



From the President...

HCEA is working hard to ensure that our evaluation system is implemented fairly and consistently in all schools. We are asking all teachers to complete the [SLO Requirements Survey](#). It is unreasonable for your principal to set your SLO target at 100%. Likewise, it is important when setting tiers that you have an adequate sample size for each tier. If you cannot reach consensus with your principal on both SLOs, you must be allowed to set one SLO. This means that you should be allowed to set the target, group, etc. without restrictions. Targets should represent ambitious but attainable goals. Student Learning Objectives are meant to provide a means to improve instruction. They should not be reduced to a check the box activity. Likewise, SLOs should not be used as a means to attack teachers or prevent them from performing well in evaluations.

HCEA has again sent a list of budget recommendations to the superintendent. [You can read the entire letter here](#). The HCEA Representative Assembly voted unanimously to support these recommendations which we believe will improve schools for our teachers, our students and our community. HCPS has been reluctant to substantively change its budget. Cuts to the budget are disproportionately affecting our most fragile students, our at-risk communities and our teachers. HCPS has made very few cuts to central office administration and continues to operate under the misguided belief that assigning more administrators to our at-risk schools will somehow solve disciplinary issues. Thus, money that could be spent on proactive staffing and programs is instead being spent on a maintaining a punitive system which has failed time and time again.

To move forward efficiently, HCPS must move away from its firmly entrenched reactive, command and control model to one which empowers both teachers and students to improve their school community through support and remediation. Increasing access to social workers, psychologists, guidance counselors and other clinicians should be prioritized over instructional facilitators, central office administration and additional assistant principals in at-risk schools. Teachers should be empowered through restorative practices training to make real changes in student attitudes and behavior rather than relying solely on removal as the only alternative to misbehavior. Our most challenging students need to be afforded least restrictive environments that truly meets their needs rather than simply being condemned to repeated discipline, suspension and failure in regular education classrooms. After all, how can we expect students to perform well in school when they are either not present or have only negative perceptions.

Please participate in the Superintendent's Virtual Towne Hall Monday Nov. 6th at 4:30PM.

**Do Your Part.
Stand Strong with HCEA.**

HCEA Board of Directors

President:

Ryan Burbey
rburbey@mseanea.org

Vice President:

Christie Crawford-Smick
North Harford High School

Secretary/Treasurer:

Jennifer Sokolis
Bel Air High School

Members at Large:

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Middle School

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North Harford Middle School

High School

Leigh Bondrole
Edgewood High School
Laura Nieman
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HCEA Staff:


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HCEA

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Bel Air, MD 21015
Phone: (410) 838-0800




Invest in Education!

You're invited to attend the
Superintendent's Virtual Budget Town Hall

Monday, November 6, 2017 at 4:30 p.m.

Watch the LIVE STREAM by visiting www.hcps.org/boe/livestream



Submit questions and comments about the FY19 Superintendent's Proposed Operating Budget via email to budget@hcps.org or Twitter by tagging @HCPSSchools and using the hashtag #HCPSSBudget before and during the Town Hall or join us for the LIVE taping at the A.A. Roberty Building.

www.hcps.org/budget | budget@hcps.org | [@HCPSSchools](https://twitter.com/HCPSSchools) | #HCPSSBudget

Upcoming Events

11/6 Superintendent's Virtual Budget Town Hall 4:30 PM

11/6 Harford County Board of Education
6:30 PM A.A. Roberty Building
102 South Hickory Avenue
Bel Air, MD 21014

11/8 HCEA Board of Directors Meeting

11/10 3 Hour Early Dismissal

11/16 HCEA Representative Assembly
4:45 C. Milton Wright High School
1301 Fountain Green Rd.
Bel Air, MD 21015

11/16 HCEA Board of Directors Meeting

11/16 HCEA Retirement Seminar

12/21 HCEA Representative Assembly
4:45 C. Milton Wright High School
1301 Fountain Green Rd.
Bel Air, MD 21015

12/22-1/2 Holiday Break

6/20 Scheduled Last Work Day for Teachers



HCEA Elections 2017-2018

HCEA Members Will Elect:

- HCEA Treasurer/Secretary
- HCEA Board of Directors
- High School Member at Large (1)
- Elementary School Member at Large (1)
- Delegates to the 2017 NEA RA
- Delegates to the 2017 MSEA RA

Nominations will be taken electronically following the October 26, 2017 RA & from the RA Floor on November 16, 2017.

Nominations will close at the RA on November 16th

Elections will coincide with MSEA elections online

Voting begins on January 29, 2018

Voting ends February 23, 2018

[HCEA NOMATIONS FORM](#)



MSEA Elections 2017-2018

MSEA Members Will Elect:

- MSEA President
- MSEA Vice President
- NEA Director (1)
- MSEA Board of Directors (4)
- State Delegates to the NEA RA
- Retired Delegates to the NEA RA
- RAC

Nominations forms are due November 17, 2017 by 5p.m.

Voting begins on January 29, 2018

Voting ends February 23, 2018

[MSEA NOMINATIONS FORM](#)

HCEA relies on a strong network of Building Representatives. We need additional Building Representatives in most buildings. Please consider volunteering to help out as a representative at your school. Email rburbey@mseanea.org

[It Pays to Join HCEA Members](#) enjoy many valuable benefits which can offset the cost of dues. [Click here to check out some of the benefits.](#)



Golden Apple



A program designed for teachers and school employees throughout Harford County

Earn Your **\$100*** New Member Bonus!

Call 410-952-3374 for more details.
www.freedomfcu.org

*Offer available to new members who add checking and a direct deposit of at least \$50 per pay period. Also available to existing members who add checking and \$50 per pay direct deposit. Direct deposit must be received within 90 days of opening the Checking Account. Funds will be credited the first of the month following qualification. Offer expires 90 days after account opening if all qualifications are not met.

