

 *Where success is measured  
one student at a time*



Charles County Public Schools

# School News

## Important Dates Coming Soon

### *Two-hour early dismissal*

The next two-hour early dismissal for students is Wednesday, Oct. 6.

### *Student Success*

The College Board recently named 220 Charles County Public Schools students as Advanced Placement (AP) Scholars in recognition of their exceptional achievement on the college level Advanced Placement Program exams.

The College Board's Advanced Placement Program offers high school students the opportunity to take challenging college level courses to receive college credit, advanced placement, or both for successful performance on the AP exams. A complete list of AP Scholars is available on the school system Web site at [www.ccboe.com/pr](http://www.ccboe.com/pr).

### *Merit Scholar*

Congratulations to Erin Chapman, a senior at North Point High School. She was recently named a semi-finalist in the National Merit Scholarship Program, and advances to the finalist level. Finalists are determined by high school academic performance and SAT scores, as well as for community involvement and leadership. Merit Scholars are also selected on the basis of their skills, accomplishments, and potential for success in rigorous college studies.

### *Celebrate Staff*

National School Lunch Week is Oct. 11-15, and National School Bus Safety Week is Oct. 18-22. Be sure to thank the food service staff at your school and bus drivers for their hard work.



### Welcome New Teachers

John Hanson Middle School Principal Deborah Hile, seated left, shares a laugh with three new Hanson language arts teachers – standing from left, Ryan DeMatteo, Adam Kennedy and Jesse Ellsbury – and Vice Principal Cheryl Davis, seated right, at the new teacher reception held Sept. 22 at Middleton Hall. The reception is sponsored by the school system, the Charles County NAACP and the Nu Zeta Omega Chapter of Alpha Kappa Alpha sorority.

## School system prepares plan for Race to the Top

Charles County Public Schools (CCPS) is preparing its plan for Race to the Top, which will provide the school system \$1.8 million over the next four years to support specific programs.

Earlier this school year, Maryland was selected as one of nine states and the District of Columbia to receive a grant in the second round of Race to the Top, which is President Obama's education reform program. Race to the Top is aimed at boost-

ing student achievement, reducing gaps in achievement among student subgroups, turning around struggling schools and improving the teaching profession.

Charles County Public Schools primary Race to the Top reforms will:

- Revise the prekindergarten through grade 12 curriculum to match the Maryland State Curriculum, assessments and accountability system based on the Common Core Standards.

See *Race to the Top*, page 3

## Teacher evaluation, tenure among potential changes

Maryland is requiring significant changes to teacher and principal evaluations as part of its reforms under Race to the Top.

Keith Hettel, assistant superintendent of human resources, said the Education Reform Act of 2010 makes significant changes to the probationary period of certificated

employees, to the evaluation process during the probationary period and the content of evaluations for all certificated personnel.

Major changes, Hettel said, extend the length of the probationary period for new teachers from two to three years and allows for the abbreviation of the probationary

See *Evaluation*, page 3



**On the cover**

Pictured on the front cover are employees from Dr. Thomas L. Higdon Elementary School. Pictured, from left, are: Sarah Wustner, first-grade teacher; Charlene McManhan, technology facilitator; and Lecia Farr, school secretary.

**Prudential Spirit Awards**

Prudential Financial Inc., in partnership with the National Association of Secondary School Principals is seeking youth volunteers to apply for the 2011 Prudential Spirit of Community Awards. The award honors outstanding community service by students in grades five through 12 at the local, state and national level. Local honorees are eligible for consideration of the state designation, as well as a \$1,000 award. Students must apply by Nov. 1, and submit their application to their school principal. To apply visit <http://spirit.prudential.com> or at [www.principals.org/spirit](http://www.principals.org/spirit).

**Achievement Scholars**

Congratulations to Jessica Davis, senior at Henry E. Lackey High School, and Jessica Wiley, senior at Thomas Stone High School, for being named semifinalists in the 2011 National Achievement Program. Both students advance to the finalist level and will be eligible to compete for more than 800 scholarship awards. Finalists are determined by high school academic performance and SAT scores, as well as for community involvement and leadership.

