

TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 53, Number

Teachers Association of Anne Arundel County, An MSEA/NEA Affiliate

December 2020

TAAAC Thrives in the Face of COVID

When COVID-19 hit Anne Arundel County in March 2020, it brought much disruption. That disruption was certainly felt within the operation of TAAAC as well. As an organization, TAAAC was on an upward trajectory, even being able to report to membership that we reached an agreement with AACPS to address and fix the decade-long gaps in salaries. However, the world had different plans for us as revenue projections fell quickly. In addition, the way we connected with members changed overnight as we could no longer rely on face-to-face communication. Dwelling on what could have been was not healthy for our organization and we increased our efforts in supporting each other and our students.

Our members turned on a dime, proving once again that we are the experts in providing the best learning environment possible under the circumstances. Taking advantage of self-training, as well as other PD, we created a digital space for our students that is still evolving and getting better. Similarly, TAAAC Leadership engaged members and reps in the digital world through Zoom meetings and more frequent email communication.

TAAAC also led in the efforts around health and safety in our schools. TAAAC pushed AACPS to mandate basic safety measures, such as wearing face masks, when, for months, they would only encourage them. TAAAC spearheaded a joint effort with AEL and SAAAAC calling for a virtual start to the school year to allow time to ensure our buildings were properly prepared. Our public demand was met about a week later with a determination by the Board of Education to be fully virtual in September. We continue to demand from AACPS more transparency in reporting of safety concerns and reporting COVID cases in our buildings. While we are much closer to a formal agreement in the form of a written agreement with AACPS, we continue to fight for the safest environments for our students and staff.

TAAAC's efforts moved us forward in terms of our voice. When schools were closed initially, we were informed there was nothing to talk about as our “people were not working.” What followed was a barrage of Friday memos. TAAAC persisted in our demands for respect regarding communication. While it took a while, we are now at a place where AACPS communicates to us and even will ask for input on memos that will impact our members and their work.

During these last eight months, TAAAC members have increased their activism, speaking out about inequities and concerns for our students' access to education. With a combination of TAAAC-led and organic activism, TAAAC members have participated in email campaigns, petitions, public testimonies, and a car caravan. These efforts have raised the awareness about the disparity of physical conditions in our schools, accessibility to resources for our students, and the lack of teacher voice in system decisions.

Even in these challenging economic times, TAAAC was able to chip away at financial damages of the past. While it did not move everyone closer, the additional step from the frozen year 2011-12 did continue our work in our four-year goal to address the salary gaps.

Our organization continues to grow and adapt in ways that we did not imagine at the beginning of 2020. Embracing the digital connections, TAAAC Leadership has provided even more opportunities for members to come together and be heard. These have been in the form of formal town halls around budget, safety, and negotiations and in meetings, such as committees, Chats with the President, and role-focused sessions like special education. Some sessions have even connected our members with the County Executive and Dr. Arlotto.

COVID-19 may have had the determination to knock us down, but our members, and therefore our Association, have proven to be much stronger.

Commentaries



Russell Leone

When we first closed buildings in March, many of us thought it would be temporary. We quickly realized that the impact would be long lasting. However, we can't allow the setbacks define who we are as an organization and impede the work we still must do.

When you entrusted me to lead as your president, I talked about a multi-year plan toward repairing the damages that began in 2008 and a commitment to three fundamental salary needs (see TAR, Sept. 2019). That commitment has not gone away. We must not forget that there were many factors that got us here. Disparities continue not just because of five frozen steps. Some

were affected by giving up years of experience to be placed with current employees. These reductions have not been made up while their colleagues have been getting those years returned to them. In the restructure of 2014, colleagues were moved in a manner that essentially kept them feeling the effects of "dead" steps on the old scale. While we have made progress in the past two years, we must understand that we are not close to being done. If you have been fortunate to have been raised up significantly, it is not time to sit back and treat this as someone else's problem now. Our colleagues still need our collective voices to be strong.

