

AEL Leadership Forum

VOLUME 14, ISSUE 1

MARCH 2020

UPCOMING EVENTS

March 18, 2020
**AEL Executive
Board Meeting**
5 pm
AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

April 15, 2020
**AEL Executive
Board Meeting**
5 pm
AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

May 6, 2020
AEL Spring Social
4:30—7:30 pm
Hellas Restaurant
8498 Veterans' Hwy
Millersville

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Things Are Not the Same

By Will Myers, AEL President

If you have held an administrative position for at least five years, you have a good sense of the increase in responsibilities and expectations. If you have been an administrator for less than 10 years, the magnitude of the workload and changes has been astounding. If you have been an administrator more than 10 years, you are a rock star, a magician, and a survivor.

I wish I could tell you things will get better. The Superintendent recognizes the job we do today is more demanding than the one we did just a few short years ago. Everything we do is

considered part of our responsibilities. Day, night and weekends are devoted to getting the job done.

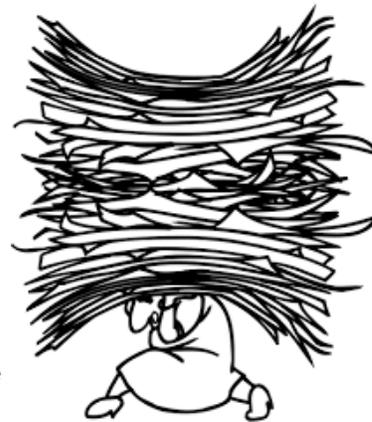
AEL is currently working on a salary restructuring plan along with representatives from the

Board of Education. It is a plan based on job responsibilities and not simply student numbers. The ultimate goal is to design a scale which provides

enhanced compensation for all Unit II members.

This year we will have to fight for our share of any compensation package. Although the

Superintendent has established compensation guidelines for all units, there is talk of the Board Members wishing to enhance the package for TEACHERS. We will have to once again remind Board



Members that Unit II members must be included in any request for increased compensation.

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Using Outlook? Be on the Lookout (Or the Eyes Have It)

By Rick Kovelant, AEL Executive Director and General Counsel

“...confidential information is subject to the prey of outside hackers, but there is another interloper that has come to light.”

Years ago (“BC”), before computers, we all communicated by the primitive methods of telephone, or even by, what was known as pen and paper. In this “modern era” our communication skills are accomplished using a more “sophisticated” electronic media, the COMPUTER. Security in the past was more robust by placing the right letter to the right

person in the right envelope and then hoping it would be properly delivered to the right address. Security failure in the use of this methodology was quite minimal. The wrong information falling into the wrong hands was not really a big worry, unless one feared that sealed envelopes would be steamed open and the contents read by unauthorized eyes. Today the electronic

dissemination of what is confidential information is subject to the prey of outside hackers, but there is another interloper that has come to light.

Recently, in the context of representing a number of our members, emails and other recorded words in members’ Outlook programs using Microsoft Notes and Word have

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Things Are Not the Same ...

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Our Board will soon be comprised of entirely elected members. They will seek support from people who will advocate

for their candidacy and election. Consider taking the time to tell your story in a short letter to a Board member. TAAAC has done

this effectively in the past. As things are not the same, we need to be a part of making the change which benefits our membership.

Using Outlook ...

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been received by the BOE investigators. I doubt that the BOE is truly hacking accounts, but if you are using AACPS computers for “private communications and the recordation of your personnel thoughts,” **STOP IT!!!** The material you place on your employer’s computer, either directly or by linking it to your personal devices

through Outlook belongs to the employer and is fair game. There is no right to privacy if you destroy it by your own participation.

I don’t pretend to know how these platforms work, but I can tell you from experience that on several occa-

sions, members’ exact emails and recorded



thoughts were in the hands of investigators who were well within their right to use this material in the course of their investigation since it appeared on BOE servers. Even electronic email sent to me, that would otherwise be subject to attorney client privilege, is at risk whenever you elect to communicate in this manner. When notified that my help is needed, I always ask for your private email and cell phone number. In many cases, this

“The material you place on your employer’s computer, either directly or by linking it to your personal devices through Outlook belongs to the employer and is fair game.”

Easiest Way to Recharge and Reconnect with Colleagues?

**AEL Spring Social,
Wednesday, May 6,
4:30-7:30 pm
@ Hellas Restaurant
8498 Veterans Hwy, Millersville**

Free for Members. RSVP to Bob Ferguson by April 28
leafman65@gmail.com

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Using Outlook...

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“...remember that whatever you write and send electronically could end up as Exhibit 1 in an investigation or in a judicial proceeding.”

works fine. If, however, your private account is linked to the AACPS network, there is a good possibility that your communication is not secure.