**Distinguished Scholars**

Three Charles County public high school students - Jessica Davis of Lackey; Elizabeth Wilson of Maurice J. McDonough; and Erin Chapman of North Point - were recently named finalists in the Maryland Distinguished Scholars program, sponsored by the Maryland Higher Education Commission. Finalists receive a \$3,000 scholarship per year for four years as an incentive to attend a Maryland college or university. Visit [www.ccboe.com/pr](http://www.ccboe.com/pr) for a list of additional students honored through the program.

**AFLAC representatives available for open enrollment**

Open enrollment for Aflac, a supplemental insurance company, is Oct. 11-Nov. 5. Representatives will be available at schools and centers to sign employees up for new policies, update current policies or answer questions. Through Aflac, employees are eligible to enroll in unreimbursed medical expense and child care flexible spending accounts. Enrollment in these two accounts is not automatic and employees who wish to participate must sign up for a new account each year. These accounts are active from January through December 2011.

Unreimbursed medical expenses include allowable expenses not covered but not fully reimbursable by any benefit plans, such as a co-pay or deductible, and expenses not covered by any benefit plans which are prescribed by a physician.

Dependent child care expenses qualify if they are for the care of children or other dependents that are physically or mentally incapable of caring for themselves. Children must also be under the age of 13 and services by a child care provider or elder care center must comply with all state and local laws.

Aflac also offers additional policies which include cancer, personal sickness, short-term disability, life insurance and accident insurance. Contact Christeda Warner, benefits analyst, at 301-934-7459 or [cwarner@ccboe.com](mailto:cwarner@ccboe.com) with any questions or for more information.

**October 11**

William B. Wade, 10:30 a.m. – 4 p.m.  
T.C. Martin, 10:30 a.m. – 4 p.m.

**October 12**

Piccowaxen, 8 a.m. – 3 p.m.  
Indian Head, 9 – 11:30 a.m.  
J.C. Parks, 12 – 4 p.m.

**October 13**

Dr. Thomas L. Higdon, 9 a.m. – 4 p.m.  
Milton M. Somers, 8 a.m. – 3 p.m.

**October 14**

Maintenance shop, 7:45 – 9:45 a.m.  
Mary H. Matula, 10:30 a.m. – 4 p.m.  
Gale-Bailey, 9 a.m. – 4 p.m.

**October 18**

Berry, 10:30 a.m. – 4 p.m.

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

**October 19**

Thomas Stone, 8 a.m. – 3 p.m.  
General Smallwood, 8:30 a.m. – 3:30 p.m.

**October 20**

Dr. Gustavus Brown, 9 a.m. – 4 p.m.  
Matthew Henson, 8:30 a.m. – 3:30 p.m.

**October 21**

John Hanson, 8:30 a.m. – 3:30 p.m.  
Henry E. Lackey, 8 a.m. – 3 p.m.

**October 22**

Eva Turner, 8:45 a.m. – 3:30 p.m.  
Dr. Samuel A. Mudd, 9 a.m. – 4 p.m.

**October 25**

Walter J. Mitchell, 10:30 a.m. – 4 p.m.  
Daniel of St. Thomas Jenifer, 10:30 a.m. – 4 p.m.

**October 26**

Mattawoman, 8 a.m. – 3 p.m.  
Benjamin Stoddert, 8:30 a.m. – 3:30 p.m.

**October 27**

Theodore G. Davis, 8:30 a.m. – 3:30 p.m.  
Maurice J. McDonough, 8 a.m. – 3 p.m.

**October 28**

La Plata, 8 a.m. – 3 p.m.  
Stethem Center, 7:40 – 10:30 a.m.  
Dr. James Craik, 11 a.m. – 4 p.m.

**October 29**

Mary B. Neal, 8:15 a.m. – 3 p.m.  
Arthur Middleton, 9 a.m. – 3:30 p.m.

**November 1**

J.P. Ryon, 10:30 a.m. – 4 p.m.  
C. Paul Barnhart, 10:30 a.m. – 4 p.m.

