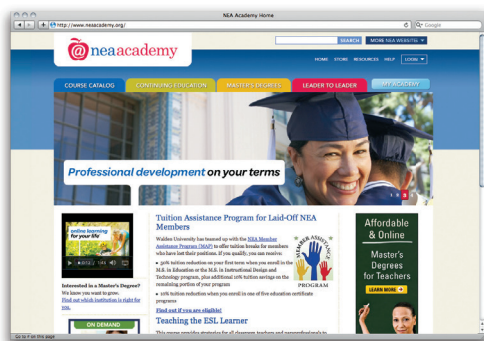


MARYLAND STATE EDUCATION ASSOCIATION • NEA JUNE/JULY 2013

PLUS: INFO ON YOUR EVALUATION AND COMMON CORE

[illegible]

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8 MSEA made its mark on pro-public education legislation in this year's General Assembly.

COUNTY	HB 667 FAIR SHARE	HB 667 FAIR SHARE WITH SENATE AMEND.	HB 100 BUDGET 2% CUT WITH SCHULZ AMEND.
Alameda	Absent	X	✓
Alameda + Contra Costa	X	X	
Alameda + Contra Costa	✓	✓	X
Alameda + Contra Costa	X	Absent	X
Alameda + Contra Costa	✓	X	Absent
Alameda + Contra Costa	X	X	



16 MSEA's 2013 Legislator Scorecard. Did your legislators vote for public education, your students, and your profession?

4 PRESIDENT'S MESSAGE

MSEA Convention 2013 • MSEA graduates of Emerge Maryland • Member receives California Casualty Grant • Radical Readers joins Prince George's Summer Session

MSEA takes the lead in protecting a fair and equitable evaluation for teachers and principals

A circular image showing the front facade of a classical building. The building features a prominent pediment with a sculptural relief. Below the pediment is a row of six tall, white columns supporting the roof. The main entrance is centered, flanked by two columns, and reached by a wide set of stone steps with black metal railings. The building's walls are made of red brick, and there are several windows with white frames. The entire image is set within a circular frame with a light blue border.

marylandeducators.org

President's Message

Betty Weller, President

MSEA is looking to the future and fighting for your career, student success, and friends of education



We have a chance to support the champions of education who have stood with us and to replace others who chose not to advocate for our educators, our schools, and our students.

This issue, and this association, is focused on the future. The day that the 2013 legislative session ended—following some significant victories for Maryland's educators—the 2014 campaign season kicked into high gear. With the governor's office, every seat in the General Assembly, and county council, commissioners, and school board races across the state up for election, make no mistake about it: 2014 will be a watershed election that will help determine your working conditions, school funding, and much more.

Our engagement in these races must begin now. Get familiar with your legislator's votes during the critical 2013 legislative session by reviewing our annual Scorecard beginning on page 16. Give to our PAC, the MSEA Fund for Children and Public Education, to ensure that educators' voices are heard by voters. And get excited—we have a chance to support the champions of education who have stood with us and to replace others who chose not to advocate for our educators, our schools, and our students.

The next school year will also be a watershed moment for public education in Maryland, with the implementation of Common Core State Standards and new evaluation systems in many counties. Find out the latest updates on pages 6-7, as well as a list of resources on this page that you can use to prepare for and ease this transition.

While the election and curriculum and evaluation system changes are in our immediate future, at MSEA we're taking some time to focus on our long-term future as well. Over the next several months, the board of directors, local presidents, staff, and many members will engage in a process of strategic planning to help set our course and priorities.

Don't worry—we're not about to discard the member benefits, legal representation, or professional development and resources that members like you use every day. But we do want to make sure that we are delivering the programs, services, and resources that you care about in the most efficient and effective ways possible. With a new governor and General Assembly right around the corner—and with rapidly evolving issues like digital learning, a new curriculum and assessments, and fair evaluations—it's our responsibility to lead the change that we want to see in our profession. This process is about making sure that we are strong advocates for both you and the resources you need to do your job. Look for more on these discussions soon!

Finally, I want to wish you a restful and rewarding summer. I know that you're working harder than ever, especially with the changes planned for next year.

We'll be here to support you throughout the summer and the next school year, and I'm excited to work with all of you in the coming months as we build a bright future for our schools, state, and association!

Prepping for the Common Core

With full implementation of the Common Core State Standards (CCSS) set for 2013-2014, and 72% of members polled in a recent MSEA survey (see Your Evaluation, pages 6-7) feeling inadequately prepared, good resources are essential.

Here's a short list of resources recommended in the June issue of MSEA's professional development e-newsletter, *Learning Lounge*:

■ NEA's Guide to the Common Core

Whether attending a summer workshop on Common Core or getting ready for next year's lessons on your own, NEA has a resource that should be at every educator's fingertips. The NEA Common Core State Standards Toolkit is a 45-page guide full of information, advice, and online resources.

nea.org/assets/docs/EPP_CommonCore_Toolkit_Final.pdf

■ MSDE Common Core Flyers

MSDE's new flyer, The Common Core State Standards and Next Generation Assessments, provides answers to FAQs and online resources that are useful for students, teachers, administrators, parents, and community members.

■ MSDE Update to Educators

Check out the May 2013 issue of Maryland Classroom. Highlights include the current transitions to CCSS, the new state curriculum, and PARCC assessments.

SAVE TIME! Go directly to these links, plus videos and helpful tips, at [DIGITALACTIONLINE](http://marylandeducators.org/aldigital), marylandeducators.org/aldigital.



Start receiving *Learning Lounge* in your inbox—visit marylandeducators.org/enews. Sign up today!



Watch my video with MSEA Vice President Cheryl Bost in [DIGITALACTIONLINE](http://marylandeducators.org/aldigital). We'll be talking about the latest news on teacher/principal evaluations in Maryland and how MSEA is working to make the transition fair and equitable for educators.

