

ASASP Union Times

“We must Communicate *The Times* of Our Lives”

Association of Supervisory and Administrative School Personnel

“ASASP”

February 13, 2023 – February 23, 2023

Seventeenth Edition

Greetings ASASP Members,

It is my hope that February has been historic, <https://blackhistorymonth.gov/>, fabulous and fantastic for you and your family so far. The ASASP Times is the new and official name of our union communication. I along with President Pryor, will use these pages to continuously communicate with you, the news that you can use to navigate the daily administrative dealings, the ups and downs, as well as the barriers that you as the leaders and decision makers are faced with constantly.

We are here to serve and protect the rights of the members of this union first and foremost. Your ability to earn your worth, work in a safe, productive, environment that is free from harassment, bullying, and unnecessary continuous strife is our primary concern.

The struggle is real, but we’ve got you!

I challenge you to find some time to enjoy life and your family every day. In the meantime, protect your health and wellbeing <https://www.vantagefit.io/blog/emotional-wellness-activities/> as you navigate through the daily duties of being a supervisor and an administrator. Despite all the hard work and overtime that you put in, often with little or no compensation, at the end of the day these are the most important things in life.

The struggle is real, but you’ve got to make the choices!

Don’t sell yourself short, thinking that you must do it all, that it can’t be done without you, that you can please everyone, because you can’t. Do the very best that you can do for the children and communities you serve during the work day and go home to your family.

The struggle is real out here in PGCPs, but at the end of the day if we work together as union and support each other we will prevail in the end.

Jeff Parker, Executive Director

Thanks, from Ben and Jeff

We want to keep you informed so thank you for reading and sharing the ASASP Times, which we will now refer to as “The Times”. We know it’s a lot sometimes, but you need to know what is going on, so this is one medium we use to provide some insight. We will continuously strive to improve and would appreciate any support and suggestions you may have to offer.

Please don't hesitate to contact the office if you have a question that you need answered. We will assist you any way we can, but in the meantime close your door, breathe and take a few minutes to sit down, listen to the suggested musical artists below, regroup and get your mind ready for whatever comes next. Keep giving the best that you've got!!

Benjamin Pryor, President & Jeffery J. Parker, Executive Director

Your ASASP Board of Directors - Representatives

Benjamin Pryor - President
Tony Spruill - Vice President ***
Carlene Murray - Secretary ***
Danny Miller - Treasurer ***
Jennifer Williams - Board Member (Unit III Board Member) ***
Dana Brown - Board Member (Unit III Board Member) ***
Michelle Towles-Monroe - Board Member (Middle School Principal) ***
Simone Malloy - Board Member (At Large)
Nichelle Williams - Assistant Principal (At Large)
Traketa Wray - Instructional Supervisor (Instructional Supervisor)
Jenice Pellam - Board Member (Secondary Assistant Principal)
Jewel Preston - Board Member (Elementary Principal)
Antinia Robinson - Board Member (Unit III Board Member)
Crystal Bright-Mundell (Elementary AP/Wing Coordinator)***
*** indicates new Board Members elected in August 2022

TV News 47

Exclusive Blue Print

News Clip from the Eastern Shore of Maryland

<https://www.wmdt.com/2023/01/blueprint-for-mds-future-fine-print-requires-teaching-time-for-school-principals/>

Survey Results Coming Soon

200/1000 Members (20%) responded to the Recent Survey

Stress Balls + School Visits = New Members + Engagement

More than 50 schools and office visited so far this year with new members added nearly every time. Charles Carroll MS, Riverdale Elementary, Calverton Elementary and High Point HS are among the latest I have visited. I'm on my way!!

Unit II SHOUT OUTS:

Some of PGCPS' finest, most dedicated, disciplined, enthusiastic and innovative supervisors and administrators who are proud to serve in Prince George's County Public Schools

ISSC:

- María I. Flores, Supervisor of World Languages K-12
- Doris Ortiz, Instructional Specialist – World Languages
- Zennie Torres Acosta, Elementary Instructional Specialist – World Languages
- Nana Donkor – Health Supervisor
- Dr. Traci Belton-Walkup, Science Instructional Specialist (Elementary School Lead

Unit III SHOUT OUTS:

The following are 3 of the hardest working members in PGCPS and they are ASASP member, they see to it that each and every i is dotted and t is crossed as they have dedicated themselves to the work that makes PGCPS go round and round each day:

- Kyna Shaw, RN, MSN-Ed – Nurse Manager, Green Valley Instructional Center
- Tremika Smith – Financial Analyst, John Carrol ES Building
- Haley Rhodes – Community Schools Coordinator, Deerfield Run Elementary School

Recent Retiree's SHOUT OUTS:

If you like, let us know if you are retiring and would like us to SHOUT OUT your amazing contributions and transition from the daily grind here in PGCPS:

- Ms. Dianne L. Parker of Williams Beanes Elementary. Retired on 1-31-23 after 43 years in education, 22 of which were in PGCP

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. *CONGRATULATIONS* on your new appointments/positions. We wish you all the best!