**November 2**

Starkey Building, 8:30 a.m. – 4 p.m.

**November 3**

William A. Diggs, 9 a.m. – 4 p.m.  
Westlake, 8 a.m. – 3 p.m.

**November 4**

North Point, 8 a.m. – 3 p.m.  
Malcolm, 9 a.m. – 4 p.m.

**November 5**

F.B. Gwynn Center, 8:30 a.m. – 2:30 p.m.



## Ryon students celebrate health through NFL event

J.P. Ryon Elementary School teacher Neely Ellis, pictured left, sends her first-grade students through the school's NFL for Back to School Friday training camp on Friday, Sept. 10. The camp was part of a schoolwide initiative held to encourage students to play 60 minutes per day. Staff and students dressed in NFL gear, decorated classroom doors and worked on math and reading exercises with a Washington Redskins theme. Jillian Bates, physical education teacher at Ryon, coordinated the event to help students understand the importance and fun associated with exercise. The NFL is also rewarding 34 schools nationwide with a \$10,000 health and wellness grant. Visit <http://www.nflrush.com/play60/> for more information.



## Race to the Top

Continued from page 1

- Provide training for teachers to help prepare them for the curriculum changes and to assist them in providing more rigor in the curriculum as outlined in the core standards.
- Provide technology infrastructure and hardware as needed to bolster data systems, provide online assessments and curriculum, and to update technology systemwide.
- Fund a new evaluation system and associated training. The state is redesigning the model for preparation, development, retention and evaluation of teachers and principals.
- Provide additional support for lower performing schools.

“Education reform includes providing challenges and supports to students, educators, and administrators to bring Maryland’s education system to the next level, and preparing students for college and career success in the global environment of the 21st century. Further, Maryland will build a statewide technology infrastructure and turn around low-achieving schools,” State Superintendent of

Schools Nancy Grasmick said.

“We are pleased Maryland was selected for Race to the Top. I think it will strengthen the curriculum and our technology. Race to the Top builds on Charles County Public Schools many accomplishments, while targeting areas to improve achievement for all students,” Superintendent James E. Richmond said.

CCPS is part of two statewide pilot programs. Charles County’s data warehouse is being used as a model for the state to assist other counties in using technology to share data. The state plans to interconnect all school systems with data. Additionally, Charles County has been selected to work with the state and pilot evaluation changes that will affect teachers and principals.

“Evaluation is a two-way process,” Richmond said. “We want teachers at the table with us as we make changes to assessments, evaluation criteria and technology because they are critical to any improvements we make for children.”



## Evaluation

Continued from page 1

period for tenured teachers moving from one Maryland county to another. Teachers hired prior to July 1, 2010, would remain on a two-year probationary period with possibility of an extension for a third year. Teachers hired after this date are on a three-year probationary period. Tenured teachers moving from one county to another can acquire tenure in the new county after only one year if they satisfactorily meet all employment conditions. This does not make tenure portable; it only eases the burden of the probationary period for those moving from one system to another. It does not apply to teachers who acquire tenure outside of Maryland.

Under the plan, local school systems must “evaluate annually a non-tenured certificated employee based on established performance evaluation criteria.” If a non-tenured teacher is not on track to qualify for tenure, a mentor must be assigned to the employee and additional professional development must be provided. Other changes that affect all teachers and principals include a perfor-

mance evaluation criterion that includes data on student growth as a significant component.

Student growth is defined as student progress assessed by multiple measures and from a clearly articulated baseline to one or more points in time. The evaluation may not be based solely on an existing or newly created single examination or assessment, and no single criterion can account for more than 35 percent of the total evaluation criteria. The act also requires that the Board of Education base its evaluation on general standards set by the state. The school system and the Education Association of Charles County must mutually agree on the criteria. If no agreement can be reached, the county will be required to adopt the state evaluation model.

“We continue to work with our teachers and the state in the development of the evaluation so it is a positive tool that helps teachers grow and contributes to greater student performance,” Hettel said.

