



Welcome new staff

Patrice Downs, left, a special education inclusion teacher at Mattawoman Middle School, and Richard Fletcher, right, a sixth-grade language arts teacher at Mattawoman, attended the new staff reception held Sept. 24 at Middleton Hall in Waldorf. The new staff reception is hosted by Charles County Public Schools, the NAACP and the Alpha Kappa Alpha Sorority.

Student suspensions continue to decrease

Charles County Public Schools student suspensions decreased for the fourth consecutive year, according to a recent report sent to the Maryland State Department of Education. Suspensions dropped slightly from 5,662 in the 2006-07 school year to 5,490 in 2007-08, even with an increase in student population and the opening of a new school.

A key factor in the continued reduction of suspensions is the Positive Behavioral Interventions and Supports (PBIS) program used in most schools. While school suspensions have increased in Maryland, the number of suspensions and multiple suspensions in Charles County has declined. Charles County Public Schools' successful PBIS program was recently recognized by Advocates for Children

& Youth, which credits the school system's commitment to positive reinforcement for the reduction.

"Charles County's results show how suspensions can be reduced with well-implemented, well-supported PBIS programs," according to the report. The full study is available at <http://www.acy.org/articlenav.php?id=293>. Advocates for Children and Youth is an independent nonprofit organization that promotes improved outcomes for Maryland's children.

Keith Grier, director of student services, said the PBIS program was introduced in 1999 and has grown in the county. PBIS is a voluntary state program that helps schools create better school climates, spending less time on discipline and more time on teaching, and

See suspensions, Page 3

MAC meeting

The first Minority Achievement Committee meeting of the 2008-09 school year is Wednesday, Oct. 1, at the Jesse L. Starkey Administration Building. It begins at 4:30 p.m. and is open to the public.

NAESP to honor Leveillee

Carol Leveillee, principal of Mary B. Neal Elementary School, will be honored Oct. 16-17 in Washington, D.C., by the National Association of Elementary School Principals. She is one of 50 National Distinguished Principals chosen for 2008 and represents Maryland. She was chosen for the state award from a pool of more than 900 candidates. The National Distinguished Principals Program was established in 1984 as an annual event to honor exemplary elementary and middle school principals who set the pace, character, and quality of the education children receive during their early school years.

Adult Education graduation

The Adult Education graduation is Thursday, Oct. 2, 7 p.m., in the Westlake High School auditorium.

County seniors recognized

The Maryland Higher Education Commission recently recognized 82 Charles County Public Schools seniors in the Distinguished Scholars program for national merit, national achievement, and talent in the arts.

Gavin Reen of La Plata High School and Mary Fletcher of Westlake High School were named finalists in the program and will each receive a \$3,000 scholarship per year for four years if they attend a Maryland college or university. Students apply for the program during their junior year.

Notebook

Board meeting

The next Board of Education meeting is Tuesday, Oct. 14. The meeting begins at 1 p.m. A complete agenda will be published in the Oct. 10 edition of *School News*.

Identification badges

All employees are required to wear school system identification badges at all times during the school day. Not only does the badge identify you as an employee, it also allows staff to enter school events free-of-charge. Call 301-934-7255 if you have lost your badge to make an appointment to have a new one made. The cost is \$5 per replacement.

Direct deposit available

Charles County Public Schools encourages employees to use direct deposit for pay checks. Use of direct deposit eliminates concerns about receiving checks in a timely manner on snow days or during the summer. To sign up for direct deposit, fill out the authorization Agreement for Automatic Deposits - Credits, which is available on the CCPS Web site. Attach a voided or cancelled check to the form and forward to the payroll office.

Allow one payroll cycle for information verification and checks will be deposited on the second payroll cycle, pending bank approval of your information.

On the cover

Pictured on the front cover are employees from Dr. Thomas L. Higdon Elementary School. Pictured, from left, are Mary Kay St. Clair, secretary to the principal; Doris Davis, vice principal; Gaynor Robben, third-grade teacher; and Jill Jowdy-Morrow, physical education teacher.