HCEA Events 2017-2018

September 26, 2017: Building Rep Training for HCEA & HCESC @ Greene Turtle Aberdeen (4:30 PM – 7:00)

October 2, 2017: Building Rep Training for HCEA & HCESC @ Greene Turtle Bel Air (4:30 PM – 7:00)

October 19-21, 2017: MSEA Convention & SPARKS in Ocean City

November 13, 2017: Legal Q & A w/ MSEA Counsel @ Black Eyed Suzie's in Bel Air (5:00 PM – 7:00)

December 2, 2017: NYC Bus Trip

January 2018: New Teacher Social (4:00 PM – 7:00)

February 2, 2018: Building Rep Training for HCEA & HCESC @ Black Eyed Suzie's Bel Air (4:30 PM – 7:00; SNOW DATE: 2/22)

March 2018: Yoga @ YogaCentric

April 2018: Picnic @ Boordy Vineyards

May 2018: MSEA Night @ Camden Yards

May 2018: Building Rep Celebration (5:00 PM – 7:00)

Please visit www.HarfordCEA.org and **Harford Students Count on Us** on Facebook for more information.

DO YOUR PART

HCEA Members

- Support our students and teachers.
- Tell the Harford County Board of Education to fully fund teacher contracts.
- Attend Harford County Board of Education budget meetings.
- Join [Harford Students Count on Us](#).
- Sign [Our Funding Petition](#).
- Speak at Harford County Board of Education Budget meetings.
- Email the Harford County Board of Education.
- Recruit family, friends and neighbors to support our campaign.
- Participate in HCEA collective actions.
- Highlight areas of potential savings in HCPS.

What do HCEA Dues Really Cost?



Starbucks = \$2.45/cup

Dunkin Donuts = \$2.09/cup

7 Eleven = \$1.59/cup

McDonald's = \$1.49/cup

HCEA dues=\$1.76/DAY

HCEA provides members:

- Advocacy for your wages, benefits & working conditions
- Contract enforcement that protects your rights on the job
- State and national publications for educators
- State and national legislative advocacy
- Professional development workshops, training & resources
- Representation in work related issues & conflicts
- Free legal services for on-the-job issues & conflicts
- Discounted legal services for personal matters
- Group buying discounts & benefits

Aren't your livelihood, job-security, profession & well-being worth more than a cup of coffee?

EARLY DISMISSAL SCHEDULE 2017-2018

September 2017	October 2017	November 2017	December 2017
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
January 2018	February 2018	April 2018	May 2018
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

■ ALL Schools Dismissed 3-hours Early

PRE-K SCHEDULE FOR EARLY DISMISSAL DAYS

	A.M. Session	P.M. Session
Tier 3 Schools	9:00 a.m. - 10:15 a.m.	11:15 a.m. - 12:30 p.m.
Tier 4 Schools	9:30 a.m. - 10:45 a.m.	11:45 a.m. - 1:00 p.m.



www.hcps.org

Know Your Contract

ARTICLE XIX

Probation, Tenure and Evaluation

19.3 Administrators and/or supervisors shall hold formal evaluation conferences each semester with all teachers in their first and second year in Harford County. At that time, if appropriate, the teacher shall be advised by the principal that the principal will recommend that the teacher not be retained in the system.

19.4 **Teacher Evaluations.** Under normal circumstances, the teacher will be notified by September 30th of each year of the upcoming annual evaluation. Lack of this notification however will not prevent the evaluation process from proceeding as required by regulation.

When teachers are observed, they shall be provided written feedback before any future observations are conducted.

A written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time after each formal evaluation conference. In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher; this signature means only that the teacher read the evaluation. A copy of this evaluation and addendum shall be filed in the school office, a copy shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

19.5 Probationary teachers who will not be retained will receive notice in writing before May 1. For individuals employed on or after January 1 the notification date shall be not later than sixty (60) days prior to the anniversary date of employment of the first year or second year or not later than sixty (60) days prior to the third anniversary date of employment.

19.6 **Tenured Teachers.** Tenured teachers will receive formal evaluation conferences at least by the end of their fifth year in Harford County and at the minimum rate of once every five (5) years thereafter. All observations of a classroom performance shall be conducted openly.

19.7 Principals and/or supervisors shall hold the formal evaluation conferences. After the conferences, a written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time. Any material presented at the conference which was not previously known to the teacher shall be reviewed by the principal and the teacher before it may be entered into the written evaluation.

19.8 In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher. This signature does not indicate approval. A copy of this evaluation and addendum shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

Questions?

Contact HCEA (410) 838-0800

HCEA MEMBERS BENEFIT From

LONG-TERM CARE INSURANCE

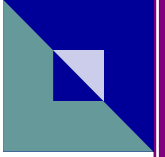
- ◆ Offering discounted long-term care insurance to HCEA members and their spouses/partners.
- ◆ Helping members protect their hard-earned assets.
- ◆ Giving members a way to remain in control of their healthcare choices.
- ◆ Providing members with peace-of-mind.

For a no obligation consult and quote,

Contact: Michael Markowitz - 410-455-0680



ACSIA
PARTNERS



HCEA Gateway ads are free to HCEA members.

Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

<https://chrystiec-s.scentsy.us>



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Tiffany Higgins

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thiggs.jamberrynails.com
443-619-7811

Looking for an officiant for your wedding in Harford County or the surrounding areas?

Contact Jason Taylor
ravenjt42@netscape.net or
Jason Taylor - Officiant

I look forward to celebrating your day!



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