

**Parker's Pages**  
**A Note from the Desk of the Executive Director**  
**of Association of Supervisory and Administrative School Personnel**  
**October 31, 2022 – November 6, 2022**  
**Twelfth Edition**

Greetings ASASP Members,

I missed you last week October 24<sup>th</sup> as I was out on leave most of last week celebrating life with my wife and family. I know you understand, because tomorrow is not promised to any of us and we must not take our health or well-being for granted. We must live our best life every day.

The beautiful fall weather this weekend brought, made it quite difficult to stay in the house and rest. Both days were absolutely fantastic in the DMV, and hopefully you enjoyed every minute of it. I know I did.

As you prepare for this last week of the first quarter, know that you have already laid the foundation for the year and now you can focus on maintaining what you and your team have established. Treat yourself and your admin team to some time to reflect on the outstanding accomplishments you have made thus far, you deserve it, but whatever you do, Don't Lay a Finger on My Butterfinger!!

<https://www.youtube.com/watch?v=UWayogFlK4o>

Hopefully you enjoyed National Principals Month <https://www.principalsmonth.org> as October 31<sup>st</sup> is the last official day to celebrate, but don't forget that tonight is Halloween!

Break me off a piece of that Kit Kat Bar, it is Halloween!!

<https://www.youtube.com/watch?v=0dSczzDbS8I>

<https://www.youtube.com/watch?v=0nkcVz1mad0>

Take a few minutes to look at this movie clip that highlight the Awesome Task that you are charged with facing each and every day as educators/administrators.....

Please look and share candidly your initial thoughts about the message with me in an email response:

<https://www.youtube.com/watch?v=x1e5ILByw4E>

Jeffery J. Parker

Executive Director

## **Are You Safe in Your School**

**Do you as an administrator feel safe and/or protected in the midst of all of the inappropriate student behavior that you are faced with daily? Do you feel comfortable and supported when working crowded lunch duties, after school sporting events or activities that draw crowds? How safe are you?**

**We hear reports of shocking and disheartening school related incidents daily across the county, state and nation. We know firsthand in most cases that the number of student incidents seem to increase exponentially. What is being done about it? Are students allowed to bring weapons to school with little or no consequence at all?**

**Please be informed that if you intervene in a fight and you're are assaulted, intentionally or otherwise, you should apply for ASSAULT LEAVE. It doesn't matter if the you were the intended target or not. Do Not Apply for Workman's Comp, but apply for ASSAULT LEAVE immediately. You are protected by COMAR**

### **Maryland Annotated Code:**

§ 7-307. Principals, teachers, and school security guards intervening in fights (a) Authority to intervene; degree of force. -- (1) A principal, teacher, school security guard, or other school system personnel in any public school may take reasonable action necessary to prevent violence on school premises or on a school-sponsored trip, including intervening in a fight or physical struggle that takes place in his or her presence, whether the fight is among students or other individuals. (2) The degree and force of the intervention may be as reasonably necessary to prevent violence, restore order and to protect the safety of the combatants and surrounding individuals. (b) Compensation for injury and time lost from duties. -- A principal, teacher, school security guard, or other school system personnel who is hurt while taking preventive action or intervening in a fight under this section: (1) Shall be compensated by the county board for any necessary medical expenses that result directly from the preventive action or intervention; and (2) May not lose any compensation for time lost from school duties that results directly from the preventive action or intervention, but compensation may be reduced by any payments made under the Maryland Workers' Compensation Act. (c) Legal counsel; indemnity. -- In any suit, claim, or criminal charge brought by a parent or other claimant of one of the combatants against the principal, teacher, school security guard, or other school system personnel because of the preventive action or intervention, the county board: (1) Shall provide legal counsel for the principal, teacher, school security guard, or other school system personnel or may provide reimbursement for the reasonable expenses of the legal defense of any criminal charge if the county board considers it appropriate; and (2) Shall save the principal, teacher, school security guard, or other school system personnel harmless from any award or decree against him.

## **If Your Principal Is Out**

### **Don't Do His or Her Work for Free!!**

**In the event your principal is out of school for a substantial period of time, Do NOT do the work of the principal without getting in writing that you will receive compensation in advance. Someone must be designated to be in charge and that person will receive compensation according to the negotiated contract.**

**If your administrative team members agree to split the work amongst the team, everyone loses, do not expect to get paid. Don't be fooled, brownie points do not come in dollar bills!**

#### **Negotiated Contract:**

303.H. A unit member temporarily filling a vacancy at a higher grade by written appointment of the CEO for more than ten (10) consecutive work days shall be named "Acting" and receive prorated compensation and leave for that position retroactive to the first day of the assignment. Any Unit II member appointed by the Board to a position in an acting capacity may hold the title "Acting" for no longer than one hundred eighty (180) work days, after which the member shall be given a regular appointment to the position if the member is qualified.

