



*Membership Committee Co-Chair Veeda Gaines and HCEA President Ann De Lacy accept the Best Membership Plan Award at the MSEA Convention.*

## HCEA Honored With Membership Award

Every year at the MSEA state convention one of the local associations brings home the Membership Award. To win this award you must submit your membership plan for the upcoming year as well as continually appraise and update it throughout the year based on what is working (or not working). The MSEA

committee evaluates if your local is reaching your stated goals and membership through the plan. HCEA is proud to have earned this award. As a merged local HCEA has something for everyone. The MSEA committee members remarked that "HCEA is a very busy local. You work at not only recruiting but retaining members."

Along with this award HCEA also came home with an Honorable Mention for the highest market share increase for the ESP unit. Even though HCEA is a merged local the market shares are done separately. Our ESP Market Share has increased 2.9% over last year. Kudos to the HCEA membership Committee, UniServ Director Cheryl McLeod and HCEA Membership Coordinator Denise Palmisano for winning both of these awards. Next year HCEA will see if we can bring home both of the top awards.

## MSEA Convention

The cool and rainy weather in Ocean City didn't keep HCEA members from enjoying the first ever MSEA Convention! In addition to the official delegation, many members went to Ocean City on their own or took the HCEA sponsored bus with colleagues to go for the day on Friday. Time was spent attending the Representative Assembly, workshops, visiting

the exhibit halls and renewing old friendships at Seacrets. Delegates conducted Association business and heard from Governor Martin O'Malley. HCEA members also performed a "We are MSEA" song written by Tricia Stewart in the Local Jingle Contest. To see a video of the performance visit [www.hceanea.org](http://www.hceanea.org).



*HCEA members performed a "We are MSEA" jingle at the MSEA Convention.*

## Read Across America



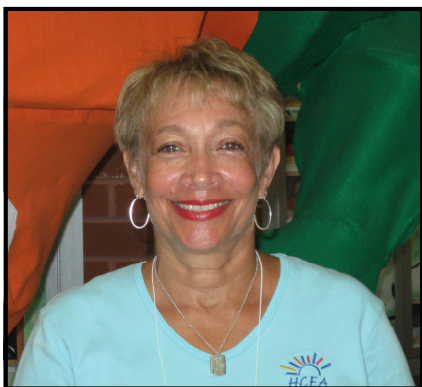
Are you gearing up for 2010's Read Across America on March 2? Get ideas, free posters and other helpful information on the NEA's web-

site, <http://www.nea.org/readacross>. And don't forget to let HCEA know what events are planned in your building! Contact Mary Jo Neville at [mjneville@mseanea.org](mailto:mjneville@mseanea.org) to let us know what is happening.

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## The View from Here



**By Ann De Lacy**  
**HCEA President**

### **LESSON LEARNED: INNOVATION REQUIRES COLLABORATION**

In August of this school year, thirteen Howard County Public Schools were required by the Howard County Board of Education to implement a program called the "Integrated Approach," created by Donyall Dickey, Principal of Murray Hill Middle School, where the program was initially implemented.

The Integrated Approach incorporates reading and math into all curricular areas using five-seven minute daily drills at the beginning of each class period. Students take pre-tests on Mondays; receive teacher-developed mini-lessons Tuesday through Thursday; and take post-tests on Fridays. The drills are based on Maryland School Assessment concept mastery. Grades are recorded, and students are able to see their scores by using identification numbers posted on classroom data walls.

During the past two years, Murray Hill student groups, especially special education and English language learners, have experienced dramatic increases in all areas of the Maryland School Assessments with the exception of Science. The passing rate for these groups has increased by as

much as 50 percent.

Mr. Dickey's program has become so popular that he has had it copyrighted; and he is serving as a paid consultant for the Clark County School District in Nevada, and schools in Baltimore City and Washington, DC. He has presented the Integrated Approach to middle schools in Arkansas and it is being considered by the Corpus Christi, Texas Independent School District.

Given the above, HCPSS decided to embed the program into thirteen additional schools with student groups either failing to make Adequate Yearly Progress or in danger of failing to do so.

HCEA began to hear complaints about the program in mid-August. In light of those complaints, Candy Taylor, a teacher at Dunloggin Middle School, developed the HCEA 2009 Integrated Approach Survey, which was completed by teachers and paraprofessionals (both HCEA members and non-members) involved in the Integrated Approach. With the exception of Bonnie Branch Middle School, all schools participated in the survey.