Anchors away!

Brian Craley, left, a teacher at the Robert D. Stethem Educational Center, and Anthony Sigmon, right, of the Facchina Group of Companies, L.L.C., help position a 9,000 pound anchor that was donated to the center by the Naval Sea System Command's Inactive Ships Program, on Thursday, Sept. 18. The anchor commemorates Robert D. Stethem, a Charles County native and 1980 Thomas Stone High School graduate. Stethem was enlisted with the United States Navy as a diver and was killed on a jetliner that was hijacked by terrorists in the Middle East in June 1985.

Nominate an outstanding principal for leadership award

Charles County Public Schools (CCPS) is accepting nominations for its 2009 Principal of the Year and the *Washington Post* Distinguished Educational Leadership Award. The annual award honors exemplary principals and recognizes those who go beyond the day-to-day demands of their position to create an exceptional educational environment.

Nominees must have a minimum of five years experience as a principal and three of those years must have been with Charles County Public Schools. Teachers, students, former students, parents, administrators, or community members may submit nominations. Principals may not nominate themselves.

Nomination materials must include a minimum of four statements of support, one of which must be submitted by a professional educator; a brief career summary; and a description of contributions in each of the nomination criteria categories.

The nomination criteria categories are:

- manage 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 2009-10 school year.

Charles County's 2009 Principal of the Year will be one of 21 recognized by the *Post* from the District of Columbia, Maryland and Virginia.

Nominations are due Friday, Dec. 12. Materials should be sent to John Felicitas, personnel specialist for Charles County Public Schools, Jesse L. Starkey Administration Building, P.O. Box 2770, La Plata, Md., 20646.

Award recipients will be announced in February and will be honored at a ceremony in May.

Aflac holds open enrollment for CCPS staff

Aflac, an insurance company, offers additional benefits for Charles County Public Schools employees. Open enrollment meetings are available at the following locations and times:

October 6

Benjamin Stoddert Middle School, 10:30 a.m. – 4 p.m.
J.C. Parks Elementary School, 10:30 a.m. – 4 p.m.

October 7

Thomas Stone High School, 8 a.m. – 3 p.m.
Henry E. Lackey High School, 8 a.m. – 3:30 p.m.

October 8

William A. Diggs Elementary School, 8:45 a.m. – 4 p.m.
Gale-Bailey Elementary School, 8:45 a.m. – 4 p.m.

October 9

John Hanson Middle School, 8:30 a.m. – 3:30 p.m.
Matthew Henson Middle School, 8:30 a.m. – 3:30 p.m.

October 10

Eva Turner Elementary School, 8:30 a.m. – 3:30 p.m.
Dr. James Craik Elementary School, 9 a.m. – 4 p.m.

October 13

Berry Elementary School, 10:30 a.m. – 4 p.m.
Daniel of St. Thomas Jenifer Elementary School, 10:30 a.m. – 4 p.m.

October 14

Mattawoman Middle School, 8 a.m. – 4 p.m.
Theodore G. Davis Middle School, 8 a.m. – 4 p.m.

October 15

Westlake High School, 8 a.m. – 3 p.m.

October 16

Robert D. Stethem Educational Center, 8:30 a.m. – 2:30 p.m.
Walter J. Mitchell Elementary School, 8 a.m. – 3:30 p.m.
Maurice J. McDonough High School, 7 a.m. – 4 p.m.

October 20

Mt. Hope/Nanjemoy Elementary School, 10:30 a.m. – 4 p.m.
Malcolm Elementary School, 10:30 a.m. – 4 p.m.

October 21

William B. Wade Elementary School, 10:30 a.m. – 3:45 p.m.
Indian Head Elementary School, 8:45 a.m. – 3:45 p.m.
C. Paul Barnhart Elementary School, 8:45 a.m. – 4 p.m.

