

BOE Proposes FY '06 Operating Budget



The Board of Education seeks staff and public feedback about the proposed FCPS operating budget for the 2005-06 school year. Among other items, the FY '06 proposal calls for:

- funding to maintain the existing level of programs and services for an additional 591 students expected to enroll in August 2005,
- a salary resource pool sufficient to address competitive pay issues
- start-up costs to open the new Centerville Elementary and Urbana High addition
- adding full-day kindergarten at 7 schools, the 3rd phase of the program mandated by the Maryland Bridge to Excellence legislation, and
- additional programs and services critical to our ability to close the achievement gap for all students and meet other Master

Plan goals and NCLB requirements.

From the federal, state and county governments, FCPS anticipates revenues totaling \$352.3 million, including \$20 million allocated for FCPS under the Bridge to Excellence (Thornton) legislation. Assuming full Thornton funding, total revenue will still fall \$8.18 million short of the \$360.5 million necessary to fulfill the Master Plan goals the Board has outlined for FY '06.

As we go to press, the BOE and County Commissioners are holding a February 9 public hearing, following which the BOE adopts its FY '06 operating budget request. The BOE forwards its request to the County Commissioners March 1.

All are welcome to speak at the BOE-BOCC Public Hearing on Tuesday, May 3 at Catocin High School before the BOCC adopts the final County budget in June

and sets the allocation for FCPS. On July 1, the budget becomes effective for the 2005-06 school year. ★

The BOE's funding proposal is online:
www.fcps.org/ty06.pdf
and available in booklet form by contacting
Ann.Eyler@fcps.org.

What Are Your Funding Priorities?

SPEAK OUT

Public hearing jointly sponsored by the BOE and County Commissioners:
Tuesday, May 3: 7 PM at
Catocin High School

WRITE

Email: boe@fcps.org
115 E. Church Street
Frederick, MD 21701
Fax: 301-696-6950

Board of County Commissioners
Email: FirstInitialLastName@fred-co.md.net
12 E. Church Street
Frederick, MD 21701
Fax: 301-694-1849

(L to R) A "star teacher" is how Principal Bobbie Nash describes Waverley prekindergarten's **Charlene Denton**. About to make his 4th donation to Locks of Love, providing wigs to children undergoing chemotherapy, **Troy Kemp** teaches science at Brunswick Middle. Another principal-recommended first-class staff member: special education assistant **Cindy Collis** at Thurmont Elementary.



Find Out First

Rarely a workday goes by that FCPS doesn't deliver news via Find Out First. And more often than not, more than 12,000 subscribers are finding out FCPS news early and accurately via this email service.

When it comes to emergency communication, however, FCPS relies on multiple ways to get the word out. We provide information about these resources at the start of each school year in the Calendar Handbook section titled: "What Schools Do in Bad Weather and Emergencies: Where to Find Out."

In addition to Find Out First email, FCPS communicates emergencies via cable channel 18, www.fcps.org and regional radio and TV stations, as well as through our employee "snow hotline," 301-644-5111. In a delayed-opening or schools-closed situation, Communication Services will first update the employee phone line so that those of you who commute long distances can get the word. At the same time, FCPS Transportation staff is contacting TV and radio stations.

Although sending emails is a lot quicker than phoning individuals with information, it still happens one message at a time. And each Internet service provider delivers our message to its subscribers at varying speeds. Thus, some subscribers may get emergency notices sooner from other sources than via email.

We encourage you to take advantage of all news sources. However, it's likely that Find Out First will deliver some news — such as news releases, calendar updates and BOE info — more quickly and accurately than you will get it elsewhere.

To subscribe, visit <https://schools.medianaext.com/fred/start.html>. ★



ASK THE SUPERINTENDENT



This section features questions to and answers from Superintendent **Dr. Linda Burgee**. Please send your questions for future issues to Marita.Loose@fcps.org.

Q: Last fall a task force was formed to revise the teacher evaluation system. What is the purpose?

A: Quality instruction is clearly the most important factor in improving student achievement. Our teachers are our most important instructional resource. The work they do in our classrooms every day makes the difference in the learning of our children. Our evaluation process should support excellent instruction and ongoing professional development. The current evaluation process, in place for over 30 years, falls short of that goal. FCPS and FCTA have a mutual interest in supporting excellent instruction and providing a fair and reliable means to evaluate it. So it makes sense to work collaboratively to revise our current evaluation system.

Q: What is the process for changing the evaluation system?