- Denise China-Johnson, Assistant Principal, Catherine T. Reed Elementary School
- PhiXavier Holmes, Counseling Specialist, Oxon Hill Staff Development
- Jamon Liburd, Assistant Principal, Bladensburg Elementary School
- Tamara Perez, Community School Coordinator, Glassmanor Elementary School
- Daryl Riddick, Community School Coordinator, William W. Hall Academy

Inspirational Music Suggestions this Edition:

Giving You the Best that I've Got – Anita Baker

Nothing Can Come between Us – Sade

Shine A Light on 'Em – Will Trax

I'm A Survivor – Destiny's Child

Happy Black History Month

<https://kidskonnnect.com/articles/black-history-movies-for-kids/>

Happy Valentine's Day

<https://www.teachstarter.com/us/blog/20-valentines-day-activities-for-kids-that-your-class-will-love/>

Happy President's Day

<https://www.history.com/topics/holidays/presidents-day>

ASASP Link to School Visits Pictures

<http://www.asasp.org/>

What You Need to Know:

Item 1 – General Meeting

ASASP General Meeting is Thursday, February 16, 2023. We look forward to seeing all members at Kenmoor Middle School.

Item 2 - Voluntary Transfers

To Be Considered for a Voluntary Transfer In the upcoming 2023-24 School Year put in your transfer card between March 1 and June 30, 2023 and follow-up afterwards!!

Item 3 - Midyear Conferences

The Midyear Window closed on February 3, 2023

Mid-Year Conferences for Administrators

The conference window for mid-year conferences is December 1st – February 3, 2023 **CLOSED**

If your conference(s) is not held OUTSIDE of the window, your Negotiated Agreement Rights may have been Violated.... Advocate for Yourself 1st then call us if necessary!!

Item 4 – Maryland Blue Print for Education

Reading is Fundamental

Maryland's Blue Print for Education May be Beneficial to Some Members but not all of our members.

Please let me be clear that the issue we currently have with The Blue Print is that it will ADD to the already full plate of administrator's duties and expectations and take nothing off.

According to the Maryland Blueprint

Assistant Principals will be REQUIRED TO TEACH 20% of their work time (approximately 8/40 hours per week) STARTING IN JULY, 2024

Principals will be SUGGESTED (wink, wink) TO TEACH

10% of their work time (approximately 4/40 hours)

STARTING IN JULY, 2024

Administrators with classes with all the extras that go along with teaching, is a very strong possibility starting in 2024, on top of Everything Else you do to maintain a school each day.

Maryland Blue Print Testimony

Tell your colleagues to Read Maryland's Blueprint for Education your future depends on it!

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

The Maryland Blueprint is a Very Serious Matter

Education News All School Employees (Unit II & III) Can Use!

<https://www.edweek.org/leadership> ADMINISTRATORS

<https://www.fns.usda.gov/nslp> CAFETERIA SUPERVISORS

<https://www.nasn.org/home> NURSE SUPERVISORS

<https://www.napt.org/> BUS SUPERVISORS

<https://www.humanresourcesedu.org/maryland/> HUMAN RESOURCE SUPERVISORS

DON'T QUIT:

We know the frustration you face daily

BUT

Do NOT Resign from the System/Position

Take 24-72 Hours to Contemplate

Before

U "Act Out" In Oracle!!!

YOU BETTER KNOW IT...

Assault - If you get PHYSICALLY ASSAULTED, intentionally or not, you can apply for ASSAULT LEAVE which would be beneficial especially if you sustain physical injuries that may reoccur or cause lingering effects. You have **48 Hours to seek and provide documentation of medical attention to increase your chances of approval.**

You Might Be Out of Compliance if you:

Missed Evaluation Deadlines – That puts Everyone in Jeopardy

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.... **OCTOBER 1ST WAS THE BIGGEST, December 1st-February 3rd is on now!**

KNOW YOUR RIGHTS... Cause You Need to Know, especially if you get Anonymous Complaints:

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.

3.11 Discipline/Discharge

A. Whenever a formal complaint is lodged against a unit member, the appropriate school system official shall notify the member of the complaint, the complainant and the charge(s) in writing within ten (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 Board policy. If such notice is not provided within 10 working days of the request, the complaint shall be dismissed.

B. A unit member, upon request, has the right to have Association representation at a meeting which is scheduled for the purpose of investigating whether the unit member has engaged in misconduct warranting discipline.

<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>

Evaluation Handbook 2022-23

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

Unit II & III Non School-Based Employees Calendar

https://docs.google.com/document/d/1f_kWvHX0Hyv-B_Q9IKDTmMwYK0TVrAdY/edit

Unit II School-Based Employees Calendar

<https://docs.google.com/document/d/1AI-GKPIeAUKhuPZPermi9rmhrIDQvsocINkY3ELEcqI/edit>

Upcoming Events and Interests:

February 20, 2023: Holiday - Schools/Offices Closed

The next 2 week at ASASP-PGCPS!

13th Monday (Day 127/210)

14th Tuesday (Valentine's Day 128/210) – ASASP

15th Wednesday (Day 129/210) – ASASP

16th Thursday (Day 130/210) – ASASP

17th Friday (Day 131/210) – ASASP

20th Monday (Holiday-Presidents Day)

21st Tuesday (Day 132/210) – ASASP

22nd Wednesday (Day 133/210) – ASASP

23rd Thursday (134/210) – ASASP

24th Friday (Day 135/210) - ASASP

PGCPS School Calendar 2023-23

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

Educational Links You Can Use:

MASSP – Maryland Association of Secondary School Principals

<https://mdmassp.org/>

MAESP – Maryland Association of Elementary School Principals

<https://maesp.org/>

Prince George’s County Board of Education

<https://www.pgcps.org/offices/board-of-education>

Maryland Department of Education

<https://marylandpublicschools.org/Pages/default.aspx>

United States Department of Education

<https://www2.ed.gov/rschstat/landing.jhtml?src=pn>