October 22

Dr. Thomas L. Higdon Elementary School, 8:45 a.m. – 4 p.m.
T.C. Martin Elementary School, 8:45 a.m. – 4 p.m.
Dr. Samuel A. Mudd Elementary School, 8:30 a.m. – 3 p.m.

October 23

La Plata and North Point high schools, 8 a.m. – 4 p.m. (La Plata until 3 p.m.)

October 24

Piccowaxen Middle School, 8 a.m. – 3 p.m.
Milton M. Somers Middle School, 8 a.m. – 3 p.m.

October 27

J.P. Ryon Elementary School, 10:30 a.m. – 4 p.m.
Dr. Gustavus Brown Elementary School, 10:30 a.m. – 4 p.m.

October 28

Mary H. Matula Elementary School, 9 a.m. – 4 p.m.
Arthur Middleton Elementary School, 9 a.m. – 4 p.m.

October 29

Maintenance Shop, 7:30 – 9:30 a.m.
F.B. Gwynn Educational Center, 10:30 a.m. – 3 p.m.
General Smallwood Middle School, 8:30 a.m. – 3:30 p.m.

October 30

Mary B. Neal Elementary School, 8 a.m. – 3:30 p.m.
Jesse L. Starkey Administration Building, 8 a.m. – 4:30 p.m.
(Oct. 31, 8 a.m. – 12:30 p.m.)

Suspensions

Continued from Page 1

learning. There are 31 schools participating in the program, and many of them have been awarded Exemplar by the Maryland State Department of Education.

Superintendent James E. Richmond said the goal is not to reduce suspensions, but to use data to put in place programs that help students change behaviors that lead to suspension.

Piccowaxen Middle School, for example, has drastically reduced suspensions since implementing PBIS. In 2005-06, there were 148 suspensions at the school. This past school year, suspensions were down to 42. Principal Kenneth Schroeck credits the establishment of the PBIS program for the reduction. "During the three years that PBIS has been implemented at Piccowaxen Middle School, there has been a focus on everyone's role in teaching and promoting positive behaviors, students and faculty alike. This, in addition to celebrating positive behaviors in a wide variety of ways, has enabled our strong school to blossom exponentially. PBIS is more than creating a safe and more effective school. It is about changing student and faculty behavior and showcasing the wonderful decisions students are making. The proof is in the data. Over the last three years classroom disruptions, referrals and suspensions have all decreased while attendance, grades, assessment scores and

enrollment in extracurricular activities are all on the rise. You can't help but be proud of what the students are doing," Schroeck said.

Charles County Public Schools continues to work to reduce disruptions in schools and to keep students in class. "When students engage in negative behavior, it disrupts learning in the classroom. If students miss school due to suspension, they are not learning. It's a cycle that we are working hard to prevent," said Ronald Cunningham, deputy superintendent. Cunningham said the school system continues to distribute the *Student Code of Conduct* to all students at the beginning of each school year with the expectation they will read it with their parents, who will re-enforce the rules at home. Some offenses, such as possession of a weapon or illegal drugs, will always result in suspension, Cunningham said.

Charles County Public Schools posts its suspension data as part of its ongoing efforts to address and monitor suspension rates in schools. Information posted on the Web site includes 2005-06, 2006-07 and 2007-08 end-of-year suspension figures by category, as well as category definitions. The reports are located at <http://www2.ccboe.com/aboutus/fastfacts.cfm> and include suspension information compiled and reported to the state.

Personnel

Apply for positions at www.cchoe.com/hur, or in writing to the personnel office. Positions are open until filled unless otherwise noted. All teaching positions require a bachelor's degree and MSDE certification requirements.

Job openings

Manager of Planning, Department of Planning and Construction – Maintenance Shop/Annex 101 Building; 12-month position. Bachelor's degree and experience required.

Adult Education Instructor – Lifelong Learning Center; part-time position. Position is six hours per week during the evening hours. Bachelor's degree required. Apply by Oct. 7.

Instructional Specialist – Location(s) to be determined; 10-month position.