Further, our work isn't just about salaries. We must advance our work in areas that will raise-up our profession and our students. TAAAC members accomplish this through the work of our committees and workgroups. When we value equity for our students, our Minority Affairs Committee aims to support and highlight those needs. When we demand professionalism, our Instructional Professional Development Committee supports that by designing networking and learning opportunities. When we assert that relationships are key to our success, our Community Involvement Committee seeks to foster partnerships. These and other groups are where the work that lead who we are takes place. Please join in the work. Find a place that fits your passion. You can find more information and join a committee or workgroup by accessing <https://bit.ly/TAAACcommitteesignup>.

There is no doubt that the start to this year was rough and everyone was in crisis mode. Now is the time to pause and decide if we are going to let the work that supports our core values slide. I don't believe that we will.



Kenneth N. Page

November of 2020 marks my first full year as TAAAC Executive Director. Among the most enjoyable parts of my work has been meeting and developing relationships with our smart, witty and wonderful membership. Please accept my sincere thanks for the many warm and sometimes difficult conversations related to safety, workplace issues and ideas about making certain the County and AACPS clearly hear our voice. It was these unified voices that created the small space we now have until the second semester to watch, listen and recalibrate as necessary with a view to understanding the power of our voice.

Without question, we continue to face generational challenges in pushing to be central partners in how best to safely publicly educate students within Anne Arundel County under an out of control pandemic with infection rates and loss of life alarmingly increasing at an exponential rate. And now, while we have a short reprieve from in person and hybrid instruction mandates, we will again soon surely confront many of the same safety and health related obstacles, initially precipitating TAAAC member activism this fall.

(Commentary continued on page 3)

TAAAC Action Report

Teachers Association of Anne Arundel County
2521 Riva Road, Suite L7
Annapolis, Maryland 21401
(410) 224-3330 (410) 841-6022
(301) 261-8309 FAX (410) 841-5117
www.taaaconline.org

Officers

Russell C. Leone, President
Catherine Snyder, Vice President
Tamara Thumbtzen, Secretary-Treasurer

Board of Directors

Robin Beers
Elizabeth Bringer
Jorge Cordoba
Dyana Cronin
Allison Heintz
Richard Benfer
Maureen Liakos
Elizabeth Ruddy
Jan Delph
Emmanuelle Carr

Editor

Kenneth N. Page, Executive Director
and Managing Editor
Roxanne L. Beach, Editor

(Commentary continued from page 2)

As we confront these coming challenges, it remains important to patiently allow space for the many diverse opinions within our Union to be fairly heard and agree that the best ideas win. Differences in opinion cannot be a basis for splintering our membership, but rather a foundation for the most democratic expression of member interests and concerns. As we have recently seen, these principles along with collective action makes us more impactful than others outside of TAAAC predicted.

From Contentia this month . . .

Observations, SLO's and Ratings for the 2020-2021 School Year

COVID and distance learning have certainly thrown ratings off-balance for Unit I members. And while most of Article 16 of the Negotiated Agreement remains in place, a few key components have been changed for both last school year and the current school year.

Observations

As a result of an inability to complete SLOs, observations, and other rating requirements, Unit I employees did not receive final ratings for the 2019-2020 school year. Unit I employees who were scheduled to be rated in Professional Practices during the 2019-2020 school year will be rated in the 2020-2021 school year, which will reset the current three (3)-year evaluation cycle. The 2020-2021 rating shall be based on all observations conducted during the 2019-2020 school year and a minimum of one observation in the 2020-2021 school year. A minimum of two observations is still required for a rating.

SLO's and Final Ratings

For the 2020-2021 school year, the six Professional Practices categories will account for 70% of the final rating for Unit I employees. Unit I TPE employees will complete one SLO which will account for 30% of the final rating. Work with your principal on SLO development and approval. It should be aligned with your School Improvement Plan. While your principal may suggest a topic/content for your SLOs, you will have the autonomy to select a topic and student group. Baseline data may include a variety of teacher-developed or county assessments including common formative assessments, checklists, pre and post-tests, Quarterly Assessments (secondary), etc. Assessment data (i-Ready) can inform SLOs, however, it cannot be used as the SLO target.

Key Components That Have Not Changed

- At least five duty days-notice must be provided for the formal observation.
- For all observations, a post-observation conference must be held within five duty days and a written observation report must be provided within ten duty days of the observation.
- While there is a three-year cycle for ratings, a principal may choose to observe and/or rate a Unit I member more frequently.
- Non-tenured teachers and teachers rated as Ineffective shall be rated annually.
- A rating must be received prior to the last day for teachers.
- Observations and ratings may be subject to a grievance or appeal. If you have concerns, you should contact TAAAC immediately. There are strict time lines associated with filing both.