The comments below, taken from the Survey, illustrate the nature of the complaints:

*"Out of the blue over summer break, we received an email about an info session we should attend. I couldn't go so I had no clue what this was until school started and I was expected to create and implement this program I had never heard of. This was in addition to a brand new spelling program I had to learn. Last year we spent the year examining brain friendly teaching strategies and scores improved."*

*"We had no knowledge that this program was coming and received limited training on it."*

*"This was not thought out or well prepared by the county. They are trying to dump a one-size-fits all approach with no support onto the principals, teachers, students, and community. Plus I felt they were trying to not include parents so they wouldn't have to justify forcing teachers to 'teach to the test'."*

*"The program was started too quickly without time to fully analyze 'along the way' problem solving. When questions or concerns were voiced there was a continuous repetition of 'the data shows...' responses. We get that, why didn't they get our concerns?"*

*"Training for staff was inadequate, communication between administration and staff fell apart..."*

So, while the Integrated Approach has proven to be effective in raising passing rates at Murray Hill Middle School, it has also caused consternation and disrupted the curricula and educational process at 13 additional schools. Furthermore, there are aspects of the program that are troubling to educators. These issues and concerns could have been resolved, we believe, if the rollout of the program had been more collaborative and if more stakeholders had been involved in the process leading up to the introduction of the program in the 13 additional schools.

We need to try new programs like the Integrated Approach and we need innovation. There are aspects of the Integrated Approach that appear to be beneficial. That said: it is counterproductive to begin a new program in a large number of schools without fully assessing the merits and potential constraints of the program and without the preparation and collaboration of staff and administrators, students and parents.



## HCEA Teacher Contract Committee Update

To date the contract committee has met seven times. The committee has been reviewing the present contract and researching various contract topics with other locals around the state. The committee is reviewing the survey results from the 1,398 respondents. They will continue to keep you updated as negotiations progress, just remember due to confidentiality, they will not be able to share everything. Contract Committee Co-Chairs are Vanessa McNeill and Gregg Swajian and committee members are Marius Ambrose, Ann De Lacy, Brian Donoughe, Anna Gannon, Paul Lemle, Doug Lea, Gina Nalli, Donna Schulze, and Dee Walsh. Negotiations Team Co-Chairs are Vanessa McNeill and Gregg Swajian, Chief Negotiator is Marius Ambrose and committee members are Ann De Lacy, Brian Donoughe, Anna Gannon, Lauri Hornicek, Doug Lea, and Donna Schulze.

## National University Program

It's not uncommon to see teachers gathering at HCEA after school, but this group isn't showing up for a committee meeting or other Association business. These teachers are earning Master's degrees and working toward National Board Certification. HCEA's partnership with National University provides an opportunity for teachers to earn graduate credit for National Board

Certification work and other authentic classroom-based projects. The Master of Arts in Teaching takes about a year to complete and combines the convenience of online learning with the benefits of collaborating with colleagues from across the county.

"The program is all about teachers improving their practice on their own terms," says Doug Lea, the liaison for National University. "Self-directed professional growth tends to show the most effective and long-lasting benefits for teachers, and ultimately, their students." These teachers aren't just studying theories and writing papers to fulfill class requirements. They're spending the majority of their time analyzing and reflecting on their own practice in order to improve student achievement. Teachers from all levels and subject areas learn together. The different perspectives enable teachers to better understand our school system as a whole, and despite the vast differences in their jobs, they find that there is a lot of common ground in what constitutes accomplished teaching.

"I'm so glad I decided to be a part of this program. Not only am I completing my master's in about a year (and still able to teach full-time), but I have a local, built-in support system as I go through the National Board process. The faculty and fellow students have really helped me to analyze and reflect better on my own teaching," says Megan Hartten of Jeffers Hill Elementary.

The cohort's faculty members are all HCPSS teachers who are

well versed in National Board Certification. Rachel Kastner, one of the faculty members notes her motivation for working with the cohort; "We're interested in improving teaching and learning in our schools, and the people in the program are telling us it's working."

A new cohort is scheduled to begin in January and applications are now being accepted. Email [nbct@live.com](mailto:nbct@live.com) or call HCEA for more information.



*National University Liaison Doug Lea works with Terri Silverman and Lauren Rifkin.*

## Help-a-Child Fund

The Help-a-Child Fund is a joint charitable project of the HCPSS Pupil Personnel Workers and the Howard County Education Association. The Fund has been the last resort safety net providing new clothing, coats, shoes, eyeglasses, and more, for hundreds of our students. 100% of the donations go to the students. If you would like more information or to request a payroll deduction form, call 410-997-3440. You can send your tax deductible donation payable to Help-a-Child, Inc. via the pony, or mail to the HCEA Office.

