

CONVENTION  
WHAT TO EXPECT—2013

ELECTION PRIMER  
ALL YOU NEED TO KNOW...

500 WORDS ON...  
HOW TO CHOOSE YOUR BOSS

# ACTIONLINE

The Magazine of the Maryland State Education Association Volume 14 Issue 1 October 2013



## ALL HANDS ON DECK

CTE programs put workplace skills in the hands of Maryland teens





**SPECIAL FEATURE ►**

## Learn to Work

Focused high school students are learning skills they can take to the bank in Career and Technology Education programs across the state. Whether heading to college, trade school, or full time work after graduation, they leave with a valuable work/study experience that sets them apart.



### IT'S A YEAR OF NEW

beginnings—the new students and colleagues that we welcome every year, but also new standards, new curriculum, and, in many counties, new evaluation systems. As you'll read in this issue, MSEA is continuing to fight hard for the time, resources, and professional development that you need to help make these transitions smoothly, professionally, and with positive results for both you and your students.



It's also a time of new beginnings here at MSEA. One of these you're holding in your hands: a completely redesigned *ActionLine*, our award-winning member magazine. I hope you enjoy the contemporary new design, member-focused features, and easy-to-access resources that you can use right away. Let the new magazine be your entrée to the videos, polls, and premium content you'll find in the digital edition at [marylandeducators.org/aldigital](http://marylandeducators.org/aldigital). You can sign up to go green and receive every edition of digital *ActionLine* right in your inbox.

While you're online, visit another of our new projects—our brand-new website, [marylandeducators.org](http://marylandeducators.org). It's full of great content and is one of the only websites focused on Maryland public schools that's designed for viewing on computers and mobile devices. It's a gorgeous site, with far greater functionality than any previous version of our website. We went around the state gathering photos of members in action to feature on the new site. Do you see anyone you know?

Member surveys have told us that all members—teacher or ESP, new or veteran—increasingly enjoy and prefer to hear from MSEA electronically. We're shifting resources and emphasis to the areas you've asked us to. Let us know how we're doing ... and how we can help you stay on top of your career!

*Betty H. Weller*  
MSEA President

Contact Betty at  
[bweller@mseanea.org](mailto:bweller@mseanea.org)

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More content, videos, and resources at [marylandeducators.org/aldigital](http://marylandeducators.org/aldigital)

Watch Betty's video at [marylandeducators.org/aldigital](http://marylandeducators.org/aldigital)



## HELPING COMMUNITIES GET MORE FROM THE CORE



### MORE FROM THE CORE

If you've looked online for education news lately, you've probably seen MSEA's "More from the Core" ad campaign and video. The campaign has been featured in TV and newspaper stories, as well as community presentations by MSEA leaders.

We want parents and the community to understand that while the Common Core

Standards and new curricula have great promise, educators and students need time, resources, and flexibility to make sure that the transition is successful.

That's why our campaign encourages parents to get more from the core by talking with their children and partnering with their teachers to find out how to best help students tackling the new curriculum; supporting more teacher training and updated resources so they have what they need to teach the new material; and looking with a skeptical eye at test scores that assess student learning of a new curriculum with an old, unrelated test. Check out the campaign and see how MSEA supports your success—watch the new video in the digital edition of *ActionLine* at [marylandeducators.org/aldigital](http://marylandeducators.org/aldigital).

## MSEA PUSHES FOR MSA MORATORIUM

For months, MSEA has been pushing MSDE and USDE to make sure that we're getting the big transitions to Common Core, PARCC, and new evaluation systems right by providing educators and students time, resources, and flexibility.

In September, MSDE finally took action. They asked USDE to allow schools participating in PARCC field tests to administer only one assessment—PARCC or MSA—to students in 2013–2014, instead of the proposed double testing. Local school systems would, however, still have the option to double-test students. MSDE also requested a one-year extension before using new evaluation systems to inform personnel decisions.

"This is a step in the right direction, but there is more we can do to better serve students and help get the transition to Common Core right," says MSEA President Betty Weller. "Students should be allowed to focus on learning, not testing. We remain opposed to giving the MSA this school year, and we're strongly opposed to permitting school systems to double-test students."

Weller responded to MSDE's request in public comment arguing that MSA testing should be suspended and that local school systems should not distract teachers or students from valuable instructional time on the *new* curricula by pointlessly testing on the *old*.

Student test scores will be in flux until curricula matches testing, a process that experts say takes at least three years. "We continue to believe and say," Weller adds, "that teachers and principals should not be evaluated on test scores that do not reflect what students are learning."