Mark your calendars now for one of the most important MSEA conventions in recent years as delegates make an endorsement for the 2014 gubernatorial race and educators participate in workshops and special presentations on Common Core, the latest on your evaluations, and more. It's all happening October 18-19 at the Convention Center in Ocean City.

FOR ALL EDUCATORS

More than 35 professional development workshops on Friday and Saturday bring members the latest information on special education, ELL, new teacher resources, conflict resolution, diversity, parent involvement, and more.

On Friday afternoon, a panel of MSDE experts on Common Core State Standards and student learning objectives (SLOs) will help members navigate the transition to new evaluations and new standards. The panel will give advice and answer questions on how to write, implement, and fine-tune SLOs for elementary, middle, and high school—from academics to electives and career-focused programs. Members also will have the opportunity to learn more about the transition to Common Core and from the MSAs to the new PARCC assessments. Expect plenty of time for Q&A.

MSEA CONVENTION 2013



Region Feud returns for a hilarious kick off to the convention on Thursday, October 17 at 8 p.m. Grab a good seat in the Convention Center's Grand Ballroom, and come early for the welcome and networking reception starting at 7 p.m.

Did you know you can promote your products and services directly

to thousands of your colleagues at our Member Trade Show? Visit marylandeducators.org/convention for more information and to sign up as an exhibitor!

FOR DELEGATES

Only pre-filed New Business Items (NBI) may be considered on Friday during the RA. Help us get more business done on Friday by pre-filing your NBI or resolution using our quick and easy electronic form at marylandeducators.org/convention. Delegates will receive copies of all pre-filed business.

For more information and updates, including workshop descriptions, Member Trade show details, hotel discounts, and the Convention weekend schedule, check the MSEA 2013 Convention website throughout the summer. marylandeducators.org/convention



DOROTHY LLOYD WOMEN'S RIGHTS AWARD

Who's your hero? MSEA's Dorothy Lloyd Award, sponsored by the MSEA Women's Concerns Committee, is named after a longtime director of MSEA publications. The award honors persons, groups, or programs for their accomplishments in the field of girls' and women's rights. **Deadline: September 7, 2013**

Visit marylandeducators.org/dotlloydaward for award rules, guidelines, and nomination forms.

Fitzwater, Lane, Paul—MSEA educators graduate from Emerge Maryland

Don't forget these names—Jessica Fitzwater (Frederick County), Tawana Lane (Prince George's County), and Elizabeth Paul (Frederick County). You may soon see their names on the ballots in your local primary election.

They're graduates of the first class of Emerge Maryland—the organization dedicated to changing the face of Maryland politics by identifying, training, and encouraging women to seek and run for office and get elected.

"Emerge Maryland is the perfect partner for MSEA members interested

in running for elected office," said Sean Johnson, managing director for MSEA's political and legislative affairs, "because when MSEA members run and take office—at the local or statewide level—public education policy and students are the big winners."

In the 225 years since its statehood, Maryland has elected a total of eight women to the U.S. House of Representatives, one woman to the U.S. Senate, and zero women as governor. Currently, less than 31 percent of Maryland state legislators are women. Emerge Maryland and MSEA hope to change that with its uniquely intensive and cohort-based six-month training program.

continued on page 30



MSEA members Elizabeth Paul, Tawana Lane, and Jessica Fitzwater are recent graduates of Emerge Maryland—the intensive training program for women interested in running for office.

Your Evaluation

MSEA takes the lead
in protecting a fair and
equitable evaluation for
teachers and principals

MSEA and your local association have been working for years to collaborate with local superintendents, school boards, and the Maryland State Department of Education (MSDE) to develop fair, transparent evaluation systems that help improve teaching and learning.

But since December, MSDE has been trying to force school systems to include an arbitrary mandate of 20% MSA in their evaluation systems. Alarming, MSDE threatened to overturn mutually agreed upon local models that did not meet this mandate and impose the state model system (which includes 20% MSA plus 10% Student Progress Index—SPI). In the last issue of *ActionLine*, we detailed the months of work that MSEA, local associations, superintendents, and local school systems had engaged in to develop a short-term compromise.

However, in early June that compromise—10% MSA and 10% MSA-based local index—was rejected by the U.S. Department of Education through MSDE. MSDE then turned up the heat on local school systems, trying to strong-arm them to lock into a three-year phase-in of using 20% student assessments in their evaluation systems (the MSA in 2013-14 and PARCC in subsequent years).

MSEA's position is clear

MSEA and others believe that MSDE would have no legal authority to impose such a mandate. "The Education Reform Act of 2010 gives locals the autonomy to determine which measures are used in a teacher's evaluation," said Kristy Anderson, MSEA's General Counsel.

"MSDE has no legal grounds to usurp local autonomy and derail the years of hard work on the local level that produced mutually agreed upon evaluation systems in full compliance with state law and regulation."

MSEA's position was clear: overturn a locally developed, mutually agreed upon evaluation system because it does not include the arbitrary 20% mandate, and we'll head to court. "If that happened, we would work with local school systems to file an injunction to prevent such a blatant violation of local autonomy," said MSEA President Betty Weller. "We would also seek a declaratory judgment that would make clear that MSDE has no authority to override local agreements."

"Make no mistake: we will work through all channels to ensure that local school systems can enact their locally developed, mutually agreed upon plans."

Superintendents and MSEA call for test moratorium, reject MSDE mandate

MSEA has been far from alone in this fight. On June 5, the Public School Superintendents Association of Maryland (PSSAM), which represents the state's 24 school superintendents and CEOs, sent a stinging letter to MSDE. The letter rejected the MSDE proposal to lock into 20% student assessments and called for the 2013-14 school year to be a no-fault year as it relates to the inclusion of state assessments in any evaluation.