Please also consider how you respond to email. The danger of hitting “REPLY ALL” should be considered whenever a singular response to one individual is all that is required. I have re-

ceived what I consider confidential information that has been copied to others who had no need or authority to know because the response was attached to a chain communication.

Please try to remember that whatever you write and send electronically could end up as Exhibit 1 in an investigation or in a judicial proceeding. As for

attorney client communication, perhaps a phone call to me would serve just as well or, if you are so inclined and still have these instruments, pen and paper can also work. Just don't scan and attach the same to an unsecure email program.

When in Doubt, Call Rick

If you need help, advice or just need to ask a question, please remember to contact **Rick Kovelant**. He is AEL's legal counsel and has a wealth of experience in assisting our members. He is a valuable resource and **available to you as part of your AEL membership**. He can be reached at 443-848-8022.



A Day in the Life of a High School AP

Editor's Note: At the author's request, we are printing this article without a byline.

My calendar has a 7:30 am reinstatement conference for a student who got in a fight last week, a 10:00 am parent meeting, and walk throughs scheduled for 4th period (otherwise I'll never do them if they aren't scheduled on my calendar). At the start of my morning, I check my calendar to remind myself of what's on my agenda, and I look at the eight Post It notes on my desk with various reminders (set up book study, complete PPW referral, check on alt ed application status, call parent x back, etc.). I then go through the pile of student statements and referrals on my desk and prioritize them.

The bell rings and I report to my morning hall duty. If I'm lucky, the parent and student for my reinstatement will show up on time. If it's a quiet morning, I'll get the halls cleared and

kids to classes and go back to my office to start on the various tasks while I wait for my reinstatement to arrive. My reinstatement arrives, and the meeting goes smoothly. The student returns to class and I'm able to move on to the Post It notes and referrals.

But, as most administrators know, nothing ever goes as expected on any given school day. A call for a fight comes over the walkie talkie. We are down two advocates for training and two AP's for meetings. The fight involves four girls and takes most of the remaining administrators to investigate and process. We learn that the girls HAD to fight because one gave the other a disrespectful look yesterday and then said "some girls are so fake" on Snapchat last night. So, obviously, THAT had to be handled with fists today. While processing this, another walkie talkie call comes out that a verbal altercation is occurring in the hall. We learn that the girls involved in this are connected to the four-

girl fight. These girls are also brought to the office. We will eventually be working on a large-scale mediation and restorative practices for this "mess". This will likely involve weeks of backlash on social media and continued fall out in friend groups. This takes over an hour to process.

It's now 10:30 and my 10:00 parent is not happy at having to wait for me after the fight. The purpose of our meeting was to discuss a "schedule concern", but she wouldn't give more information over the phone prior to our meeting. Now, since she's heard the walkie talkie chatter while waiting in the main office, she wants to start the meeting with me reassuring her we are in a safe building. After 30 minutes explaining that we do our best to ensure a safe and orderly environment and operate within the structure of the student code of conduct, we move onto her scheduling concerns. She expresses her concerns regarding the period AP Biology is offered.

"We will eventually be working on a large-scale mediation and restorative practices for this 'mess'."

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A Day in the Life...

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“Even though the sample day described above sounds like chaos, it was all about having a safe and orderly environment, building relationships, working with parents, and finding ways to meet the needs of kids.”

She demands the class be moved immediately to accommodate her child’s schedule, because her child is going to medical school and we are holding her back from those dreams. And if we don’t move AP Biology to the appropriate period, her daughter can’t leave school to work at Hot Topic, which provides her artistic release that her creative mind so needs.

After the parent meeting, a series of students are brought to my office, one after another, by advocates, for not following directions or being disruptive in class. I manage those issues, as they are fairly minor...and then move forward to tackle more emails, scheduling, Post It notes, teacher visits to my office, and referrals (in between hall duties and walking the halls, etc.). Lunch duty goes by without notable concern today, which is a blessing.

After lunch duty, as a student is brought to the office by a teacher who reports

that they witnessed the student vaping in the bathroom. An administrative search finds the student to be in possession of a variety of contraband that results in suspension and charges...thus resulting in a MIR, contact with the comm center, coordination with the nurse and eventually the Mobile Crisis Team. This ends up being a two-hour ordeal, causing me to miss all the planned walk throughs with my department chair...such is life. We’ll try again tomorrow...first thing, since I don’t have any meetings scheduled in the morning.

After bus duty at the end of the day, I return to my office to figure out what still needs to be done. Luckily, I don’t have any meetings. I have five parent calls to make, and 40 emails I need to go through. I didn’t make it through many of the Post It notes, so I’ll try to tackle some of those too. I’ll

work on the referrals tomorrow as well. I start outlining my plan for the book study on poverty. My goal is to leave school by 6:00 pm, so I can see my kids for dinner and help them with their own homework.