WELCOME NEW MEMBERS

Mary Acosta	Ashley Blanchette	Christine Clark	Erik Dronberger
Lynne Adams	Morgan Blanchette	Marshall Collier	Sabrina Dugans
Nicole Aga	Sydney Blanhstein	Ann Evanoski Colligan	Jenna Dumsha
Taylor Albers	Pamela Block	Jarrod Combs	Sarah Dungan
Ke'von Albert	May Blomberg	Taylor Combs	Sydney Edwards
Donna Alder	Sylvia Blue	Caitlyn Conner	Sarah Eichhorn
Lisa Aldous	Christopher Boccia	Jason Conti	Edwin Elorde
Shemari Allen	Julia Bocker	Jenna Cooke	Brianda Elzey
Caylie Allen-Young	Karie Bohn	Susan Coyle	Michelle Emond
Keli Alston	Christina Booth	Jodi Cozzone	Kathleen Ensor
La'chelle Alston	Alexandra Bragaw	Mandy Crawley	Jessica Ernst
Samantha Anastasis	Lauren Braggins	Sydney Crawson	Emily Ersoy
Erin Anderson	Amy Bresson	Christine Crisostomo	Steven Erxleben
Scarlett Anderson	Devin Bridges	Jakaya Crump	Charnelle Evans
Aprielle Anderson-Dickert	Michael Brisentine	Chloe D'Amico	James Everett
Abike Anoke	Michael Brockhaus	Alyssa Danick	Jolene Farmer
Emily Archer	Christine Brown	Tacarra M. Danner	Megan Farrell
Elizabeth Argo-Wilbanks	Cubby Brown	Tracee Danner	Marina Fay
Luanne Arnold	Jessica Brown	Jamone Davis	Courtney Fegan
Taneka Ashe	Katie Brown	Randy Davis	Aliza Feinstein
Eryca Atkins	Sarah Brown	Benjamin Davisson	Valerie Felder
Murphy Atwell	Stephanie Brown	Yvette Day	Emily Felter
Terence Baker	Andrew Bruening	Tiffany Dayton-Hegedus	Arianna Fernandez-Medina
Tonya Baker	Tyler Bruner	Ana De Leon	Lisa Flanagan
Lisa Balighian	Mollie Bryen	Joshua Dean	Mary Forman
Colin Barnes	Camille A. Buck	Trang Dean	Suzanne Foster
Tonia Barrett	Erin Buck	Dominic Debillis	Louis Foudos
Melissa Basso	Caridad Bundoc	Nicholas Defrancesco	Michelle Furman
Gena Batchelder	Nicolas Burgos	Kimberly Degard	Crystal Gallman
Kelly Bateman	Crystal Cain	Kimberly Delrosario	Rosa Maria Gamble
Vincent Batteast	Catherine Callaghan	Marianne Deraps	Brooke Gamer
Rebecca Baucom	Victoria Cameron	Frank D'Erasmus	Limei Gao
Kenyatta Beazer	Kristen Camp	Meghan Dibble	Lanitesa Gascon
Demetri Bedel	Cynthia Campbell	Mark Dillon	Jamie Gasparre
Charlene Bell	Heather Carroll	Kaitlyn Dimarco	Molly Gerig
Mackenzie Bell	Leif Caspersson	Cynthia L. Dipietro	Jacquelyn Girard
Cynthia Belnomi	Kristina Castaneda	Robert Dix	Jacqueline Goldston
Adam Beres	Nicole Castro	Michelle Dobbs	Joanna Good
Samantha Bigony	Morgan Cavey	Rikki Doner	Vicki Gramil
Victoria Bingel	Alexandra Celluzzi	Brandy Dorr	Lindsey Green
Susan Bingham	Catherine Chapman	Nathan Dorsey	Lisa Greenbauer
Brian Birkeland	Ying Chen	Casey Dovell	Daniel Greif
Jonatan Bismut	Mirae Choi	Lorraine Downer	Lauren Grey-Hawkins
Chaunta Black	Diana Christadore	Tracey Downey	Robin Griffith
Toby Blanchard	Alivia Clark	Ryan Drager	Kellsie Guy