## OCTOBER 16 IS WORLD FOOD DAY

Are your middle and high school students looking for service hours that can help them connect globally, offer teen-friendly rich social and digital media, and provide leadership skills and experience? Revolution Hunger can help them get involved in the global hunger crisis that affects 950 million worldwide.

MSEA is active on this issue. As a partner with No Kid Hungry and Share Our Strengths, we helped secure funding for breakfast for 50,000 additional Maryland students

this year. We remain dedicated to ensuring that all students get the advantage of a nutritious start to every day.

Revolution Hunger is just one resource to help kids find relevance and get hands-on experience on a powerful social issue. Other national and international organizations to consider are Action Against Hunger, and Ending Hunger. In Maryland, there are local food banks, plus Maryland Hunger Solutions and No Kid Hungry-Maryland. Groups like Southern Maryland's

Farming4Hunger can be a source of inspiration, too.

"Making real-world connections for your students is just a conversation away," says Andrea Sporre, school librarian at Bates Middle School in Anne Arundel County. "Partner with your librarian to create an authentic experience for your students. The right book, photograph, or video can make your lesson come alive and it's easy and fun to find the right one for your students."

See three of Sporre's reading picks (right) and find more, plus those of Dundalk High library media specialist Pamela Cline, in the digital edition of *ActionLine*.

### REAL WORLD READS

**Trash** Andy Mulligan  
"This gripping book engages readers both as an adventure and as a social justice story."  
—Publishers' Weekly

**Ways to Help in Your Community** Claire O'Neal  
One of the *How to Help Series: A Guide to Giving Back*, published by Mitchell Lane Publishers.

**A Long Walk to Water: A Novel** Linda Sue Park  
The story of Salva Dut, who emigrated to America in 1996 and began a project to dig water wells in Sudan.

## CALENDAR

### El Mes de la Herencia Hispana

Get a different take on the news—check out [latindispatch.com](http://latindispatch.com), or the Latino Daily News, [hispanicallyspeakingnews.com](http://hispanicallyspeakingnews.com). Love Latin music? Check out [billboard.com](http://billboard.com) and choose Latin under the Genres menu for the hottest hits.



### World Teachers' Day

World Teachers' Day is celebrated annually on October 5<sup>th</sup>. This year's theme is *A Call for Teachers! Better Quality Education for a Better World*. Learn more at [5oct.org](http://5oct.org).

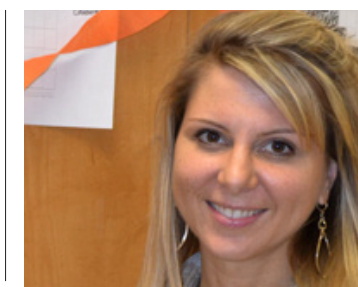
### Strong Schools—Strong MSEA!

That's our calling card October 18-19 when MSEA hosts free workshops, education exhibits, the representative assembly, and more in Ocean City. Get the info you need on the 2013 MSEA Convention on pages 14-15!



### Did you know?

MSEA hosts monthly regional brainstorming sessions where your local member bargaining teams and MSEA staff share, strategize, and plan for upcoming contract negotiations. MSEA's UniServ are trained labor negotiators who share skills with teams to bargain for your rights, salary, and working conditions.



### Who will it be?

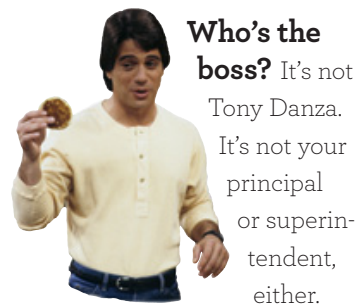
We'll know the name of the next Maryland Teacher of the Year on October 11. Our 2012 honoree, Rhonda Holmes-Blankenship, was one of four finalists for National Teacher of the Year! Congrats to Rhonda and all of this year's nominees.







# BOSSSES



**Who's the boss?** It's not Tony Danza. It's not your principal or superintendent, either.

The boss who decides how you are evaluated, the amount of planning time you have, and how much you are paid—as well as nearly every other condition of your profession—is probably not a seasoned veteran of public education.

Your boss, actually your **bosses**, are the local, county, and state politicians who win on Election Day—**no education experience required**—they get the job! So, like it or not, your job as an educator is indeed very political because **your bosses are politicians**.

They don't have to have an education degree, pedagogical training, or any exposure

to the complex inner workings of a school building, yet they set your pension, determine class size, fund your contract, mandate student testing, and appoint the people who decide your evaluations.

