m. - 4 p.m.; T. C. Martin, 9 a.m. - 4 p.m.
- Nov. 3 – Stoddert, 8:30 a.m. - 1:30 p.m.

Charles County Board of Education ethics regulations for employees

The Charles County Board of Education Ethics Regulations apply to all CCPS employees. Any violations of the regulations by employees may result in discipline up to and including dismissal.

Complaints alleging violations may be filed with the Board of Education's Ethics Panel, a five-member panel consisting of individuals from the Charles County community. The panel reviews complaints and issues recommendations concerning violations to the Board of Education. In addition, questions concerning the applicability of the regulations to a particular situation may be addressed to the panel, which will issue a non-binding advisory opinion concerning the matter.

To submit ethics requests

To file a complaint, or to submit an advisory opinion request to the Ethics Panel, please contact:

Ethics Panel Chairman
Charles County Public Schools
P.O. Box 2770
La Plata, MD 20646

For a copy of the Regulations, please contact Katie O'Malley-Simpson, Coordinating Supervisor of Media Relations & Communications, at 301-934-7221.

Any questions about the Regulations may be addressed to Eric Schwartz, Staff Attorney, at 301-932-6610.

** Notice is hereby given that a list of vendors doing business with the Board of Education of Charles County in the amount of \$2,500 or more annually is available for review during working hours at the Board of Education.*

- Within one year following termination of the school system service, act as a compensated representative of another in connection with any specific matter in which he or she participated substantially as an employee.

- Solicit any gift from any student, employee, or other person who is under the authority of the school system or any person or business entity who has or is negotiating a contract or doing or seeking to do business with the school system.

- Accept gifts or series of gifts of greater than \$50 in value from

Under the regulations, employees may not:

- Participate on behalf of the school system in any matter which would, to their knowledge, create a "conflict of interest," defined as a situation in which a person's impartiality or independence of judgment may be impaired, or any action which could have a direct financial impact, as distinguished from the public generally, on either:

- (1) themselves or their spouse, parent, brother, sister, or child; or

- (2) a business entity in which they have ownership; or hold an interest of at least either \$5,000 or 3 percent; or hold employment.

- Be employed by a business entity that has or is negotiating a contract of more than \$2,500 with the school system,* unless:

- (1) the employment is disclosed to a direct supervisor;

- (2) the employee does not participate in any matter which could reasonably be expected to result in a conflict of interest, as defined above;

- (3) the employee reports the employment to the Ethics Panel; and

- (4) the Ethics Panel issues an advisory opinion concluding that the employment does not create a conflict of interest or the appearance of a conflict of interest.

- Hold any outside employment relationship that would impair or would appear to impair their impartiality or independence of judgment.

- Represent any party, for a contingent fee, before the school system.

any student, employee, or other person who is under the authority of the school system or any person or business entity who has or is negotiating a contract or doing or seeking to do business with the school system, except that the following gifts may be accepted:

- (1) ceremonial gifts or awards which have insignificant monetary value;

- (2) meals and beverages, provided they are consumed in the presence of the donor;

- (3) reasonable expenses for food, travel, or lodging at a conference, meeting, or other event at which the recipient is speaking or presenting;

- (4) tickets or free admission to events generally provided to the individual in his or her official capacity;

- (5) gifts received from the recipient's parent, spouse, sibling, or child; and

- (6) as determined by the Ethics Panel, any other gift which was not intended to create, did not create, and did not appear to create a conflict of interest.

- Knowingly use the prestige of their offices for their own benefit or that of another.

- Knowingly use confidential information acquired in their official school system position for their own benefit or that of another.

- Knowingly fail to report any violation of the Ethics Regulations to the Board of Education of Charles County Ethics Panel.

Personnel

Apply online at www.ccboe.com

Job openings

Gifted Education Teachers- One elementary, half-time elementary, one middle school; master's degree or APC, minimum five years of excellent teaching experience at appropriate level, leadership capability, effective communication/ human relations skills, expertise in the core learning goals for gifted education and experience in providing staff development for teachers. Apply at www.ccboe.com under certificated openings by Sept. 20.

Special Education Instructional Assistant -- Adult Independence Program; instructional assistant needed for one-on-one supervision of a female high school student. Program is housed at North Point High School. Instructional time is spent in the community with student. This is a temporary, one-year position. Apply to Sean McDonald, personnel specialist.

Food Service Worker - North Point High School; three-hour, 10-month position. Apply in writing to the support personnel office or online. Position open until filled.

Food Service Worker -- William A. Diggs Elementary School; three-hour, 10-month position. Apply in writing to the support personnel office or online. Position open until filled.

Judy Centers Secretary - Serve as central telephone coordinator for three Judy Centers; 12-month position. Apply in writing to the support personnel office or online by Sept. 15.

Instructional Assistant - Mt. Hope/Nanjemoy Elementary School; three-year-old program. Apply in writing to the support personnel office or online by Sept. 20.

Title I Instructional Assistant - Gale-Bailey Elementary School; kindergarten reading; 10-month position; associate degree, 48 college credit hours or a passing score on the PRAXIS ParaPro Assessment required. Apply in writing to the support personnel office or online by Sept. 26.

Extra pay positions

Westlake High School has the following extra pay positions available:

- Head freshman boys' basketball coach
- Head junior varsity boys' basketball coach
- Head junior varsity girls' basketball coach
- Assistant varsity boys' basketball coach

Apply to Principal Chrystal Benson, 301-753-1758.

Staff notes

Payroll third check in the month

In the months of September and March, payroll will process three checks in

one month. On the third check of the month, deductions for AFLAC, AFSCME dues, additional direct deposits (other than credit union), EACC disability insurance, life and health insurance, teacher's retirement, tax sheltered annuity contributions, and United Way will not be deducted from your pay.

Insurance numbers to call

Employees with insurance questions may call the following numbers:

- Carefirst BlueCross/BlueShield for information on billing/claims or if new cards are needed
- Blue Choice HMO - 1-866-520-6099
- Carefirst PPN/Custom Comprehensive and Vision - 1-800-537-5963
- Traditional Regional Dental - 1-866-891-2804

PPWs participate in training

Charles County Public Schools pupil personnel workers recently participated in automated external defibrillator and CPR training conducted by the American Red Cross. The training helped participants identify and eliminate hazardous conditions in the school environment, recognize emergencies, make appropriate decisions and give immediate care to an ill or injured person until more advanced medical care arrives.

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