### **Inspirational Theme for the Week**

#### **Leaders, Wake Up and Pay Attention!**

<https://www.youtube.com/watch?v=OcgscTnXRzA>

<https://www.youtube.com/watch?v=cqGNtQzlgdQ>

<https://www.youtube.com/watch?v=nwSe8VaLCuo>

**Otherwise we will continue to have a Ball of Confusion.**

### **Let's Fight the Good Fight!**

**In our effort to combat the challenges administrators will face in light of the Maryland Blueprint, a State Delegation is being organized to help combat legislation that has been passed. We need all voices in order to be heard, please join and become active as we unite.**

**Read Maryland's Blueprint for Education your future depends on it!**

<https://marylandpublicschools.org/Blueprint/Pages/Overview.aspx>

<https://aib.maryland.gov/Pages/Blueprint-plans.aspx>

Visit the following sites and consider joining, as they are both great resources of educational leadership in Maryland.

MASSP – Maryland Association of Secondary School Principals

<https://mdmassp.org/>

MAESP – Maryland Association of Elementary School Principals

<https://maesp.org/>

### **Veterans**

**We Need To Know if You Are A Veteran, Let Us Know!!**

**Please contact the ASASP office via email to let us know if you have served in the Military.**

### **YOU BETTER KNOW IT.....**

**Missed Evaluation Deadlines Puts Everyone in Jeopardy**

<https://www.youtube.com/watch?v=B3ILYOGDsts>

**Evaluation Timelines are established to protect all members, Appraisees and as well as Appraisers. Any deadlines not met jeopardizes both members.**

**You are out of compliance with the negotiated agreement when you don't meet them.**

**Evaluation Handbook 2022-23**

<https://drive.google.com/file/d/1apsMQGJGg0Jc6v07NiZ5L9mzroifkeoG/view>

**Unit 2 and 3 Non School-Based Employees Calendar**

<https://docs.google.com/document/d/1f kWvHX0Hyv-B Q9IKDTmMwYK0TVrAdY/edit>

**Unit 2 School-Based Employees Calendar**

<https://docs.google.com/document/d/1AI-GKPIeAukhuPZPermi9rmhrIDQvsocINkY3ELEcqI/edit>

## **Sick Leave Bank Window Closed!**

was open from July 1 – October 1, 2022

The Curtains have closed for enrollment.... <https://www.youtube.com/watch?v=uCOi4L69dxM>

## **Election Day November 8th**

Get Out the Vote like your life depends on it because it really does!!

### **Cause You Need To Know:**

3.17 SLLA Test – Any unit member who has taken the School Leaders Licensure Assessment Test will be reimbursed for 100% of the cost of the test not to exceed \$475 upon verification of success.

3.05C Evaluation – Individual performance objectives or job targets will be recorded in writing and signed by the evaluator and the unit member NO LATER than October 1st or within 30 days of assignment.

3.05 I – Unit members will be advised of complaints against them or adverse information concerning them and be given ample opportunity to address such complaints or adverse information when appropriate. Such information or complaints shall not be used in employee evaluations absent investigation and confirmation of the information by the supervisor.

3.05 J – Whenever a formal complaint is lodged against a unit member by a student, parent or any other member of the public, the appropriate school system official shall notify the member of the complaint, the complainant and the charge(s) in writing within 10 days of receipt of the written complaint. The unit member shall be provided the name of the complainant, except where prohibited by law or established by the board of education.

<https://marylandpublicschools.org/about/Pages/Regulations/COMAR.aspx>

Public Education in Maryland is Constantly Changing...Read THE BLUEPRINT, your career/job depends on it!

Maryland Public Schools Blueprint..... READING IS FUNDAMENTAL

<https://dls.maryland.gov/pubs/prod/Educ/BlueprintOverview.pdf>

### **Upcoming Events and Interests:**

November 8<sup>th</sup> – Schools/Offices Closed for Elections

This week at ASASP-PGCPS!

31<sup>st</sup> Monday – (Day 63/210) - ASASP

1<sup>st</sup> Tuesday (Day 64/210) – ASASP

2<sup>nd</sup> Wednesday (Day 65/210) – ASASP

3<sup>rd</sup> Thursday (Day 66/210) – ASASP

4<sup>th</sup> Friday (Day 67/210) – ASASP

PGCPS School Calendar 2023-23

<https://www.pgcps.org/globalassets/featured-pages/about-pgcps/docs---about-pgcps/2022-2023-school-year-calendar.pdf>

Really!

[A School Without Principals? Yes, Really \(usnews.com\)](#)

[Visit our ASASP Website for Updates as they come in....](#)

November:

4th End of First Quarter

7th Professional Development for Teachers – 2 Hour Early Dismissal

8th Election Day – Schools Closed

21st and 22nd Two Hour Early Dismissal

23rd – 25th Thanksgiving Break – Schools Closed

SHOUT OUTS:

Under Construction

Unit 2 Shout Out – Shine A Light On ‘Em

<https://youtu.be/r835kX9Pc7U>

Unit 3 Shout Out - Kool & The Gang - Celebration

[https://youtu.be/AeTgx\\_pj6m8](https://youtu.be/AeTgx_pj6m8)

Shout to the SPED Supervisors and Administrators for providing knowledgeable, program planning and support.

Welcome New ASASP Members:

We would like to take a moment to WELCOME all our new Unit II and Unit III members who joined ASASP last week. CONGRATULATIONS on your new appointments/positions. We wish you all the best!

- Rashaun Bass, Assistant Principal at Roger Heights Elementary School
- Katherine Cooper, Community School Coordinator at Roger Heights Elementary School
- Gabrielle Johnson, Procurement Specialist II at Louis Wilson Sr. Facilities Admin Building

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