

ASASP Union Times XIX Edition

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

Association of Supervisory and Administrative School Personnel

“ASASP”

March 20, 2023 – March 31, 2023

Greetings ASASP Members,

Today is the first day of spring, but it doesn't feel like it. Nevertheless, the calendar tells us that spring break and Easter are just around the corner. March Madness is in full affect, as every college team in the DMV fell by the wayside this past weekend with the last being a crushing defeat of our beloved Maryland Terrapins losing to Alabama on Saturday night.

Despite all of that I hope that you and your family are healthy, wealthy and wise enough to know that life is much more than a game or a cloudy day. I hope that you all enjoyed every moment of the weekend to live life to the fullest.

Although I know it isn't easy, try not to take your job or work so seriously that it causes you any unnecessary stress and anxiety. I urge you to take some time for yourself each day to collect your thoughts and have a moment of peace in your office or wherever you can take a five-to-ten-minute mental break.

This week when I take my mental break's I will be listening to our theme songs for this edition listed below. After you listen, let me know in your feedback, how you felt about this edition's musical selections.

Go to Youtube and play “Your Smile” by Rene' and Angela

Go to Youtube and play “I Keep Forgettin” by Michael McDonald

Go to Youtube and play “Yo No Se Manana” by Luis Enrique

Jeffery J. Parker, Executive Director

Unit II and Unit III

Thank you for your membership, support and dedication to the education of our young people. Feel free to reach out to the board to share concerns, we are here to serve!!

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

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 (III Board Member)
Crystal Bright-Mundell (Elementary AP/Wing Coordinator) ***
*** indicates new Board Members elected in August 2022

ASASP

will be at the Table

for the CEO Search this week!!

Email me at Jeffery.parker@pgcps.org to let me know what qualities **you think** our next CEO/Superintendent should possess.

What quality or question **would you ask** if you had the opportunity?

In your current position, what would be **Your Big Rocks** or Questions that Really Stands Out in your mind?

I am looking forward to your responses as, I am sure that you have some really good questions.

Please, Please, Please Volunteer!!

We need Liaisons Immediately!

In our effort to increase awareness and participation in our union, the board decided to solicit you or someone in your office, department or school to be a direct link for communication and just spread the word.

Please email your me at Jeffery.parker@asasp.org to express your interest. YouTube James Brown, Please, Please, Please, to listen to how serious we are about this matter!

Become A Part of the Decision-Making Process

We are also looking to Union Members to participate on our Standing Committees (Membership, Budget/Finance, Negotiation Concepts, Nominations/Elections, Bylaws and Scholarship).

. Your support and participation is needed and encouraged as we move ASASP forward. Email me at Jeffery.parker@asasp.org if interested.

Get It in Writing

or

Call Hugh or David at the Office

B4

You Agree to Do the Work of Your Supervisor
(Accepting an Acting Role without documentation may not Add Up 4U)

NEGOTIATIONS BEGIN IN FEBRUARY 2024 – Let's Prepare Now!

Observations every year while other unions are ON cycle OFF Cycle??
Vacancies Causing you being expected to do the Work Of 2 or more People??
Compensation for Duties that require large amounts of time and attention??
Assistant Principals and Principals Without Classes??
Pay Grade Limitations and Classifications??
Share your concern at Jeffery.parker@asasp.org

Our National Affiliation Link and Benefits

As a member of ASASP you are also a member of AFSA
<https://www.theschoolleader.org/>

Word on the Street....

<https://www.washingtonpost.com/education/2023/03/16/alexandria-schools-metal-detectors/> <https://wjla.com/news/crisis-in-the->

<https://wjla.com/news/crisis-in-the-classrooms/maryland-state-report-card-failing-grades-how-did-your-school-rate-rankings-msde-school-levels-elementary-middle-high-school-students-pandemic>

Celebrate Women's History Month March 1-March 31st

We do not own the rights to the following sites but they will provide insight:

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

<https://www.youtube.com/watch?v=F37Sr98uA7I>

<https://www.youtube.com/watch?v=3h2TedChkvo>

<https://www.youtube.com/watch?v=Br6b9sluIDU>

TV News 47 (**CLICK THE LINK**)

Exclusive Blueprint

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 55 schools and offices visited so far this year with new members added nearly every time. Charles Carroll MS, Northwestern HS, G. James Gholson MS and John Carroll Administration Building are among the latest I have visited. I'm on my way to see you next!!

Maryland Blue Print Accountability and Implementation Board

Unit III Shout Out:

The following are some of the hardest working members in PGCPS and they are ASASP members, 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:

- Tia Simmons – Instructional Technology Coordinator – Bonnie Johns Admin.
- Kyna Shaw – Nurse Manager – Green Valley Administration

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

- Malachi, Kristine – Instructional Specialist – John Carrol Administration
- Ingram-Johnson, Leslie – Fiscal Supervisor – John Carrol Administration

Welcome New Members – You Are Greatly Appreciated!

TBA

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:

“Cause You Need to Know:

Item 1 – General Meeting

Our General Meeting went well on the 16th of February with the nearly fifty members that were in attendance. As we plan and prepare to meet more over the course of the next year in preparation for negotiations in February, 2024, we hope to continually increase participation. Keep your eyes open

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

Item 4 – Maryland Blue Print for Education

Reading is Fundamental

Maryland's BluePrint 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 BluePrint 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.humanresourceseducation.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

B4 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 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-GKPIeAUkhuPZPermi9rmhrIDQvsocINkY3ELEcql/edit>

Upcoming Events and Interests:

March 30th – End of Third Quarter

March 31st – Half Day P.D. Teachers/Half Asynchronous Day Students

April 1st – April 10th Spring Break/Easter

The next 2 week at ASASP-PGCPS!

- 20th Monday (Day 152/210) - ASASP**
- 21st Tuesday (Day 153/210) – ASASP**
- 22nd Wednesday (Day 154/210) – ASASP**
- 23rd Thursday (Day155/210) – ASASP**
- 24th Friday (Day 156/210) – ASASP**
- 27th Monday (Day 157/210) – ASASP**
- 28th Tuesday (Day 158/210) – ASASP**
- 29th Wednesday (Day 159/210) – ASASP**
- 30th Thursday (Day 160/210) – ASASP**
- 31st Friday (Day 161/210) – ASASP**

PGCPS School Calendar 2022-23

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

...