**Education workers are special.** Because our bosses are politicians, our struggle as MSEA members isn't only at the worksite, **it's at the voting booth.**

While some might see this as a curse, it's really a blessing—we get to hire our bosses by choosing them on Election Day. MSEA's 70,000

members can't elect these politicians alone. Our state has 3.7 million registered voters and we need to get them on our side. We can do that in two ways—**organized people and organized money.**

The **number one way** to get people to vote is not yard signs or TV commercials. It's **real people**

talking about issues that matter and asking them to vote for their candidates. And research shows that educators are the **best messengers** when it comes to informing the general public on the best candidates for public education.

We know you don't have a lot of free time and we don't want you to waste it. **MSEA's 2014 campaign** is about winning and that requires a strategy that maximizes all of our resources—primarily organized people like you.

**You are the key** to getting the vote out and winning on **Election Day.** Savvy marketing pros know the value of the **Rule of Seven.** So do political strategists. We need to make contact with a voter at least seven times to get them to the polls on Election Day. The best contacts are from **people like you** over the phone and at the front door.

Over the last few elec-

tion cycles, MSEA members have stepped up in big ways and **pro-education candidates** with MSEA's endorsement have won more than 80% of their campaigns.

But **elections aren't cheap**—it's the nature of the **beast.** So, we have to organize our money, too. Membership dues are off limits; our **best tool for raising money**



is our dedicated Fund for Children and Public Education, MSEA's political action committee. It's time to work together to **elect the bosses** we need to help our schools and students succeed. Send an email to [campaign2014@mseane.org](mailto:campaign2014@mseane.org) to find out how you can help

**win the 2014 elections that matter the most to public education.**



# Meet Michele Mathe

2nd Grade Teacher, Woodholme Elementary School, Baltimore County



**1 DAN, MY HUSBAND**  
He is definitely my rock. He is one of the most motivated and driven people I know, and he inspires me to continue challenging myself every day! He comes to school for lessons on fire safety.

**2 MR. SKETCH MARKERS**  
These markers last all year, they write so well, and the kids love using them.

**3 LESSON PLAN BOOK**  
With so much access to technology, I still write out my plans. I like to take it home in case of emergency, plus I save all past planners as a reference.

**4 MY DOG NATHAN**  
After a long day at work, I love to play with Nathan. He helps me unwind.

**5 COLORED FOLDERS**  
I'm still a hardcopy kind of girl. I save everything electronically, but still like to have a hardcopy. Colored folders help keep me organized. Plus, they can double as behavior charts.

**6 ELMO**  
You can display anything! You put a book up there, and all the kids can see it. They love using ELMO to share their work.



## INSIDE MSEA WITH DAVID HELFMAN



“Leaders and organizers face a tough challenge: maintaining a conservative’s belief in the value and necessity of stable institutions, along with a radical’s understanding of the need for persistent agitation and reorganization. We are called to love, engage, and uphold our most cherished institutions, while watching them, questioning them, and pressing them to change, all at the same time.”

These words, by Saul Alinsky disciple Michael Gecan, apply to businesses, political parties, religious institutions, non-profit organizations, and yes, unions.

For MSEA, this critical, and critically important, agitation comes from multiple sources:

*The political adversary.* They would like to tear down public support for public education and we’re an obstacle to their success.

*The agency fee-payer.* They would rather not pay their share of the costs of MSEA’s representation. Perhaps they disagree with some of our positions.

*The member who wants* us to concentrate more on professional issues than bargaining ... or just the opposite.

*The local leader who wants* to shut down conversations about teacher evaluations and student assessments with MSDE.

This agitation challenges us to be better, stronger, and constantly relevant to our members and to the conversations about public education.

We’re agitating from within MSEA, too. Are our values, priorities, staff, and resources aligned? Should something change? This summer, we began a strategic planning process to take a critical look at the association. Now we’re engaging our board, local leaders, members, non-members, and staff in discussions about how to create an even stronger MSEA. Interested? Watch for opportunities to be involved—we welcome and value your agitation!

Watch a video with Helfman and community organizer Michael Gecan in the digital edition. [marylandeducators.org/aldigital](http://marylandeducators.org/aldigital)

Update Status Add Photos/Video Like

What’s on your mind?

SORT: MOST RECENT



**Mr. Bluto**  
C-RAZY party after the staff meeting tonight! — with Elwood Elementary Community



## ADVICE FROM MSEA’S LEGAL TEAM

#NOT SO FAST!