The same day, President Weller sent a letter on behalf of MSEA to MSDE, similarly rejecting MSDE's 20% mandate and calling for 2013-14 to be a no-fault year for state assessment results in teacher

evaluations. "Next year will be the first year of Common Core-based curriculum, yet students will still be tested with MSA, which is not in full alignment with the Common Core," Weller wrote. "This will result in data that will neither be valid to assess a teacher's effectiveness nor informative for the teacher, creating an immediate lack of credibility for the new evaluation systems."

"MSDE's insistence that evaluation systems go live next year," Weller added, "despite the advice of education leaders and experts from across the state, is nonsensical."

"Why are we evaluating teachers on old tests?" asked Baltimore County Superintendent Dallas Dance in an *Education Week* article.

Pro-public education legislators agree. "It's not right for [teachers] to be evaluated in part on the results of tests that have no bearing on what's being taught for the new curriculum," said Delegate Dana Stein (D-Baltimore County) in a *Maryland Reporter* article on this fundamental misalignment.

"We're going to be grading these teachers on an old test with a new curriculum," Senator Nancy King (D-Montgomery) echoed in the same article. "It just doesn't add up."

Stein and King each sponsored legislation that would have delayed high-stakes employment decisions being made until there was alignment between curriculum and assessments (see page 11).

MSDE—Ongoing mixed messages

June 7 was the final deadline for Maryland school systems to submit

MSEA member survey: More resources needed

No matter what, Common Core State Standards and new evaluation systems are coming during the 2013-14 school year—and MSEA members are calling for more resources, support, and professional development. In an online poll conducted May 1-5, 540 teachers shared their thoughts on how prepared they and their schools are for Common Core and new evaluation systems. The results, which were covered in *The Washington Post*, WBAL-TV, and elsewhere, were stark:

- ▶ 72% did not feel adequately prepared for the new evaluation systems, and 64% did not feel adequately prepared to implement the Common Core State Standards.
- ▶ 26% reported receiving no professional development on their county's new evaluation system, and 15% reported receiving no professional development on Common Core.
- ▶ More than 80% believed that significant challenges remained to understanding and implementing both new evaluation systems and Common Core in their school.

their mutually agreed upon teacher and principal evaluation plans to MSDE for review. When school systems were last required to submit their plans for review, on December 26 of last year, MSDE deemed nine plans “not approvable” because they did not include MSDE’s mandate of 20% MSA as part of the evaluation.

On June 7, Charles, Prince George’s, and St. Mary’s counties stuck by their locally developed plans and submitted plans that did not include the 20% mandate. Other counties—including Baltimore, Caroline, Cecil, Dorchester, and Washington—indicated that they would only include the 20% mandate for one year, until Race to the Top expires in September 2014.

Yet on June 13, MSDE announced that it had accepted all but one plan (Baltimore City’s), including the plans which ignored MSDE’s mandate. “We were happy that local plans and flexibility were preserved in Charles, Prince George’s, and St. Mary’s, but incredibly disappointed that MSDE had spent six months making apparently false threats and trying to intimidate counties into changing their locally developed plans,” said Weller.

“MSDE wasted time and energy that should have been devoted to making sure that teachers have the training and support they need to understand and implement the new evaluation systems and Common Core.”

But MSDE’s bizarre behavior wasn’t over yet. In statements to the press,

State Superintendent Lillian Lowery claimed that four districts had agreed to a three-year phase-in to the 20% mandate and that all districts would meet the 20% mandate by the 2015-2016 school year.

No way, said MSEA and local superintendents. “No such agreements or deals ever existed,” said Weller. “MSDE’s statements to that effect are completely puzzling and completely false.”

It didn’t take long for the media to catch on. “Are Maryland’s New Teacher Evaluation Deals a Hoax?” asked an *Education Week* article. “All these mixed messages were given out,” said WEAA radio host Marc Steiner during a segment with President Weller and PSSAM Executive Director Carl Roberts on teacher/principal evaluations. “When it was going to happen, is it delayed, is it not delayed, when should it be implemented. ...There’s a lot of controversy.”

A significant win: USDE calls for one-year delay on consequences for high-stakes tests

A new twist came on June 18, when the U.S. Department of Education announced that it would offer states like Maryland a one-year delay on using high-stakes tests to evaluate teachers. It’s a significant win for NEA, MSEA, and many other education advocacy groups that argued that far too many changes were happening far too quickly—and with not enough work to prepare teachers or ensure the validity of the reforms.

“We applaud the Department of Education for this common-sense flexibility that will allow educators and students to focus primarily on teaching and learning rather than high-stakes standardized tests,” said NEA President Dennis Van Roekel.

MSEA, the education community—Let’s do this right

“If teachers don’t receive the support they need to implement these changes successfully, it will have a direct, negative impact on students,” said Weller. “We can’t close our eyes and hope for the best. MSEA’s survey [see sidebar] and the clear calls from educators and superintendents should be a wake-up call for more focus, more professional development, and more consideration of how to implement these changes successfully.”

“It’s a rare moment when superintendents, educators, local associations, and MSEA are so strongly united on issues so large,” said Weller. “Yet while we’re calling for more time, resources, and professional development, MSDE has been fixated on overturning local evaluation plans, placing more emphasis on test scores, and steadfastly ignoring the massive misalignment issues.”

“Despite the roadblocks, MSEA and our members are going to work hard to get this right. We know that Common Core and the new evaluation systems are important reforms with the ability to help further improve our schools. But if they are done hastily or incorrectly, it will jeopardize rather than build on our #1 ranked schools.”

MSEA 2013 GENERAL ASSEMBLY SCORECARD

		HB 667	HB 667	HB 100
	COUNTY	FAIR SHARE	FAIR SHARE WITH SENATE APPROVAL	BUDGET 2% CUT
Item 88				
Item 89				
Legislative action FOR MSEA's position				
Legislative action AGAINST MSEA's position				
Legislative did not vote				
Legislative inaction from voting due				
Item 90				
Item 91				
Item 92				
Item 93				
Item 94				
Item 95				
Item 96				
Item 97				
Item 98				
Item 99				
Item 100				

At the end of the 2012 General Assembly, there was a great deal of unfinished business—in fact, legislators were required to return to Annapolis for two separate special sessions to conclude business. But this year, when the session ended there was a satisfying finality, one that included important legislative victories for MSEA, fairness, and public education.