A: The task force assembled last spring consists of educators from across the spectrum – classroom teachers, principals, central office staff, et al. – and is co-chaired by Michele Krantz (retired associate superintendent) and Nancy Dietz (FCTA president). They were asked to research and develop recommendations for a teacher evaluation process that supports professional growth and student achievement, provides for the learning needs of our individual teachers and at the same time fulfills the system's needs. As the current superintendent, I directed the task force to continue this important work, offering opportunity for feedback throughout the process. Recognizing the need for training and resources, the task force recommended a long-term time line, not sudden or immediate change. Before we can fully develop an evaluation system, we must come to consensus as a system around the criteria that we will use to define good teaching. That is the first step in this important process. Ultimately, we will pilot the task force's recommendations at all levels and develop a system that ensures excellent instruction and ongoing professional development.

Q: How will FCPS keep staff informed and provide an opportunity for staff feedback during development of the new system?

A: The task force is committed to keeping everyone informed and providing avenues for input. Its first newsletter, sent in early January, welcomed input via email or courier to Michele Krantz, Nancy Dietz or any task force member. These newsletters will continue periodically throughout the process, always asking for questions, ideas and comments. The task force is developing a video for use in schools to increase awareness and solicit input. FCTA communications will regularly carry a section regarding the task force, and staff will find information posted under a designated icon on fcpsteach.net. We will ask all school staffs to look at the work of Charlotte Danielson as we define good teaching in the fall, making sure that we develop a common language essential to the foundation of an effective evaluation system.

Q: What are the major benefits for teachers and students?

A: So much of what teachers do to help students can't be discerned in a single classroom visit. The new evaluation model will include a wide range of evidence, with the goals of assuring:

- a fair and reliable process of evaluation based on a shared understanding of standards
- support for professional growth and innovation in teachers
- improved classroom instruction and student achievement.

We are already providing a first-class education for our students. I am excited about the possibilities and promise this collaborative process holds to further support the hard work our teachers are doing!

☆☆☆ ACCOLADES ☆☆☆

EXEMPLARY Each year, Maryland's International Reading Association Council selects one statewide winner of its prestigious Exemplary Reading Program Award. The 2004-05 award goes to **New Midway-Woodsboro Elementary**. The school will receive \$1,000 in educational resources, a plaque and banner, plus a stipend for traveling to share expertise at the association's conference in San Antonio. Assisting Principal **Bonna Loverock** in completing the award application: **Linda Civetti, Gloria Gilligan, Dawn Hood, Beverly Long, Linda Mullineaux, Michelle Raimist, Kimberly Seiss, Melanie Smith and Karen Zimmerman**.

SUCCESS The **Brunswick** feeder pattern SUCCESS team organized a first-class January professional development day. After breakfast, catered by Roy Rogers, staff met for a program that included Brunswick Elementary chorus and Brunswick High jazz band performances. Three BHS seniors came to school on their day off to share reflections about education from elementary school to the present. Next came a video with photos from all schools in the feeder and inspiration from administrators and students about helping students succeed. Last was a breakout session to share strategies for promoting student achievement.

CARING Students and staff across FCPS raised considerable funds for Tsunami relief. For example, the following schools raised even more than the amounts listed: **Walkersville MS** \$6,000; **New Market MS** \$3,000; **Frederick HS** \$2,400; **Ballenger Creek MS** \$2,300; **West Frederick MS** \$2,000; **New Market ES** \$2,000; **Brunswick MS** \$1,000.

DISTINCTION The National Society of High School Scholars named Linganore High drama and dance teacher **Heather Rager** a 2005 Class Nobel Educator of Distinction. The National Council on Economic Education sponsored Academy of Finance instructor **Kathy Zepp-Imhoff** on a 2-week visit to Moscow schools, where she discussed initiatives to incorporate market economies into their curricula.

\$\$\$ Brunswick Elementary reading specialist **Karen Fitzpatrick** won a \$500 Washington Post grant to provide tape recorders to expand the school's Listening for Learning initiative.

EXCELLENCE Maintenance staff Employees of the Month are Hayward-based carpenter **Dave Fox** for January and Frederick cluster maintenance mechanic **John Nash** for February.

DETERMINED Test taking comes easier for some than others. Congratulations to art teacher **Sarah Luebehusen**, who overcame special challenges to pass a math exam needed for certification. Her can-do attitude and perseverance got the job done.

SUPERB The Maryland High School Football Coaches Hall of Fame recently inducted Middletown High School coach **Tim Ambrose**. And Frederick County's YMCA Alvin G Quinn Sports Hall of Fame inducted **Ben Grove**, who works for FCPS Technology Services.

ENDORSED The Frederick Chamber of Commerce has announced its endorsement of the FCPS **Academy of Finance**, hosting students to work at its Expo, help with mailings and write newsletter articles. State Farm Insurance and CitiMortgage fund scholarships for Academy classes held at FCC. Other businesses on the advisory board: American Express Financial Advisors, Smith Barney, Linton Shafer, Glass Jacobson, Sandy Spring Bank, MacIntosh Realtors, BB&T Bank, Maryland Life Magazine and Comstar.