Do you believe that you have a First Amendment right to post anything you want on your Facebook, Twitter, or other social media pages?

Have you posted student pictures, party pictures, or rants about parents, students, co-workers, or administration?

IF SO, STOP!

Here’s why: Educator free speech rights are fairly limited—your speech is only protected if you are speaking as a citizen on a “matter of public concern” and the speech does not disrupt the school environment. In the classroom, your First Amendment rights are even further limited because there you are speaking on behalf of your employer. Play it safe—don’t deviate from your curriculum and don’t discuss or espouse your personal, religious, or political views.

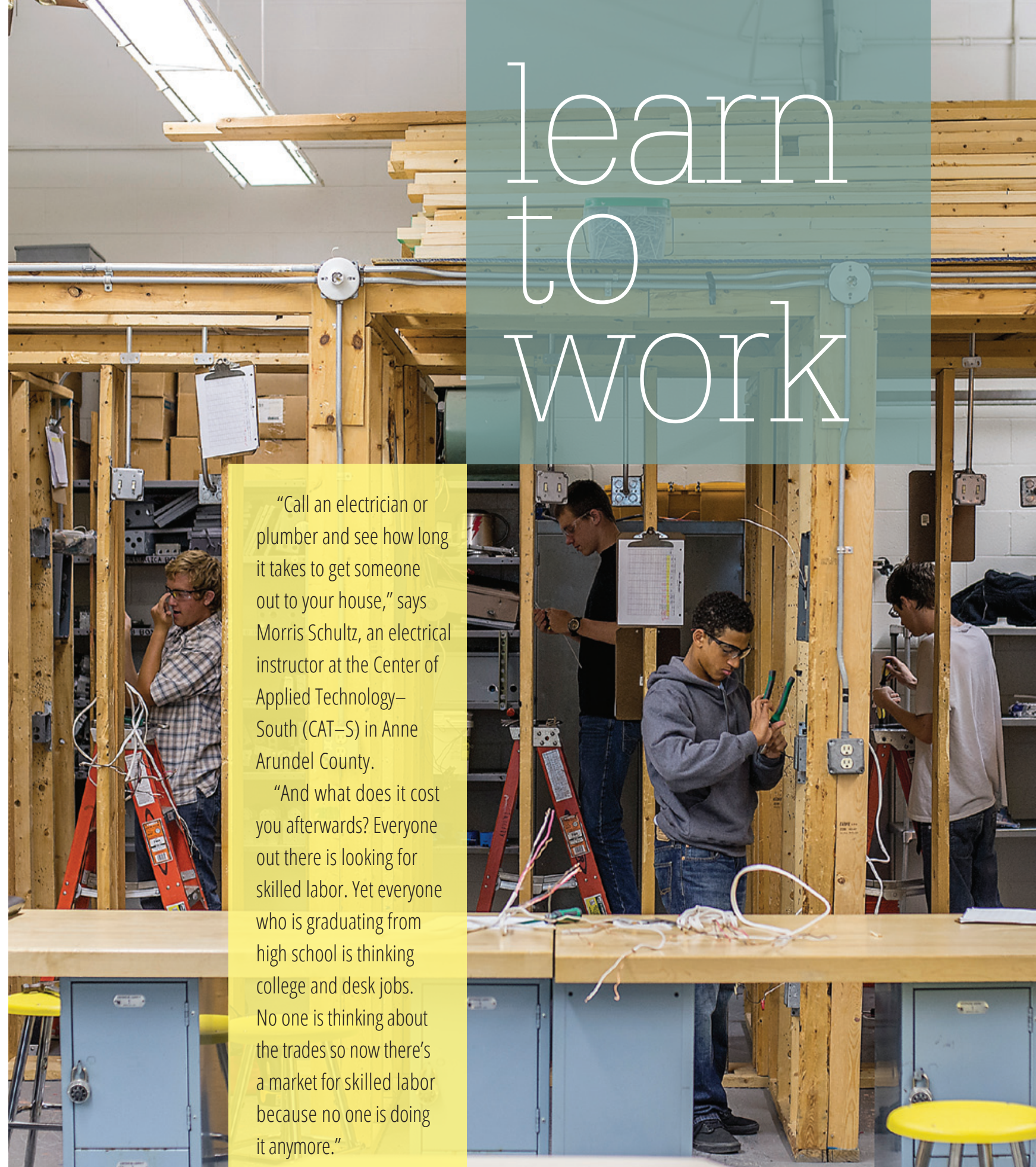
Educators should be extremely cautious in all online activities. One way to make online work-related connections is to look for sites devoted to your specific professional interests.