# HCEA Marketplace

## General Services

**Electrician:** Licensed master electrician specializing in new and old work. Great prices for HCPSS employees. Call Larry 443-927-4052.

**Handyman Services:** Holidays coming and still have a lot on the "To Do" list? Contact JM Frederick, LLC for handyman services. MHIC Licensed #97185, #125996. Insured, and Workers Comp. Residential and Commercial Services available. Office: 410-750-7473 or email [jm.frederick.llc@gmail.com](mailto:jm.frederick.llc@gmail.com). Servicing Howard and nearby counties. Emergency services as available

**Local Cleaning Company:** Residential/commercial openings for weekly, bi-weekly, or monthly cleanings. Mention this ad and receive \$10 off your first two cleanings. We also offer window cleaning, HCEA members receive \$30 off your window cleaning w/a minimum \$130. Call Julie for your free estimate 443-340-2686. Serving Southern Carroll, Western Howard, parts of Ellicott City and New Market.

**Home Mortgages/Refinancing:** Interest rates and home prices are the lowest in years. Presidential is a Maryland based bank with offices in Columbia. No application fees or appraisal fees for HCEA members. First time home buyer programs. Contact Mitch Lax @ 443-812-9319 or by e-mail [mitchlax@presidential.com](mailto:mitchlax@presidential.com) to discuss your mortgage options.



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**Gift Wrapping:** With the holidays approaching it's shop 'til you drop. So who wants to wrap those presents? No worries, just leave the wrapping to me! My service provides professional and custom gift wrap, specializing in wrapping items of all shapes and sizes. Unique designs of quality paper, ribbons, bows, and gift tags are included. Located in Columbia, near Town Center. Discount offered to HCEA members. For more details email Tee, [ms\\_strawberry2024@yahoo.com](mailto:ms_strawberry2024@yahoo.com).

**Buying or Selling a House?** Looking for an experienced real estate agent who cares about your specific needs? Please call Jay Kim, Coldwell Banker at 443-538-4806. HCEA member incentive available.

## Vacation Rentals

**Outer Banks NC Condo:** Never too early to plan your summer vacation. Condo is available for rent last week in July and first week in August (July 25-August 1 and or August 1- August 8). Located right on beach in the town of Kill Devil Hills. Full kitchen, cable TV, phone, Jacuzzi, etc. One bedroom, sleeper couch, sleeps four, linens and towels included. \$925/wk. Rent for two weeks \$900/wk. Call Marius at 410-997-3440.

**Deep Creek Lake:** 5 BR log cabin chalet; fully furnished; all amenities included; minutes from WISP Ski resort; 30% discount to HCEA members; weekend or weekly rental. Call Dan 410-465-5190.

**Deep Creek Lake:** 3 bedroom lake style home. Large yard with volleyball, horse-shoes, badminton, a swing and a large sunny deck with hot tub. Short walk to the community dock and lake access. Fully furnished 2K, 1Q, 2Q sleepers sofas. Weekend and weekly rentals call Chuck 410-979-4958 or Candy 410-530-1265. \$1100.00 for a week.

**Ocean City Beach Condo** 2 bedroom, 2 bath, cathedral ceiling, pool, full kitchen, washer/dryer, ocean site front balcony, easy walk to beach and more! Year round rental: Summer weekly & off season weekends. HCPSS employee discount. Call Kecia Little 410-241-9005.

**Fenwick Island, DE:** Luxury 3 BR, 3 1/2 BA, Townhouse. A resort within a resort; tennis, basketball, fishing, crabbing, pool, gym, walking and bike paths. Unit on a pond community surrounded by the Bay. Fully equipped kitchen, 4 TV's, cable, etc. Sleeps 8, \$1250/week. Call Kathy 410-465-9417.

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## Dates to Remember: Call HCEA to register for events

**NCUEA Fall Conference**  
December 2-5  
Nashville, TN

**Job Satisfaction Survey  
In Buildings**  
December 18

**Winter Break**  
December 24-January 3

**HCEA Legislative Breakfast**  
January 9  
8:30AM-11:30AM  
Ten Oaks Ballroom

**MSEA Open House**  
January 13  
4 - 8PM  
Annapolis