

Parker's Pages

A Note from the Desk of the Executive Director  
of Association of Supervisory and Administrative School Personnel

September 12, 2022 – September 18, 2022

FY23

Greetings ASASP Members,

I know you are shocked that the fourth week of school is already upon us. I hope your weekend was as restful, enjoyable, peaceful, productive or as unproductive as you had hoped. Oftentimes we plan to get all kinds of things done, but in reality what we really needed was to get somewhere and sit down and do absolutely, positively nothing at all. In the grand scheme of things, we must carve out some time just for that purpose.

Perhaps you enjoyed some family time or football as the second week of NFL football saw the area's beloved Washington Commanders and the Baltimore Ravens taking an L this week. If you are a fan of either, I am sure that you will survive and bounce back like my Dallas Cowboys did this yesterday.

Find some time each day each week to let your hair down and free your mind from all of the daily duties, debasement, drama and dilemmas and situations you face that aim to admonish and diminish your dedication and hard work.

Jeffery J. Parker

**Are You Abusing Your Leave**

**or**

**Are You Just Being Accused of Abusing Your Leave?**

-

Are you out more than you are in?

Do you take off every time you break a nail or stub your toe on the desk?

Do you respect the fact that your colleagues have to pick up your slack when you're out?

As demanding as our jobs can be and as dedicated as we may be to them, oftentimes it becomes necessary to take off from work for a period of time. You may have family needs, personal needs or God forbid, bereavement needs among other things that may command your immediate attention.

However, as an educator dedicated to the progress and success of your staff and students, it is understood that the nature of the business that you do requires considerably more time than that of a traditional nine to five. Always take that into consideration and make every possible preparation and accommodation for the work to continue with minimal disruption in our absence.

The unions across this country, including ASASP, fight continuously for employees to have time off with pay for various reasons as a benefit that should not be taken for granted, nor disrespected. The reasons are all listed in your most recent negotiated contract valid from July 1, 2021 – June 30, 2024.

**Please utilize and respect the document when you need it and when those you supervise need it.** Professional courtesy, proper notification, adherence to the policy and procedures and respect for the contract will go a long way in helping to create the most effective and productive climate and culture throughout our schools on every level.

A clear and concise explanation of when and how you may utilize your leave is detailed from pages 12-18 of the Negotiated Agreement. "If you don't know then you better ask somebody." Better yet, go to the ASASP website to read the contract.

The bottom line is that **your earned leave is yours and you have the right to Use It, but Not the right to Abuse It!** It's always best when one can honestly and openly share specific needs with supervisors, which would be beneficial to everyone affected, but that is not always the case.

We should first try talking one on one in a professional manner to address your leave and all concerns without all of the formalities.

Listen closely to each other's point of view, don't ignore or diminish the concerns or needs.

Tackle the issues and not each other.

Forget the titles and respect each other as Human Beings.

This is good place to start and then read the article below to seek further knowledge and perspectives around how to use best practices:

<https://www.edcan.ca/articles/building-a-positive-staff-culture/>

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

Spanish Heritage Month is from September 15 – October 15<sup>th</sup>

El mes de la herencia española es del 15 de septiembre al 15 de octubre.

What are you and your staff doing to promote in your workplace or school?

¿Qué están haciendo todos en vuestro lugar de trabajo o escuela para promover el mes del patrimonio español?

First open the links below to get your creative juices flowing with ideas for the month long celebration:

Primero abra los enlaces a continuación para que sus jugos creativos fluyan con ideas para la celebración de un mes:

Open the links below to educate yourself and your colleagues on National Spanish Heritage Month:

Abra los enlaces a continuación para educarse a sí mismo y a sus colegas sobre el Mes Nacional del Patrimonio Español:

<https://www.census.gov/newsroom/stories/hispanic-heritage-month.html>

<https://www.bing.com/videos/search?q=hispanic+heritage+month+in+schools&qpv=hispanic+heritage+month+in+schools&FORM=VDRE>

This week at ASASP-PGCPS!

19<sup>th</sup> Monday – (Day 35/210) - ASASP

20<sup>th</sup> Tuesday (Day 36/210) – ASASP

21<sup>st</sup> Wednesday (Day 37/210) – ASASP

22<sup>nd</sup> Thursday (Day 38/210) – ASASP

23<sup>rd</sup> Friday (Day 39/210) – ASASP

PGCPS School Calendar 2023-23

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

### **Union History**

Educate Yourself-Know what it's all about!!