For personal pages, such as on Facebook, educators should stick to the Mom Rule—if Mom has a problem with your post, so do you.

# learn to work

“Call an electrician or plumber and see how long it takes to get someone out to your house,” says Morris Schultz, an electrical instructor at the Center of Applied Technology–South (CAT–S) in Anne Arundel County.

“And what does it cost you afterwards? Everyone out there is looking for skilled labor. Yet everyone who is graduating from high school is thinking college and desk jobs. No one is thinking about the trades so now there’s a market for skilled labor because no one is doing it anymore.”







PHOTOS: STEPHEN CHERRY PHOTOGRAPHY © 2013

Career and technology education is bringing programs, experienced instructors, students, school counselors, and parents together to look at career options and job-ready training—skills young people can put to work right away or build upon in trade school and college.

Of the top 10 jobs most difficult to fill in Manpower Group's 2012 survey, six of them are in areas that MSDE's career and technology education program offers students, with the benefit of certification and/or credits they can carry with them to trade school or a community or four-year college.

“Being in the culinary program helped me realize that I can do bigger and better things in my life.”

“That’s the reason these kids are going to have an advantage when they leave high school,” Schultz adds. “They’ll leave here, go to trade school, and get their journeyman’s license. They are not going to owe anyone any money and they’re going to be making about \$30 an hour.”

Fellow CAT-S instructor Cornelius Stepney has a wallet overflowing with business cards from dozens of auto collision and repair shops in Anne Arundel County. He helps place his students, like the talented young man who can mix paints to match any finish, in good jobs that offer stability and promise.

Down a long hallway, Dominic Mastroianni helps a student perfect measurements as he fabricates duct work in the Cat-S HVAC shop. “This trade has always been in demand. Professionals make about \$80,000 a year—that’s not a bad deal,” he says. “They learn how to install a whole air conditioning system—the ductwork, sheeting, copper, thermostats, and wiring—and how to maintain it.”

These teachers know that good paying jobs are waiting for their focused and self-motivated students. According to Manpower Group, skilled trades are the number one jobs U.S. employers are having difficulty filling. In fact, of the top 10 jobs most difficult to fill in the group’s 2012 survey, six of them are in areas that MSDE’s career and technology education program offers students, with the benefit of certification and/or credits they can carry with them to trade school or a community or four-year college.

In an article earlier this year, *Forbes* magazine lamented the decline of the skilled trades. “If these skilled trades workers are difficult to find now,” wrote Joshua Wright, “just wait a few years. The skills gap is likely to become more acute.”

That’s because nationally 53 percent of those workers are 45-years-old and older, Wright said, and almost 20 percent of them are age 55–64. That’s a huge number heading into retirement years and that means even more demand for a skilled trades workforce. In Maryland, 50 percent of those workers are 45 years or older; neighboring Delaware and Pennsylvania are tied at about 58 percent. (Pennsylvania has nearly four times the number of skilled trades jobs than Maryland and 20 times those in Delaware.)

Students in Maryland have an opportunity to fill these voids. In every county, Career and Technology Education (CTE) centers are thriving. They’re bringing programs, experienced instructors, students, school counselors, and parents together to look at career options and job-ready training—skills young people can put to work right away or build upon in trade school and college. School counselors introduce career exploration in middle school when students tour their county’s center. In ninth grade, they can attend classes at their CTE center and learn more about how they can optimize their high school education.

Students who do attend their county’s career and technology education center are active learners who have chosen their path. They are listening, taking notes, questioning, reading, responding, performing, exploring, interacting, evaluating, and interacting with one another. It’s a vibrant and exciting scene—and it looks like a lot of fun.

It’s a place where learning is focused and intentional. And a place where value-added means a big payoff for the time they put into their high school education. There’s an extra layer of skills and training, whether in the trades, biosciences, information technology, hospitality, construction—there are 10 career clusters in all—that’s added to their public school education that makes it worth

more, and mean more, to students who are focused on tangible and immediate outcomes from their education.

“Here,” says Tom Milans, CAT-S principal, “students with exceptional academic, technical, and problem-solving skills enjoy the challenge of building or wiring a house, performing patient care, or creating a new recipe and presenting a beautiful dish.

“It’s performance-based, but we deliver deep course-specific content and background knowledge and that, coupled with their other academic requirements, adds to what they bring to any school or career.”