Being an administrator sometimes looks like this. Sometimes, it looks more like instructional leadership. Sometimes it’s spent in collaborative meetings analyzing data and coming up with plans to help our most at risk students. These are productive days. Sometimes it’s spent providing teachers with feedback on instruction. Even though the sample day described above sounds like chaos, it was all about having a safe and orderly environment, building relationships, working with parents, and finding ways to meet the needs of kids. It’s an exhausting, yet exhilarating job and so very worthwhile.

AEL Elections in April: Your Chance to Get Involved

AEL needs to remain strong in number and work to provide the best support for our membership through negotiations, important committee work (i.e., Work Load), and communications. Every year certain positions on the AEL Executive Board are up for election; some are one-year terms, while other positions are for two years or two consecutive two-year terms (four altogether).

Nomination forms will be sent via email in March. Following is a list of the

positions open for election in April:

President Two- 2-year term that begins July, 2020 through June, 2024

Secretary, Two consecutive 2-year terms that begins July, 2020 through June, 2024

2 Directors-At-Large, 2-year term that begins July 2020 through June 2022

14 Cluster Representatives, 1-year term that

begins July 2020 through June 2021

For more about any of these positions, go to our website, aelaacps.org, click on the Publications tab on the top of the page and click on “By-Laws” on the drop down. Click on the button above “As of January 2014” to download the PDF version of the current By-Laws document. The descriptions of responsibilities for each position can be found in Article IV: The Executive Board, pages 5-7.

Your opportunity to serve the educational leaders of Anne Arundel County has arrived.

AEL Mission Statement

The Association of Educational Leaders exists to ensure all Unit II employees are fairly and equitably treated in the course of their employment.

We commit to accomplishing this mission on behalf of Unit II employees by ensuring:

1. Adherence to our Negotiated Agreement.
2. All Unit II employees are adequately and equitably compensated for their responsibilities and work load.
3. Personal and professional needs shall be respected.
4. Fair, consistent and equitable practices shall be adhered to when dealing with hiring promotions, assignments and evaluations.
5. Fair, consistent, equitable practices in dealing with matters relating to discipline and conflict resolution.
6. Fair, consistent, equitable practices in resolving school and community conflicts.

The Association of Educational Leaders
2521 Riva Rd., Suite L-2
Annapolis, MD 21401



2019-20 AEL EXECUTIVE COMMITTEE/BOARD/STAFF

Will Myers (2016-20)	President	(P, South River HS)	(o)956-5600	wtmwants@aol.com
Nelson Horine (2017-21)	1st VP	(P, Anne Arundel Evening HS BOE)	(o) 222-5384	nchorine@gmail.com
Becky Blasingame-White (2017-21)	2nd VP	(P, Hebron-Harman Elementary)	(o) 859-4510	rblasingame-white@aacps.org
Natalie Marston (2016-20)	Secretary	(P, Central Special School)	(o) 956-5885	nmarston@aacps.org
Kevin Wajek (2017-2021)	Treasurer	(C, Secondary Mathematics HS)	(o) 224-5464	kwajek@aacps.org
Open	Director at Large			
Ryan Sackett	Director at Large (AP, CAT North)		(o)969-3100	rsackett@aacps.org
Open	Director at Large			
REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEM				
Open	(Annapolis Cluster)			
Tracey Ahern	(P, Odenton Elementary, Arundel Cluster)		tahern@aacps.org	
Open	(Broadneck Cluster)			
Open	(Chesapeake Cluster)			
Open	(Glen Burnie Cluster)			
Dave Kauffman	(AP, Meade HS, Meade Cluster)		dkauffman@aacps.org	
Troy Hermann	(AP, Meade Middle, Meade Cluster)		thermann@aacps.org	
Open	(North County Cluster)			
Open	(Northeast Cluster)			
Open	(Old Mill Cluster)			
Open	(Severna Park Cluster)			
Edie Picken	(AP, South River HS, South River Cluster)		epicken@aacps.org	
Open	(Southern Cluster)			
Kevin Wajek	(C, Secondary Mathematics HS)		kwajek@aacps.org	
Open	(Special Centers)			

There are several Open Cluster Representative positions, please contact Bob Ferguson for more information.

STAFF

Rick Kovelant (Executive Director, Legal Counsel) (c) 443-848-8022
Bob Ferguson (Administrator) (c)443-223-5645; (fax)410-224-3345 leafman65@gmail.com
Connie Crouch (Executive Secretary) (o)410-897-0747 or (o)410-224-3311 (f)410-224-3345

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