Special Education Teacher for Mathematics – Thomas Stone High School; 10-month position.

Special Education Teacher for Science – La Plata High School; 10-month position.

Special Education Teachers for Inclusion and Resource – William A. Diggs and C. Paul Barnhart elementary schools; 10-month positions.

Special Education Teachers for Inclusion and Resource – Future high school openings; 10-month positions.

Special Education Teacher for English – La Plata High School; 10-month position.

Special Education Teacher of the Emotionally Disturbed – High-school level; 10-month position.

Special Education Teacher for Inclusion – High school level; 10-month position.

Life Skills Teacher for Severe and Profound – William A. Diggs Elementary School; 10-month position.

Life Skills Teacher for Severe and Profound – Future high school openings; 10-month openings.

Fifth-grade teacher – William A. Diggs Elementary School; 10-month position.

Third-grade teacher – William A. Diggs Elementary School; 10-month position.

Fourth-grade teacher – Malcolm Elementary School; 10-month position.

Kindergarten teacher – Dr. Gustavus Brown Elementary School; 10-month position.

Mathematics Teacher – Future middle and high school level openings; 10-month position.

English Teacher – Future high school level openings; 10-month positions.

Extra pay positions

Thomas Stone High School has the following openings:

- Head varsity boys' lacrosse coach
- Head varsity girls' lacrosse coach

Call Principal L.C. Martin, 301-753-1756, to apply.

Maurice J. McDonough High School has the following openings:

- Head varsity boys' lacrosse coach

• Head varsity girls' lacrosse coach
Call Principal Jervie Petty, 301-753-1755, to apply.

Henry E. Lackey High School has the following openings:

- Head varsity boys' lacrosse coach
- Head varsity girls' lacrosse coach

Call Principal James Short or David Anderson, 301-753-1753, to apply.

La Plata High School has the following openings:

- Head varsity boys' lacrosse coach
- Head varsity girls' lacrosse coach

Call Principal Evelyn Arnold, 301-753-1754, to apply.

Westlake High School has the following openings:

- Head varsity boys' lacrosse coach
- Head varsity girls' lacrosse coach

Call Principal Chrystal Benson, 301-753-1758, to apply.

Staff notes

Memorial planned for Guy Bowling

La Plata High School will hold a memorial service for Guy Bowling, a former softball coach, at 5:30 p.m., Oct. 13, at the school's softball field. School officials will also dedicate new batting cages in Bowling's name. Contact Dan Henry, vice principal at La Plata, 301-934-1100 for more information.

School News is published by
Charles County Public Schools
301-932-6610
301-934-7220
Fax: 301-932-6651

Board of Education Members
Donald M. Wade, Chairman
Roberta S. Wise, Vice Chairman
Jennifer S. Abell
Collins A. Bailey
Charles E. Carrington
Maura H. Cook
Pamela A. Pedersen
Diane Berringer, Student Member

Superintendent of Schools
James E. Richmond

Editor/Writers
Katie O'Malley-Simpson
Shelley Buter

The Charles County public school system does not discriminate on the basis of race, color, religion, national origin, sex, age or disability in its programs, activities or employment practices. For inquiries, please contact Keith Grier, Title IX Coordinator, or Patricia Vaira, Section 504 Coordinator (students), or Keith Hettel, Section 504 Coordinator (employees/adults), at Charles County Public Schools, Jesse L. Starkey Administration Building, P.O. Box 2770, La Plata, Maryland 20646. 301-932-6610/870-3814. For special accommodations call 301-934-7230 or TDD 1-800-735-2258 two weeks prior to the event.

Charles County Public Schools
Post Office Box 2770
La Plata, Maryland 20646
(address service requested)

Nonprofit Org.
U.S. Postage
PAID
Permit No. 66

The mission of Charles County Public Schools is to provide an opportunity for all school-aged children to receive an academically challenging, quality education that builds character, equips for leadership, and prepares for life, in an environment that is safe and conducive to learning.