1,<https://www.bing.com/videos/search?q=union+history&docid=608027894795290244&mid=7A274E3653921E4AE5257A274E3653921E4AE525&view=detail&FORM=VIRE>

2.<https://www.bing.com/videos/search?&q=union+history&docid=608027894795290244&mid=0E05A256C32C4826E90C0E05A256C32C4826E90C&view=detail&form=VDQVAP&rvmid=7A274E3653921E4AE5257A274E3653921E4AE525&ajaxhist=0>

3.<https://www.theschoolleader.org/about-us/our-history#:~:text=On%20July%207%2C%201976%2C%20the%20first%20constitutio>

[nal%20convention,The%20American%20Federation%20of%20School%20Administ  
rators%20was%20born%21](#)

## **Visit our ASASP Website for Updates as they come in....**

### **September:**

**30<sup>th</sup> Schools Closed for Staff Professional Development**

### **October:**

**5<sup>th</sup> Schools Closed for Yom Kippur**

**10<sup>th</sup> Schools Closed for Parent-Teacher Conferences**

**21<sup>st</sup> Schools Closed for Staff Professional Development**

### **November:**

**4<sup>th</sup> End of First Quarter**

## **SHOUT OUT TO OUR Unit II and Unit III MEMBERS:**

### **Unit 2 Shout Outs:**

Kettering Middle School Administrative Team

Principal Lakeishia Sthrother, Assistant Principal Ms. Kara Matthews, Assistant Principal Ms. Secoya Muschett and last but not least Ms. LaToya Tolbert. These four ladies were holding it down on Herrington Drive when I dropped in to introduce myself and relieve some stress! The front office staff was handling business for quite a few parents when I came in, but every transaction was as clear as Luzianne Tea.,,,,,,,

Lake Arbor Elementary Administrative – Principal Tonya Riggins was taking care of business last week when I stopped by to visit. Her front office secretary must have retired from the secret service recently, as she made sure I had official clearance

before getting into the building to see President, I mean Principal Riggins....lol. Assistant Principal Camille McLaughlin, I will catch you on the rebounds.

Barack Obama Elementary Administrative Team Principal Megan Ashworth and Assistant Principal Tracy Pace-Walker were loving life on Brooke Lane while construction of a new sidewalk was humming along right outside their front door. All was quiet and peaceful as a day in the park.

Dr. Henry A. Wise Administrative Team was cool and collected and Livin' La Loca when I came through with Principal Taryn Washington, Administrators Felicia Colbert, Bosede Bello, Sandra Gassaway, Brian Makell, Karess McNeil, Kathleen Rozanski and Clinton Shands all pulling their weight like Archie and Edith Bunker..

### **Unit III Shout Outs:**

Ms. Deirdria Hudnell, Phong Ngyeun were pleased to receive some stress relief as Phong was still trying to staff schools with limited candidates and Hudnell was trying to make sure everyone was straight.

Theme for the Year:

Nothing Can Come Between Us...play this link each week to renew our TEAM strength!!

### **The Concerns that Impact Our Work Daily:**

## Teacher Shortages and Vacancies

<https://wjla.com/news/local/prince-georges-county-schools-teacher-shortage-new-teachers-orientation-upper-marlboro-pgcps-students-back-to-school-first-day-of-school-august-29#:~:text=PGCPS%20still%20faces%20a%20teacher%20shortage%20which%20numbers,the%20system%E2%80%99s%20director%20of%20professional%20learning%20and%20leadership.>

umbers,the%20system%E2%80%99s%20director%20of%20professional%20learning%20and%20leadership.

<https://www.weareteachers.com/teacher-shortage-statistics/>

Let's Stand UNITED..... UNION STRONG

AFSA (American Federation of School Administrators)

[www.theschoolleader.org](http://www.theschoolleader.org)

### **210 Day Work Calendar \*\*Updated 8-15-22**

Keep in mind that if you return to work on one of the following days and work straight through, your finish date would be the corresponding date.

Start - Finish

August 1, 2022 – June 21, 2023

August 2 – June 22nd

August 3 – June 23rd

August 4 – June 26th

August 5 – June 27th

August 8 – June 28th

August 9 – June 29th

August 10 – June 30th

\*Principals and Assistant Principals, we are on the same team, so please work together to ensure that we minimize confusion about the work calendar.

\*There are actually 210 school work days between August 1, 2022 and June 21, 2022.

\*There are 7 more available work days between June 22nd and June 30th, which brings the total available work days to 217 and allows AP's staggered start and end dates. This correction was made after an error was brought to the attention by a member.... Thanks for sharing G.T.

**DON'T FORGET: APs are only required to work 210 Days!!**

\*The other thing to remember is, if you work any portion of any Saturday or Sunday, you must include those days in your 210-day count. That means any weekend sports event or other school event that you cover.

\*Principals and Assistant Principals, please sit down together, customize your calendars, especially if you have just recently transferred to a different building.

### **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!

- Negasti McCurdie, Community School Coordinator at Dwight D. Eisenhower MS
- Taniya Qureshi, Assistant Principal at Chillum ES
- Ashlie Richardson, Health Services Manager, Office of School Health