In their chef’s whites, senior culinary arts students Chelsea Watson and Andrew Jones are busy building two-tiered cakes and prepping their pastry bags to decorate. Chelsea’s three years at CAT-S have been busy. She’s college bound, planning a major in special education and a minor in culinary arts. She says coming to CAT-S didn’t distract from her college prep classes. “Being in the culinary program helped me realize that I can do bigger and better things in my life.” Chelsea has double the work of her friends yet still plays sports and volunteers at soup kitchens.

Andrew is going to the community college, probably the culinary track and then perhaps on to The Hospitality College at Johnson and Wales. “From everything I’ve heard about it, I think I’d love it there.”

Carla Matthews’s cosmetology students learn the practical skills of the profession and cap their three-year program with the opportunity to work in a salon under a senior cosmetologist. They’re learning many of the soft skills employers want—like interpersonal skills, attention to detail, flexibility, professionalism, and teamwork on the job. “When they leave here,” she says, “they’re leaving with their professional cosmetologist license and hands-on experience that makes them immediately eligible for entry-level employment.”

Back in Morris Schultz’s electrical classroom, senior students Vincent Bruce and Tyce Keys are working on residential wiring. Vincent’s grandfather was an electrician and he hopes to follow in his footsteps. “I definitely like the hands-on approach, plus I’m applying math and writing skills. I hope to be working by next summer and I’d like to turn it into a career. Once you get your master’s license, it seems like the opportunities are pretty much endless.”

“I thought this would be an interesting way to start my life—it’s taught me a good work ethic, honesty, and how to behave on a worksite,” says Tyce. “I’m interested in going to college, but this is something I can always have in my back pocket. And if I go to college, I’ll come out with a double set of skills.”

In an era of unprecedented testing, college-focused high school curriculum, and rising college costs, career-specific education is getting more and more attention from students who recognize they want to learn different things and learn them in a different way, and parents recognizing and supporting the unique skills and interests of their children.

They are learning to build, create, perfect, and evaluate their efforts and keep working until they do. “They are learning how to persevere,” says Dominic Mastroianni. “Every time they try to build something and it doesn’t work, they have to do it again—until they get it right. They’re learning not to give up, turn their paper over, say ‘I’m done,’ and take the E for the day. In fact, it’s the opposite—they keep on going. It inspires me as a teacher.”

“My favorite part of the year,” says Morris Schultz, “is when a student flips that switch for the first time and the light bulb goes on. When you see their face glow—just like that bulb—it’s really great.”

“I’m interested in going to college, but this is something I can always have in my back pocket.”



# STRONG SCHOOLS, STRONG MSEA

# CONVENTION 2013

October 18 & 19  
Roland E. Powell  
Convention Center  
Ocean City, MD



**It's fall.** The rush of back-to-school is over and students are settling in. What better time to take a small step back and reflect on your professional and career needs? At **MSEA's 2013 Convention in Ocean City**, you'll find workshops, exhibits, special events, and more meant to inspire your work for the 2013-2014 school year.

Get a jump on the fun Thursday night, October 17, at the second annual family-friendly Region Feud game and reception. Members team up with colleagues from their region—Western Maryland, Central, Eastern Shore, and Southern Maryland—for a trivia showdown and the chance to win thousands of dollars in prizes. Sponsored by the NEA Academy.

On Friday and Saturday morning, October 18 and 19, you can take your pick of more than 30 free workshops focusing on the issues you face every day. Are you an early career or veteran teacher hoping to add to your instructional toolbox? Workshops on Common Core Standards, cultural diversity, and classroom management are ready to support you.

Looking for resources to enrich your inclusion and ELL student instruction? Discover intervention and support programs to give them what they need to succeed. And don't miss the workshops in the Collaborating in a Global Society and Exploring Personal and Professional Assets series that will help you create and nurture the increasingly important cooperative relationships with colleagues, parents, and community that you and your students need to achieve.

You won't want to miss the opportunity to learn more about the hottest ed topics directly from MSDE experts on Friday afternoon. The Common Core Standards and student learning objectives will be the focus of two MSDE panels ready to inform, educate, and answer your questions on everything from the transition to new standards and curriculum to moving from the MSAs to new PARCC assessments. Expect expert advice on SLOs, too, in an interactive session full of tools, resources, and SLO examples.

At the Representative Assembly, elected or appointed delegates from every local association will be minding the business of MSEA, including recommending a 2014 gubernatorial candidate, debating new business, and much more. Contact your local president if you'd like information on how to become a delegate candidate to the 2014 MSEA Representative Assembly.