“Elected officials ask MSEA members to stand with them every four years for election. Our commitment to Fair Share was our opportunity to ask senators and delegates to stand with us,” MSEA President Betty Weller said. “Those committee and floor votes to pass such an important bill were a big test in truly distinguishing our legislative champions.”

Among those standout friends was Lt. Governor Anthony Brown. “Maryland’s schools have been ranked #1 in the nation for five years in a row,” said the lieutenant governor. “Our educators are the foundation for our success.

“But there is still much work to be done—including making sure that all of our educators are supported, protected, and well represented. Fair Share creates an environment of equity and support that sets the stage for even greater accomplishments by our students, educators, and schools,” Brown added.

With the 2014 primaries just a year away, MSEA plans to build on the success of Fair Share and the positive relationships we’ve built with leaders at the state and local levels. Member contributions to MSEA’s Fund for Children and Education—MSEA’s political action fund that supports those friends on election day—are increasing every month. With a strong Fund, MSEA can make a difference in who gets into the official positions that affect student success, school environment, and educators’ jobs.

“Members know that next year we will have the opportunity to help elect pro-public education candidates to boards of education, county governments, the General Assembly, and the governor’s office,” Weller added. “Our success depends on our Fund, and that means helping members make the connection between their careers and their votes on election day.”

This year, our General Assembly recap and the annual Scorecard on the following pages shows how politics affect the education agenda in Maryland.

MSEA made its mark on pro-public education legislation

Here are some of the standout issues that MSEA participated in or tracked to protect public education, students, educators, and schools. See the Scorecard on pages 16-29 for your legislators’ votes on these important education bills.

Supporting pro-student initiatives

MSEA was a leading voice in the Share Our Strength coalition that helped to advance the Maryland Meals for Achievement school breakfast program and successfully lobby for an additional \$1.8 million to expand the program to 50,000 additional students.



Lt. Governor Anthony Brown brought the full support of the O'Malley administration to help secure passage of MSEA's Fair Share legislation.

Rejecting Vouchers and Neo-Vouchers

While Governor O'Malley's increased investment in nonpublic school textbooks, technology, and infrastructure is disappointing, there was very little discussion this year of what has been perennial legislation supporting voucher programs. In fact, the BOAST bill was not even introduced. And the voucher bill that was introduced, House Bill 1033, had a hearing and then was never discussed again.

Protecting Maryland's Charter School Law

While several bills were introduced that would have threatened significant changes to Maryland's strong charter school law, they were all defeated. What passed, Senate Bill 194, creates a two-year study of the law and a complete review of the state's charter schools.

The study is to be conducted by the Maryland State Department of Education. The study is a review of how the program is working. It will examine topics largely submitted by MSEA and AFT, and require MSDE to document outreach to, and input from, interested stakeholders.

Studying Special Education Needs

House Bill 1161 establishes the Commission on Special Education to study access and equity for special education students. The study will review disparities and potential methods for eliminating any disparities based on race, national origin, and limited English proficiency as it relates to areas of special education.

The commission also must study the effects of workload, caseload, and paperwork requirements related to the special education process on the ability of educators to provide a free and appropriate public education, and potential methods for alleviating those effects.

Protecting educators

From ensuring a secure work environment to respecting the job you do each and every day, MSEA fought in the best interest of educators throughout the 90-day legislative session.

Criminal History Record Checks—Student Teachers

House Bill 1408 extends the life of a criminal background check and fingerprinting for student teachers to one year and requires reciprocity between Maryland counties. Suggested by MSEA student program leaders, this bill will alleviate some of the financial burden placed on Maryland's student teachers while still maintaining a timely check of records.

Defeating Efforts to Arm Educators—Carrying Weapons on School Grounds

In a session with a focus on school safety, the General Assembly also resisted efforts to arm educators with firearms and tasers, as proposed in House Bill 436/Senate Bill 533 and House Bill 397. Schools are designed to be safe havens for students and employees and adding weapons to those schools does little to make them safer from violence.

Memorial Scholarship Program House Bill 963

This scholarship program supports any child or surviving spouse of a public school employee who died in the line of duty or is 100% disabled due to an injury sustained in the line of duty.

This bill came about due to Prince George's County member Bill Moulden's letter to the U.S. Department of Education after the Sandy Hook tragedy. His letter requested legislation that would provide a benefit to educators who die in the line of duty. House Bill 963 will allow the state to recognize the sacrifice and value of those who care for Maryland students if they were to face horrific violence in our schools.

No Changes to Burden of Proof for IEPs

Both the Senate and House sponsors withdrew Senate Bill 691/House Bill 1286, legislation that would have shifted the burden of proving that an IEP is adequate to the local school system.

Prevented Additional Pension Reforms

Every session brings the recycling of failed ideas. That was true for proposed pension reforms in 2013. Legislation to study allowing counties to elect alternate pension options for teachers failed. This legislation, House Bill 1414, was proposed by the Maryland Association of Counties—MACO.

No Virtual Learning Graduation Requirement

As initially introduced, House Bill 532/Senate Bill 537 would have made it a graduation requirement for all high school students to take at least one online course prior to graduating. MSEA opposed the graduation requirement and supported amendments to expand the tasks of the virtual learning council to include a review of such a requirement. Both bills received an unfavorable report.



Activists attended a rally at MSEA's Fair Share Lobby Night prepping signed posters to deliver to their legislators with a strong "support fairness for educators" message.

COLLEGE READINESS AND COMPLETION ACT OF 2013

On the final day of session, the General Assembly enacted Senate Bill 740, a very ambitious bill that significantly reforms the junior and senior years of high school by mandating a new program of instruction and student assessment for college readiness. MSEA supported this legislation with amendments, and while some of the amendments were approved, the timeline on the bill is still of great concern for the unintended consequences of placing so much faith on the development and implementation of PARCC assessments matched to the new Common Core State Standards.