WELCOME NEW MEMBERS

Grace Guza	Janice Irizarry Torres	Melissa Krohn	Kylie McSwaney
Ana Guzacan	Nailah Isoke	Jennifer Kucenski	Sydney McWilliams
Joseph Gwiazda	Marie Jackson	Brandon Kuhn	Elaine Medlin
Dylan Gwinn	Victoria Jaen-Andres	Amber Labrador	Sandra Merrill
Denise Hagerman	Elizabeth James	Brynita Lacey	Lauren Meyer
Rachel Hall	Jasmine James	Jaime Lang	Rebecca Meyer
Takiaya Hall	Seul Jang	Brian Laskowski	Ashley N. Miller
Tracy Haner	Amanda Janowier	Katelyn Latorre	Saziso Miller
Kathryn Hansen	Rebecca Jenei	Jade Lazard	Kathryn Mills
Theresa N. Harkleroad	Alanna Jenkins	John Leitner	Angela Mitchell
Kyle Harmon	Haley Jennings	Samantha Lerch	Lauren Mitchell
Samuel Harrington	Bobby Johnson	Michael Lesesne	Leonor Molina
Caitlin Harris	Derrick Johnson	Diane Lewitus	Gisela Monzon Rochiguz
Chelsea Harris	Heather Johnson	Gloria Lindsey	Linda Morales
Omar Harris	Melissa Johnson	Terry Linton	Olivia Morano
Sharee Harris	Naomi Johnson	Andrew Listorti	Rebecca Moreland
Lacy Harry	Leah Johnston	Gregory Loeffler	Lauren Morgan
Cecilia Hartley	Amanda Jones	Jeannette Luna	Michelle Mortillaro
Marilyn Harwood	Kathleen Jones	Megan Lynch	Victoria Mosely
Alexandra Hauger	Nicole Jones	Todd Maciejewski	Rachel Moskowitz
Margaret Hauser	Taylor Jones	Stacey Mackinstosh	Jessica Motz
Sarah Hawk	Taylor Jones	Elizabeth Magrogan	Jillane Moulden
Kaitlyn Heady	Christee Jordan	Lorna Mahler	Diana Muller
Rachael Heffernan	Laura Jorgensen	Kristin Malone	Nicole Murphy
Logan Heflin	Jessica Kascic	Kasey Mannion	Shannon Murtha
Nichelle Hendricks	Mary Kasprzyk	Emily Marecui	Stephanie Musselman
Matthew Henning	Tricia Kaye	Matthew Marlowe	Caitlin Neher
Tabatha Herrin	Kierra Kemper	Lauren Marriner	Beverly Nelson
Christopher Hersl	Ryan Kennedy	Regan Marti	Gabrielle Nicholson
Kelly Heyde	Elizabeth Keohan	Kristina Martin	Kelly Obrien-Evans
Londy Hidalgo	Sara Khan	Febiana Martins	Chigoziem Odumade
Sabrina Hines	Amanda Kicker	Barbara Mason	Christine Ogden
Amanda Hipszer	Amanda Kiel	Amanda Masten	Gregory Ogorek, Jr.
Coleen Holgate	Katherine King	Bry'anna L. Matkins	Natasha Ogundare
Andrea Homberg	Caitlyn Kirby	Rhoann Mauro	Erin O'keeffe
Elizabeth Homer	Tonya Kirby	Ashley McCauley	Lauren O'leary
Amy Hood	Elizabeth L. Kirkpatrick	Dahlia McFarhne	Michelle Oliver
Brianna Hood	Rebecca Kirvan	Michelle McGee	Kelsey Onal
Sabrina Hooper	Erika Klick	Marjorie McHale	Louise Oneil
Jessica Hudgins	Ryan Knowlton	Alexandra McKahan	Nicole P. Orait
Haile Hullings	Madeline Koch	Kerry McKeldin	William Orndorff
Garrett Hunt-Hysan	Kristen Kogok	Terri McKelton	Blair Overton, Iv.
Amy Hussey	Rachel Kohlway	Charlotte McMichael	Anthony Pack
Raquel Hysell	Kimberly Kolenda	Elizabeth McMillan	Elaina Pagan
Alison Interlandi	Shawn Kopf	Lisa McShane	Gabrielle Pagan