There's plenty more to fill up your weekend—including education exhibits, a member trade show, MSEA Night at Seacrets, the annual Apple-a-Day Health Fair, and of course, watching the porpoises dance at sunset and shopping trips to the Rehoboth outlets.

**GO ONLINE TO**  
[marylandeducators.org/aldigital](http://marylandeducators.org/aldigital) to hear why 23-year-old teacher Stephanie Masters is looking forward to the workshops and networking at MSEA Convention 2013 for inspiration on the job. She'll also be attending the Representative Assembly as a first-year delegate.

Learn more at [marylandeducators.org/convention](http://marylandeducators.org/convention).

**WORKSHOPS**  
**FRIDAY**  
8:30 A.M. - 11:45 A.M.  
**SATURDAY**  
8:30 A.M. - 11:45 A.M.  
**CHOOSE FROM**  
**MORE THAN 30!**

**REGION**  
**FEUD**  
**THURSDAY**  
7 P.M. - 10 P.M.  
**CONVENTION CENTER**  
**BALLROOM**

**COMMON**  
**CORE**  
MSDE PANEL  
PRESENTATION | Q&A  
**FRIDAY**  
2:30 P.M. - 4 P.M.

**STUDENT**  
**LEARNING**  
**OBJECTIVES**  
MSDE PANEL  
PLUS SWAP SESSION  
**FRIDAY**  
1 P.M. - 2:30 P.M.

**PARTY AT**  
**SEACRETS**  
THE CLUB BELONGS  
**TO MSEA**  
FRIDAY NIGHT!  
7 P.M. - 9:30 P.M.

YOU COULD WIN  
AN IPAD MINI!  
**PLAY THE**  
**SOCIAL**  
MEDIA GAME  
**#findtheorange**  
AT CONVENTION 2013



# MSEA Election 2014

## Strong Schools, Strong MSEA, and YOU

You can help lead the change at MSEA. Next year, you'll be choosing six of your colleagues to lead MSEA through 2017. Who will it be? You can be part of the change—run for a seat on the MSEA board of directors or nominate yourself for one of the nearly 45 seats representing MSEA at the NEA Convention next summer in Denver.

### ON THE 2014 BALLOT

- MSEA Board of Directors  
(4 positions)
- NEA Director (1) *Serves on both MSEA and NEA boards*
- MSEA Treasurer
- MSEA Delegates to the NEA Representative Assembly  
*Nearly 45 elected every year*

### Be a delegate to the NEA

**Representative Assembly in Denver**  
When you're a member of the Maryland delegation you'll attend the NEA Representative Assembly in Denver, Colorado, July 1-6 alongside MSEA President Betty Weller, Vice President Cheryl Bost, and the rest of the MSEA leadership team. You'll be front and center helping to set the policies, national legislative program, budget, and more for the national association.

*Candidate information will appear on the official MSEA Election website on January 27, 2014 in alphabetical order by position based on their submissions. Those submitting a photo, biography, and statement will appear first. Visit [marylandeducators.org/MSEA2014election](http://marylandeducators.org/MSEA2014election) for online forms, election rules, guidelines, and more.*

C'mon—  
nominate yourself  
to represent MSEA on  
the national stage at  
the NEA Representative  
Assembly in  
Denver!

**1.**  
**November 15, 2013**  
Nominations deadline. Nomination & Intent and Biography forms due at MSEA headquarters in Annapolis.

**2.**  
**January 27, 2014**  
MSEA Election 2014 ballot posted at [marylandeducators.org/MSEA2014election](http://marylandeducators.org/MSEA2014election)

**3.**  
**February 28, 2014**  
Voting deadline.

**4.**  
**March 7, 2014**  
Election results validated and released.

## Become a candidate—here's how:

### SUBMISSION GUIDELINES

Complete and submit official Nomination & Intent and Biography forms.

Include a Biography form for each position sought; one photo only required.

Original or high resolution digital photos only.\*

Include a personal statement if desired. See forms for word counts.

Resumes not accepted.

List no more than three association positions in each category on the biography form.

\*Photos will not be returned.

### NOMINATION GUIDELINES

Candidates for office must have been active MSEA members for the past three years.

Candidates must be willing to run and serve.

Administrator and retired members may not run for NEA director positions.

Retired members may not run for officer or board of director positions.