The intent of this legislation is to improve college readiness skills in reading, writing, and math and place greater emphasis on completion rates for colleges. Those goals are laudable and supported by MSEA in written testimony, but there are a great number of concerns regarding costs and changes that could overhaul high school and higher education.

The final version of the bill pushes back the implementation of the required college readiness assessments and mandated transitional courses to 2015–2016 and will require a study of the implementation and development of those transitional courses. The bill also mandates four years of math or math-related instruction. The bill includes provisions for creating a new Early College Access Grant and a mandate that local school systems make payment for tuition for all dually-enrolled students. MSEA will be following the study and all regulations related to the implementation of this very significant piece of legislation.

A few losses

The 2013 session was not all wins for MSEA, educators, and working families. Legislation to overhaul the Prince George's County School Board passed over our objections and efforts to address teacher evaluation concerns and support working families failed to move despite our strong support.

House Bill 1107 proposed the county executive takeover of Prince George's County Schools. This county-specific bill has statewide implications because of the precedent it sets in giving unilateral control to the county executive in selecting the local superintendent and shaping the local school board.

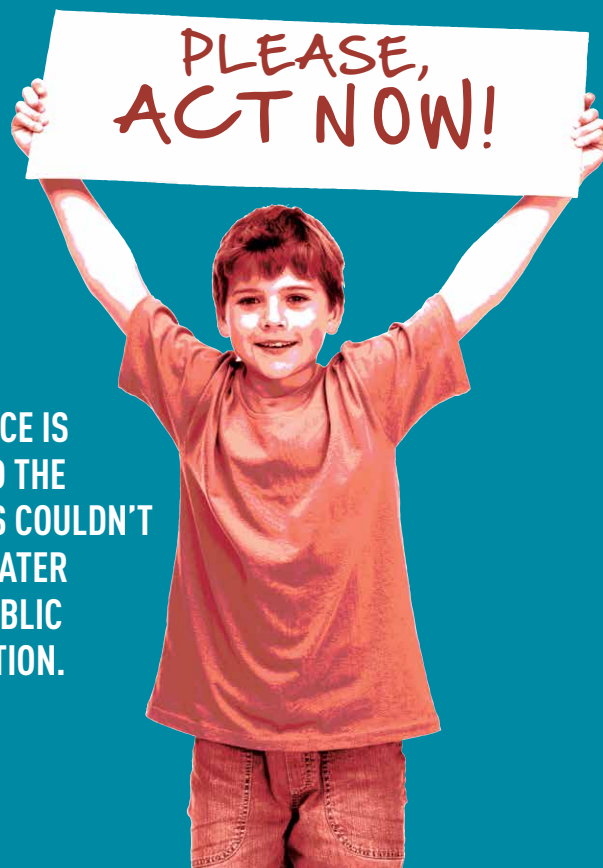
Senate Bill 775 and House Bill 1174 were not identical bills, but both aimed to achieve similar purposes, which was to delay the effective dates of some or all teacher/principal evaluation systems until such time as state assessments align with Common Core standards and state curriculum. Neither bill moved through the General Assembly, but both served important roles in forcing dialogue and collaboration in ongoing efforts to seek flexibility with local teacher/principal evaluation systems.

MSEA was part of the Working Matters coalition and joined efforts to help pass Earned Sick Leave legislation, House Bill 735 and Senate Bill 698, this session. The Working Matters coalition is already meeting to plan efforts for a similar push next session.

Raise Maryland was another coalition that MSEA supported to help increase the state's minimum wage to \$10/hour over three years. The legislation was Senate Bill 683 and House Bill 1204. Governor O'Malley supports increasing the minimum wage and we will continue to push this issue higher on his agenda for 2014.

Read on to learn more about this year's important education votes and learn how your senator and delegates fared on MSEA's annual Scorecard.

Students and staff at Eastport Elementary School hosted Gov. O'Malley, MSEA Vice President Cheryl Bost, and other policymakers at a No Kid Hungry event. Thanks to legislators, Maryland Meals for Achievement will serve an 5,000 additional students next year.



**THE RACE IS
ON AND THE
STAKES COULDN'T
BE GREATER
FOR PUBLIC
EDUCATION.**



Your salary, your class sizes, your benefits, the content you teach, your retirement, and your classroom, office and work supplies hang in the balance. It's all based on who Marylanders elect or defeat in the 2014 elections. The Fund for Children and Public Education is MSEA's tool that holds elected officials accountable to you, your students, and your school.

In 2010, 80 percent of MSEA-recommended candidates won. You can help elect pro-public education candidates in 2014 when nearly every elected position in the state will be on the ballot. Pro-public education candidates need our support.

"Members like you decide which candidates we recommend," said Cheryl Bost, MSEA vice president and chair of the MSEA Fund. "MSEA and local associations base their choices on data like MSEA's Scorecard on pages 16–29, plus interviews and public records. We can do better—we can elect 100 percent of our candidates if you join the Fund and take action today."

JOIN MSEA'S FUND TODAY!
Visit marylandeducators.org/fund.

WHAT'S ON THE SCORECARD?