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301-932-6610  
301-934-7220  
Fax: 301-932-6651

**Board of Education Members**

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**Editor/Writers**

Katie O'Malley-Simpson  
Shelley Mackey  
Kara Gross

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# Board agenda - October 12



The Board of Education's next monthly meeting is Tuesday, Oct. 12, at the Jesse L. Starkey Administration Building on Radio Station Road in La Plata. The public portion of the meeting begins at 10:30 a.m. and recognition begins at 4:30 p.m.

Board meetings are also streamed live on the school system Web site. Visit [www.ccboe.com/boe/](http://www.ccboe.com/boe/) live to keep up-to-date on Board meetings.

**Call to order** – 10:30 a.m.

Reports of officers/board/committees

- Presentation on Space Foundation partnership

**Executive session** – 12 p.m.

**Resume open session** – 1 p.m.

Pledge of Allegiance, Westlake High School's JROTC unit

**Reports of officers/boards/committees**

- Correspondence/board member updates
- Education Association of Charles County update
- Student board member update
- Use of tasers, presented by Sheriff Rex Coffey
- Recruitment and retention update
- FY 2010 Independent financial audit
- Legislative audit

**Unfinished business**

**New business and future agenda items**

- New business
  - Future agenda items
- Recognition** – 4:30 p.m.

- Students
- Employees
- Resolutions: *American Education Week*, *American Freedom Week*

**Public Forum** – 6 p.m.

**Action items**

- Minutes
- Personnel
- FY2011 Comprehensive Maintenance Plan
- Board chairman election bylaw

**Adjournment**

All meetings are televised live on Comcast Channel 96 and Verizon FiOS Channel 12, and are rebroadcast throughout the week. Channel schedules are available on the school system Web site. Comcast Channel 96 and Verizon FiOS Channel 12 also feature original programming produced by the Charles County Public Schools communications department. Shows include NewsBreak 96, a twice monthly program that features school programs, students and staff, as well as On Air, a monthly show that highlights student and staff accomplishments.

## Personnel

Apply for positions online at [www.ccboe.com/hur](http://www.ccboe.com/hur). Positions are open until filled unless otherwise noted. All teaching positions require a bachelor's degree and MSDE certification requirements.

**Job Openings**

**Coordinator of Integrated Student Services Programs** – Jesse L. Starkey Administration Building, 11-month position. This position is responsible for the development and implementation of programs related to substance abuse prevention, safe schools, PBIS (Positive Behavior Interventions and Support Program) and Student Support Teams. Master's degree/advanced professional certificate and a minimum of three years successful teaching experience required. Apply by Oct. 1.

**Supervising School Psychologist** – Jesse L. Starkey Administration Building, 12-month position. Doctoral degree in school psychology or related field and MSDE certification

as a school psychologist is required; a minimum of five years successful experience is also required.

**Building Service Worker** – North Point High School, 12-month position. Apply by Oct. 5.

**Title I Computer Analyst II** – Jesse L. Starkey Administration Building, 12-month position. Bachelor's degree in information technology required. Apply by Oct. 7.

**Secretary** – Jesse L. Starkey Administration Building, 12-month position. Internal applicants only. Apply by Oct. 11.

**Spanish Teacher** – Theodore G. Davis Middle School, 10-month position.

**Special Education Infant and Toddler Teacher** – F.B. Gwynn Educational Center, 10-month position.

**Biology Teachers** – Future high school level openings, 10-month positions.

**Counselor, Secondary** – North Point High School, 11-month position.

**Kindergarten Teachers** – Future elementary school openings, 10-month positions.

**Staff notes**

**Family Medical Leave**

Employees who may need to use family medical leave should contact Sue Burgess, 301-934-7269 or 301-932-7255, in human resources for more information.

**College Open House**

The Southern Maryland Higher Education Center is hosting a Spring 2011 semester open house, 4-7 p.m., Thursday, Nov. 4. The center is located at 44219 Airport Road, California, Md. All university and college partners that offer classes at the center will have representatives and materials available. The Southern Maryland Higher Education Center offers more than 90 academic programs including 47 master's degrees, six doctorates and 15 bachelor completion programs. Visit the center's Web site at [www.smhec.org](http://www.smhec.org) for more information.