*To learn how MSEA supports travel and accommodations for MSEA delegates, visit [marylandeducators.org/MSEA2014Election](http://marylandeducators.org/MSEA2014Election).*

## NOMINATION & INTENT FORM

Deadline: November 15, 2013

**Active members may run for one of the following offices:** MSEA Director, NEA Director, and MSEA Treasurer. Those elected will also serve as delegates to the MSEA and NEA Representative Assemblies.

**To be nominated to run for MSEA Director, check this box:**

**MSEA DIRECTOR** 8/1/14 - 7/31/17

**To be nominated to run for NEA Director check this box:**

**NEA DIRECTOR** 8/1/14 - 7/31/17

**To be nominated to run for MSEA Treasurer, check this box:**

**MSEA TREASURER** 9/1/14 - 8/31/17

**To be nominated to run for MSEA Delegate to the 2014 NEA Representative Assembly, check one:**

**ACTIVE:**  Teacher  ESP  Student Member

Substitute  Administrator  Retired

NAME (as you wish it to appear on the ballot)

ADDRESS

CITY

ZIP

HOME/CELL PHONE

SCHOOL PHONE

EMAIL ADDRESS

POSITION  Teacher  Education Support Professional

Substitute  Administrator  Retired  Student

LOCAL ASSOCIATION

ETHNIC GROUP

### Letter Of Intent

*I hereby state my willingness to run as a candidate for MSEA office and/or for NEA State Delegate in the 2014 MSEA/NEA Election. I agree to abide by the MSEA/NEA policies and bylaws and to adhere to the Code of Ethics, as adopted by the Association*

SIGNATURE OF NOMINEE

DATE

## BIOGRAPHY FORM

Deadline: November 15, 2013

NAME (as you wish it to appear on the election ballot)

SCHOOL (Name of school and county)

POSITION (Check one)  Teacher  Substitute

Education Support Professional  Student

Administrator  Retired

MSEA MEMBER FOR \_\_\_\_ YEARS NEA MEMBER FOR \_\_\_\_ YEARS

ASSOCIATION POSITIONS HELP (List only 3 in each category)

LOCAL \_\_\_\_\_

MSEA \_\_\_\_\_

NEA \_\_\_\_\_

### YOUR PERSONAL STATEMENT

*Candidates may attach a personal statement.*

#### Word limits as follows:

MSEA Director, NEA Director, and MSEA Treasurer: 150 words.  
MSEA Delegate to the NEA Representative Assembly: 25 words.

*Statements exceeding the word limit noted above will be deleted at the last complete sentence that is at or under the limit. If the first sentence exceeds the word limit, no personal statement will be published.*

**Nominees will receive confirmation of receipt of forms, biography, and photo.**

**Forms must be received by:  
November 15, 2013, 5 p.m.**

*To verify delivery, use registered or certified mail, return receipt requested.*

Mail or deliver to: Trish Bendler/Kristy Anderson  
Nominations and Credentials Committee  
MSEA  
140 Main St.  
Annapolis, MD 21401





## Jet Reid

Principal, Thomas Johnson High School  
Frederick County

Jet Reid came to education from the military. After earning a business degree and starting his own business, he joined the Army Reserve and was called to active duty during the first Gulf War in 1990.

**IN THE MILITARY, WE HAVE A PHILOSOPHY** that we carry with us at all times—mission first, troops always.

I believe that the teacher is the decisive element in the classroom. He or she determines the success of the curriculum, the success of the students, and the success of the school. We have a very important mission as school administrators, principals, and supervisors, but we have to take care of the people who carry out the mission and equip them with the tools and the support they need to be successful.

As a principal, one of the ways I bring that philosophy to life is through a program called Choice PD—Choice Professional Development. We surveyed the staff to see what their needs are and we aligned our PD schedule with the results. Instead of dictating that staff has to go to a PD training on a particular day in a particular classroom, our teachers can do it in person, online, or by webinar.

We model what we're asking teachers to do—differentiate instruction. We respect the diversity of our staff by allowing them to pursue professional development in a way that's meaningful and appropriate for them. By making it more individualized, each person can get what they need out of the process and actually benefit more.

I take the lead on student relationships at TJ, too. Students will tell you they see Mr. Reid three or four times a day in three or four different classes, and in every hallway and every lunch shift. That is very, very important. You have to be an active participant. Once you establish relationships and get to know young people, it's easier to talk with them about difficult situations. If they know and respect you, they will be more likely to listen when you share good advice. If students know you truly care, you've won most of the battle.

**We respect the diversity of our staff by allowing them to pursue professional development in a way that's meaningful and appropriate for them.**

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