MSEA 2013 GENERAL ASSEMBLY SCORECARD

COUNTY	H3 667	HB 667	HB 100
Allegany	✓	✓	✓
Anne Arundel	✓	✓	✓
Arundel	✓	✓	✓
Baltimore	✓	✓	✓
Baltimore City	✓	✓	✓
Baltimore County	✓	✓	✓
Calvert	✓	✓	✓
Charles	✓	✓	✓
Chesapeake	✓	✓	✓
Cecil	✓	✓	✓
Frederick	✓	✓	✓
Garrett	✓	✓	✓
Harford	✓	✓	✓
Howard	✓	✓	✓
Jefferson	✓	✓	✓
Johns Hopkins	✓	✓	✓
Montgomery	✓	✓	✓
Morgan	✓	✓	✓
Prince George's	✓	✓	✓
Queen Anne's	✓	✓	✓
St. Mary's	✓	✓	✓
Talbot	✓	✓	✓
Washington	✓	✓	✓
Wicomico	✓	✓	✓
Worcester	✓	✓	✓

Passing a Statewide Fair Share Representation Fee for School Employees • House Bill 667/ Senate Bill 422

With the passage of MSEA's long-sought Fair Share legislation, the General Assembly stood with MSEA for fairness for all educators. The legislation creates a new mandatory subject of bargaining between school boards and local associations to decide if Fair Share fees—fees that cover the costs of local associations to negotiate and enforce teacher and ESP contracts—should be charged to every educator who benefits from MSEA services.


A huge majority of Maryland educators—more than 80 percent—are already members of MSEA, and many others work in counties with local Fair Share provisions. That means that most every educator who benefits from our skilled representation helps to pay for it. But in counties without Fair Share legislation, non-fee payers get a free ride. This new legislation may only affect less than 10 percent of Maryland educators.





Why is Fair Share so important? Fair Share creates equity among all educators and makes MSEA stronger. The stronger MSEA is, the better able we are to protect, support, and advocate for the issues, needs, and legislation that help you in your work.

Reading the Scorecard for Fair Share

See the Scorecard legend to track friends of education—the bill sponsors, co-sponsors, and members of the House Ways and Means and Senate Finance committees who supported Fair Share from the start.

Every vote mattered this year and Fair Share votes gave a pretty clear picture of who supports MSEA members and our legislative program. In the House, delegates had three different opportunities to make their mark for our Scorecard—the original House bill, the House bill with amendments approved in the Senate, and the final Senate version.

It was the all-important committee votes by the House Ways and Means and the Senate Finance committees that moved Fair Share legislation forward in both the House and the Senate and gave the full General Assembly a chance to say yes or no to Fair Share. Look for  next to your legislators' names on the Scorecard to find out if they were among our committee member champions.

In the House, the Ways and Means Committee votes were **15**  and **6** ; in Senate Finance, it was **8**  and **3** .

Who voted against fairness? On the Senate Finance Committee, it was Senators Barry Glassman, Allan Kittleman, and E.J. Pipkin. On the House Ways and Means Committee, it was Delegates Kathy Afzali, Joseph Boteler, Mark Fisher, Ron George, LeRoy Myers, and Andrew Serafini. *Do these lawmakers represent you?* Check out their other votes on the Scorecard to see their position on our other important education bills.

Members' interests and education priorities were front and center in this year's General Assembly session as delegates and senators addressed many of the high profile issues of MSEA's legislative program. Fair Share, retirement security, education funding, and school safety were highlights of the session—and are featured on this year's MSEA General Assembly Scorecard.

"As with every session, it's just impossible to reflect a legislator's commitment to our causes by looking at a handful of votes, but by calling attention to certain votes—the ones included in this year's Scorecard—we take note of how leaders responded to MSEA members and staff lobbying efforts, emails, and phone calls," said Sean Johnson, MSEA's managing director of political and legislative affairs.

"Take an especially hard look at the Scorecard this year," Johnson added, "because with earlier primaries in 2014, and a campaign season already in full gear, this year's session plays a hugely significant role as members, locals, and MSEA look at individual candidates and make recommendations for the 2014 election."

Fair Share creates equity among all educators and makes MSEA stronger. The stronger MSEA is, the better able we are to protect, support, and advocate for the issues, needs, and legislation that help you in your work.

Investing In Our Schools, Students, and Educators • House Bill 100/House Bill 101

This year, the General Assembly adopted a \$37 billion Operating Budget—House Bill 100—for 2014 that includes \$6 billion for public education. It's a record level of support for public education—a nearly 2 percent increase over 2013 levels—and a strong show of confidence in Maryland's #1 schools, education leaders, students, and educators.

The Capital Budget—House Bill 101—included \$300 million for school construction. Of that, \$25 million is dedicated for school safety improvements and another \$25 million is reserved for air conditioning improvements in school buildings across the state.

But an amendment offered during debate by Del. Kelly Schulz (R-4A, Frederick) would have cut spending by 2 percent across the board. "The cut would have meant a \$555 million reduction in state funding, including a loss of \$216 million for public education," said Johnson.

"Such a cut is on par with the drastic Doomsday Budget cuts we fended off during the special legislative session last year that would have meant job losses for educators, increased class sizes, and reduced programs for students."

Don't miss the results of that vote in the Scorecard to find out if your representatives supported such a drastic cut to education and other services.

Reading the Scorecard for the state's budget

Different versions of House Bill 100 passed the House and Senate with senators and delegates resolving differences in a conference committee. You'll find the Conference Committee Report on House Bill 100 scored in both the House and Senate. *MSEA's position: Yea*

The amendment proposed to House Bill 100 to reduce all state spending by 2 percent was offered, and voted down, on the House floor (no such amendment was offered in the Senate). *MSEA's position: Nay*

Look for the Conference Committee Report vote on House Bill 101 that settled House and Senate differences on the Scorecard. *MSEA's position: Yea*

Strengthening Retirement Security • House Bill 496/Senate Bill 474

House Bill 496/Senate Bill 474 both passed without opposition as part of the General Assembly's long-term commitment to fully funding the state pension system. This important legislation begins a 10-year phase-out of the "corridor funding method" that has been responsible for artificially reducing the amount of state dollars that should have been going into the pension system for the last dozen years.

"The plan to get out of the corridor is very important. The state will now meet its funding obligation, which means security for our educators. This is a big win for all employees in the state retirement system," said Johnson. MSEA has supported the retirement agency's advocacy on this issue ever since the corridor funding method was first implemented.