WELCOME NEW MEMBERS

Rebecca Palmer	Audrey Ruoff	Emily Soper	Tanesha Waid
Colin Pannell	Scott Rushing	Ashley Soto	Breanna Walker
Dylan Pannell	Sean Ryan	Kevin Spears	Sarah Wallace
Karah Parks	Ashleigh Sacks	Latoria Spry	Julian M. Warren
Mindy Parks	Danielle Salah	Allyson Stasch	Jessica Watson
Ariel Patch	Kaitlyn Salapong	Amy Stephens	Payton Weaver
Brian Patterson	Austin Sampson	Dana Stewart Kline	Rebekah Webster
Alexandre Pena	Latoya Samuel	Drake Stockett	Sarah Welday (Mosley)
Jina Perry	Carly Sanchez	Kelly Stockman	Lisa Wells
Paige Petroziello	Jessica Sandeen	Evan Sullivan	Keith Westbrook
Veranna Phillips	Matthew Sanders	Daniel Sweigart	Rachel Westgate
Stephanie Phipps	Rachel Sanner	Justin Szech	Rachel Weyler
David Pickens	Matthew Sapienza	Benjamin Taddei	Laura White
Heather Pickens	Etienne Saunders	Meredith M. Tarkington	Layla White
Meghan Pieters	Colin Saylor	Alexandra Taylor	Sara White
Rachel Place	Harrison Schatz	Amy Taylor	Danielle Williams
Angela Poinsett	Jessica Scheerer	Bethany Taylor	Juaria Williams
Christian Porter	Paula Schnabel	Courtney Taylor	Marsha Williams
Micaela Powers	Laura Schofield	Dorothy Taylor	Rachel Williams
Deyon Prince	Samantha Schrickel	Emma Taylor	Richard Williams
Erin Quigley	Natalie Schroeder	Stacy Taylor	Sarah Williams
Erin Quillen	Joyce Scott	Nicole Tello	Marissa Williamson
Carly Quinn	Victoria Seal	Amanda Thomas	Christopher Wilson
Deidre Rabuck	Nisha Seebachon	Linda Tindale	Lauren Wilson
Audry Radcliffe	John Sellman, Jr.	Corey Tolliver	Logan Wilson
Michael Ranelli9	Andrew Semenza	Alicemarie Torres	Sheri Wilson
Emilia Razanauskas	Jon Senzer	Megan Townsend	Jason Wohlfarth
Brittany Reed	Paige Shaffer	Sarah Trentmann	Christine Wood
Lauren Regulinski	Laurie Shapiro	Candace Truitt	Julia Wood
Lindsay Reibach	Emily Shelleman	Emily Tucker	Jodi Woodell
Alexandra Reilly	Nicole Shennett	Natasha Tyler	Chrstine Wray
Shannon Reilly	Megan Shockley	Tori Urps	Katherine Wren
Charles Renaldo	Paige Shryock	Sheronne Vails	Jennifer Yellin
Peyton Reynolds	Elisa Sileoni	Tracy Vallandingham	Dion Young
Yasmin Rice	Rosanne Silverman	Nathaniel Velasquez	Jennifer Young
Kimberly Richardson	Jodi Simpkins	Katrina Venezia	Holly Youngblood
Vickie Riley-Whitby	Meredith Simpkins	John Vickers	Christina Zimmerman
Kim Rily	Stephen Skiscim	Zoe Vilicic	Jennifer Zook
Clarelisa Rivera	Brandon Skrant	Angela Vilone	
Kristy Robinson	Deirdre F. Smee	Miranda Delgado Virgilio, Jr.	
Lauren Robinson	Brian Smith	Chelsea Vonsas	
Brandy Romadka	Kortnee Smith	Sabrina Voyses	
Elizabeth Routzahn	Skye Smith	Christine Wagner	
Annaliese Rudis	Kayla Solimani	Theresa Wagner	
Carrie Ruff0-Miller	Vanessa Solomon-Dent	Dahlia Wahba	