CHAMPIONS For their work promoting the spirit and values of diversity, **Frank Davis, Sue Rice** and **Heather Quill** received this year's Champion of Diversity awards at the FCPS Martin Luther King Jr celebration.

NATION'S BEST The Washington Post's Challenge Index ranked 5 FCPS high schools in the top 5% nationwide for encouraging students to take Advanced Placement and IB tests: **Middletown, TJ, Urbana, Walkersville** and **Frederick**. This is also the first year that FCPS students achieved National AP Scholar awards, and 7 accomplished it by earning outstanding scores on 8 or more AP exams.



NEWS TO USE

Know a Great Teacher? Principals have nomination packets for the MSDE Frederick County Teacher of the Year award. Now's the time to form committees to nominate a great candidate before the March 14 deadline. For details: Terry.Schaeffer@fcps.org.

Restricted Based on enrollment projections, 22 schools are restricted for out-of-district transfers in the 2005-06 school year. On the list are 14 elementary schools: **Deer Crossing, Emmitsburg, Green Valley, Kemptown, Middletown, Monocacy, North Frederick, Oakdale, Spring Ridge, Thurmont Primary, Tuscarora, Walkersville, Waverley and Whittier**; 3 middle schools: **Brunswick, Middletown and Windsor Knolls**; and 5 high schools: **Linganore, Middletown, Tuscarora, Urbana and Walkersville**.

Silver Screen Visit RC Westview Theatres before March 11 to see **Career & Technology Center** student-produced cinema-screen ads. **John Clark**, on the Center's recruitment committee, proposed the idea to TV/multimedia teacher **Michael Concepcion**, and the result is a successful 14-week run.

Perspective Customer service is key to creating family-friendly schools. When someone shares a concern or complaint, one perspective for finding ways to best serve the FCPS community is to remember, "A complaint is a gift." Consider how you might respond to facilitate a positive change. Continuous improvement is our goal!

Earlier Start Date This summer, Essential Curriculum Workshops will start Monday, June 20 and end a week earlier than usual, Friday, July 8. Elementary curriculum specialists plan to conduct workshops during the first two weeks so that teachers can participate in them and teach Summer Academy.

Summer Institute Hold the dates: The FCPS Summer Institute 2005 is August 9-10 at Frederick Community College. Due to budget constraints, this year's event is 2 instead of 3 days. Our first-class staff presents many of the best sessions; please consider ways to share your expertise with peers at this event. Proposal forms are online at www.fcps.org/sip.pdf, due March 16 to Ann Hummer.

National Certification Teachers can learn about achieving National Board for Professional Teaching Standards certification at a March 9 meeting at 4:30 PM in the Hayward Road Communications Area. For details: Cindy.Stull@fcps.org.

G&T Nominations for the elementary magnet program are due March 10. Forms are online at www.fcps.org/content/gnt.cfm.

Transitions FCPS and Ft. Detrick collaborated on a recently published plan to ease transitions for mobile students. Sharon Boettinger cochaired the local action committee and has supplied copies to all school counseling offices.

Hot off the Press Full of FCPS facts and success stories systemwide, the 2004 School Report arrived at all Frederick County addresses last month. Communication Services also sent copies to employees who live outside the county. If you didn't receive one, contact Ann.Eyler@fcps.org or view it online: www.fcps.org/parentzone/2005SR.pdf. Also newly published: The 16th FCPS Progress Report on Continuous Improvement. Watch for this data online via www.fcps.org school profiles.

Job Share Contracts for teacher job-share positions, due March 1 for renewal and April 1 for initial requests, are available from Sarah.Minnick@fcps.org, 301-644-5097.

March 1-9: Maryland School Assessments

March 11-12: Science & Engineering Fair

March 21: Professional Development

March 22-28: Spring Break

April 27: Administrative Professionals Day



FCPS FACTOID

How many people subscribe to Find Out First?

A: More than 12,000 subscribers get FCPS news via Find Out First email. The 10,000th subscriber was **Candis Manges** at Walkersville High, who received a chocolate prize. Sign on at www.fcps.org!



Tune to channel 18 for FCPS news:

Student Voice – 10 AM & 8 PM weekends

School Talk – 2:30 & 7:30 PM

Newsbreak – 10:30 AM
12:30, 5:30 & 9:30 PM

Inside Look – 2 & 7 PM

Health Matters – 11 AM & 9 PM

BOE Meetings – Wednesdays: 6 PM (live)

Calendar Handbook lists meeting dates
Re-broadcast the following evening

Bulletin Board – Menus, closing info, etc.

To submit news, fax: 301-696-6958 or
e-mail Dian.Nelson@fcps.org.

Classic Arts – 11 PM to 5 AM

www.fcps.org/cable18.htm

Schedules are subject to change

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Your news, ideas and suggestions are welcome.
Please fax 301-696-6958. Call 301-696-6900.
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