Reading the Scorecard for the pension legislation

The Scorecard vote combines the votes on the identical House Bill 496/Senate Bill 474. Both bills were unanimously passed by all legislators who were present. *MSEA's position: Yea*

WHO ARE MY LEGISLATORS?

Visit the Maryland General Assembly website, mgaleg.maryland.gov, to find your district and legislators. Click on "Legislators," then click "Who represents me?" in the top right of the Legislator List.

Continuing the Promise of the Public School Labor Relations Board • House Bill 475

In 2010, MSEA's success in establishing a public school labor relations board meant ending a 20-year fight against boards of education endlessly prolonging contract negotiations and keeping you from hard-fought improvements in benefits, salaries, and working conditions.

In House Bill 475, the Public School Labor Relations Board sought to build many of their existing practices into law. Delegates overwhelmingly supported the bill, but time ran out for it to get a Senate vote.

"We expect this conversation to continue next year. Lawmakers heard about the important work the education labor board is doing as an impartial arbiter in contract disputes—an important opportunity that we hope will lead to repeal of the board's 2015 sunset provision," said Johnson.

Reading the Scorecard for the labor board legislation

The Scorecard reflects delegate votes on House Bill 475. *MSEA's position: Yea*

Legislators Unanimously Reject MSDE Regulations

The Administrative, Executive, and Legislative Review (AELR) Committee unanimously rejected proposed regulations from the Maryland State Department of Education that would have allowed a new option for granting an Advanced Professional Certificate (APC) based on a teacher's rating of "highly effective" for three years within a five-year cycle.

This option would be based solely on a teacher's effectiveness rating and not have required any additional professional development or ongoing course work.

"MSEA fought MSDE's proposal in partnership with county superintendents, boards of education, the Professional Standards and Teacher Education Board, and the higher education community," said MSEA President Betty Weller. "We lobbied members of the AELR Committee to reject the proposed regulations and they listened."

"We all believed that the regulations devalued the teaching profession and undermined current teaching standards by linking certification to largely untested and as yet unproven new evaluation systems," Weller added. "That's not fair to teachers, and it doesn't help them get the professional support and respect they need to do their jobs, especially as we implement new Common Core Standards."

Reading the Scorecard for the proposed AELR regulations

Look for the ● next to legislators' names on the Scorecard for members of the AELR Committee who voted to reject the proposed regulations.

Governor O'Malley, Senate President Mike Miller, and Speaker of the House Mike Busch signed MSEA's Fair Share legislation into law on May 16.

"Take an especially hard look at the Scorecard this year. This year's session plays a hugely significant role as members, locals, and MSEA look at individual candidates and make recommendations for the 2014 election."

—Sean Johnson, *managing director of MSEA's political and legislative affairs*

Firearm Safety Act of 2013 • Senate Bill 281

This landmark legislation creates some of the strictest gun safety laws in the country and creates new investments in school safety and mental health services. MSEA was a leading member of the Marylanders to Prevent Gun Violence coalition and served as a strong voice to make sure this legislation focused on school safety items and not just background checks, fingerprinting, and the licensing of firearms. This comprehensive bill includes commonsense measures that take a significant step to keeping our schools and children safe.

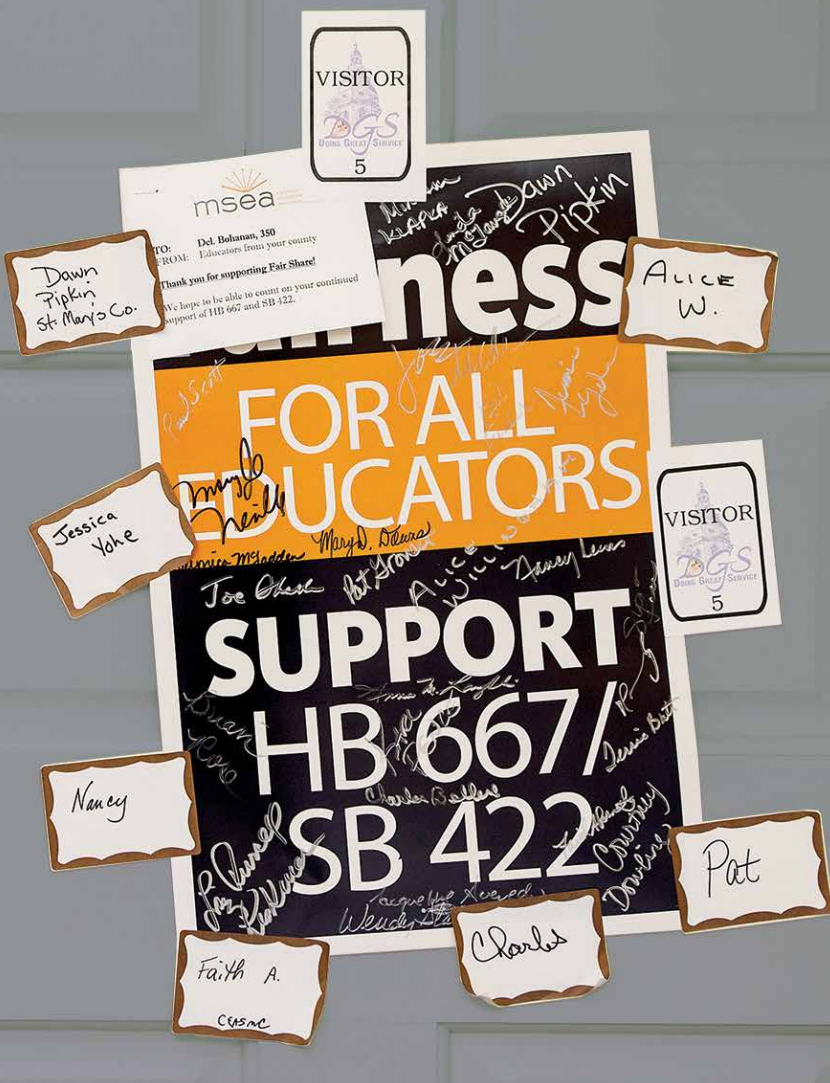
"We are grateful to the General Assembly for taking action to further protect the safety of students and school employees," Weller said. "The shocking events in Newtown and, sadly, in far too many other American towns and cities make increased school safety measures a necessity."

Reading the Scorecard for the Firearm Safety Act

The Scorecard shows the final bill with amendments voted on by the House and Senate. *MSEA's position: Yea*



Members from St. Mary's County left an unmistakable calling card on the office door of Delegate John Bohanan at MSEA's Fair Share Lobby Night urging him to support Fair Share. He did.



Transportation Infrastructure Act of 2013 • House Bill 1515

Travel on Maryland's roads has increased nearly 40 percent in the past two decades and is expected to increase another 20 percent by 2030. House Bill 1515 will support more than 57,000 transportation jobs and generate hundreds of millions of dollars in economic activity through transportation investments in rural and urban communities throughout the state.

"Especially important to education advocates is the projected new and dedicated tax revenue," Johnson said. "House Bill 1515 enables the state to make this needed investment without threatening the General Assembly's commitment to education."

Reading the Scorecard for the transportation bill

See the votes by the House and Senate in the Scorecard.
MSEA's position: **Yea**

SAVE

THIS SCORECARD!

Highlight your legislators and their votes and file it away to review for 2014 primary and general election campaigns!

NEW PROGRAMS FUNDED IN THE 2013-2014 STATE BUDGET

HERE ARE SOME NEW WAYS THE STATE BUDGET IS GOING TO HELP YOU AND YOUR STUDENTS:

- ❖ \$1.8 million for the Maryland Meals for Achievement initiative. This was part of our lobbying effort to include 50,000 more Maryland students in this healthy breakfast program.
- ❖ \$8 million to begin a five-year phase-in of a corrected calculation of Net Taxable Income, which will ensure that less wealthy counties receive their fair share of education aid while holding wealthier counties harmless.
- ❖ \$5 million challenge grant to start the Digital Learning Innovation Fund.
- ❖ \$2 million challenge grant to start the Early College Innovation Fund.
- ❖ \$2 million to support the implementation of the state's Longitudinal Data System.

"To increase the number of Democratic women in our legislative and municipal bodies in Maryland, more women—prepared, organized, and ready candidates—need to run," said Martha McKenna, a nationally known and respected political strategist based in Maryland. "Emerge Maryland will increase the number of strong Democratic female candidates running and winning state and local office in Maryland."

"Emerge gave me the information and tools I need to run for office," said Lane. "I was able to connect with members and organizations in my county. And, I've started to build strong partnerships and valuable relationships with my community stakeholders and state delegates. If I hadn't been a part of Emerge Maryland, I may have never made these vital connections."

Emerge Maryland is part of a national network currently working in twelve states: Arizona, California, Kentucky, Maine, Maryland, Massachusetts, Nevada, New Mexico, Oregon, and Wisconsin with Colorado and New Jersey launching their programs in 2013.

You can help potential MSEA candidates like Fitzwater, Lane, and Paul and other friends of education get elected to local and statewide public office. See page 11 to learn more about MSEA's Fund for Children and Public Education.



Fatoumata Doumbia, Charles Carroll Middle School, won a Kindle Fire in this year's MSEA Radical Reader drawing. MSEA is partnering with Prince George's County Public Schools and offering a Summer Radical Readers program for ninth graders in Jumpstart to Graduation programs in four county high schools.

Radical Readers joins Prince George's Summer Session

This summer rising ninth graders at Crossland, Potomac, Suitland, and DuVal high schools in Prince George's County will get serious about their summer reading when MSEA's Radical Readers and the Prince George's Memorial Library System join the Jumpstart to Graduation (JSTG) Summer Bridge Program.

As part of JSTG, students will take MSEA's Radical Readers 30/30 challenge (that's reading 30 minutes every day for 30 days). Throughout the 30 days, hip-hop artist Tray Chaney and WKYS-FM radio personality Angie Ange will

make surprise appearances, along with librarians and other guests. In the end, one happy reader from each school will win a Kindle Fire provided by MSEA.

"A recent report showed that only 55 percent of African American males graduate from high school in Prince George's County," said Darlene Brewton, program coordinator for JSTG. "Our program is committed to helping all students achieve high school graduation and literacy is obviously absolutely essential to their success."



MSEA's California Casualty representative Sandra Clemons Butler, grant recipient Coach Louis Pinckney, and PGCEA President Ken Haines.

Prince George's coach receives \$1,000 grant from California Casualty

Player safety is a major concern for baseball coach Louis Pinckney of Prince George's County's Potomac High School. Cuts have slashed his equipment budget, making fundraising a necessity for most all of the team's needs. To make up some of the shortfall, Coach Pinckney applied for and was awarded a \$1,000 California Casualty Thomas R. Brown Athletics Grant—one of 85 awarded throughout the country.

Pinckney plans to update the team's aging catcher's gear, pitching machine, and protective screen. "With this grant, we'll maximize our practice time and have a safer practice environment for our players," the coach said.

Schools and teams in 38 states received a total of \$101,500 for struggling athletics programs through the NEA Member Benefits auto and home insurance provider.

"We're so proud to offer these grants," said Clemons Butler, Maryland's California Casualty representative. "When we can provide schools and educators with resources to improve students' experiences—and save our members hundreds of dollars a year on our auto and home insurance—we know we're doing a good job for students and educators."



For more information about the Thomas R. Brown Athletics Grant program, visit www.calcasathleticsgrant.com.

Experts say reading is one way students can avoid the annual summer slide—when students lose up to two months of the previous year's progress. This year, students can enter MSEA's Summer Radical Readers program and be entered into a drawing to win one of two Kindle Fires or a \$25 Amazon gift card. **GET CONTEST DETAILS** at readacrossmaryland.org.



When you need help or have a suggestion, contact your Association Representative at school or:



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