

## The View from Here



**By Ann De Lacy  
HCEA President**

**"An educator's working environment is, in most cases, a student's learning environment."**

The purpose of the HCEA Job Satisfaction Surveys is to improve the professional lives and working conditions of HCEA members and non members.

Abraham Maslow, in his paper, 'A Theory of Human Motivation,' wrote that the five levels of the hierarchy of human motivation needs are physiological needs, security needs, social needs, esteem needs, and self-actualizing those needs. Dr. Maslow believed that, after the basic needs of food, water, sleep and warmth are met, people are then motivated by security: a predictable and orderly environment; social: belongingness; esteem: a desire to be accepted and valued by others and self-actualization: the opportunity to reach one's highest potential.

The lively discussions that can result from reflecting on the Job Satisfaction Survey data provide significant opportunities for self-actualization through

collaboration and critical conversations. The random statements below will give you a flavor of the hundreds of handwritten or typed comments submitted by participants of this year's Job Satisfaction Surveys.

*"I love the profession. I love my colleagues. I mostly love my students and certainly love my subject. But: I hate the system that gives kids no down time during the day."*

*"School Professional Development activities have been worthwhile. County activities have not been worthwhile."*

*"Paras need time to collaborate with teachers, make modifications, check student grades, check for missing student work, etc. Paras need planning time everyday."*

*"I feel that Ann De Lacy and HCEA have not supported our teachers at our school."*

*"I am a floater! This makes teaching much more difficult for me and the teachers whose room I use!"*

*"I feel that the principal is fair and consistent with staff. I feel supported by my principal and treated professionally—she is great! Our building is kept VERY clean!"*

*"At Central Office, we need the automatic doors to work! Loading/unloading is a real problem on most days."*

*"I feel that both administrators in this building are extremely inexperienced."*

*"I feel there are too many professional days in the school year. A half day at the end of each term is enough!"*

*"Administrators do not hold students accountable for their actions. When a stu-*

*dent is referred to the office, it may take a month before the referral is returned to the teacher."*

3,773 surveys out of approximately 7,000 were returned to the HCEA Office via U.S. mail, the HCPSS Pony System, hand delivered, or slid through the mail-slot. The Job Satisfaction Survey is funded by the dues dollars of HCEA members. Jean M. Castagnoli, Ph.D. and James B. Harper, M.S., M.Ed are responsible for entering and analyzing the data and have assured HCEA that the data is valid and reliable. They have been analyzing the survey results for the last five years.

The process for disseminating the data changes from one year to the next based on individual work environments. Last year, a number of members complained that the sharing of the comments led to a backlash by supervisors at some worksites. Over the last six years, I have noted that there has been an attempt to devalue the survey by picking apart the data that breaks down the number of participants from school to school and question by question. As a result, it was decided to provide the comments to the main building reps and not to release the specific site data. It is hoped that the concerns will be discussed in buildings in a constructive, collaborative way to improve the school environment and to improve staff morale.

Listed on the following page are the worksites with the highest and lowest percentages for morale, open communication and trust, and where employees are able to speak openly without fear of retaliation or repercussions.

**Highest Ranking:  
Overall Morale Is Good**

Hammond ES	100%
Manor Woods ES	100%
Hammond HS	99%
Dayton Oaks ES	98%
West Friendship ES	98%
Forest Ridge ES	97%
Bryant Woods ES	94%
Centennial Lane ES	92%
River Hill HS	92%
Triadelphia Ridge ES	92%
Mt. Hebron HS	91%
PPW's	91%
Atholton HS	90%
Northfield ES	90%
Burleigh Manor ES	89%
Bollman Bridge ES	87%
Fulton ES	87%
Running Brook ES	87%
Cedar Lane School	86%
Dunloggin MS	86%
Talbott Springs ES	86%

**Lowest Ranking:  
Overall Morale is Good**

Oakland Mills MS	25%
Wilde Lake HS	25%
Folly Quarter MS	29%
Murray Hill MS	34%
Patuxent Valley MS	34%
Lisbon ES	41%
Phelps Luck ES	44%
Bushy Park ES	46%
St. John's Lane ES	47%
Worthington ES	48%
Harper's Choice MS	50%
Bonnie Branch MS	52%
Homewood	52%
Long Reach HS	53%
Central Office	55%
Guilford ES	56%
Thunder Hill ES	56%
Clarksville MS	57%
Gorman Crossing ES	58%
Howard HS	58%

**Highest Ranking:  
Open Communication and Trust**

Bryant Woods ES	94%
Hammond ES	94%
Hammond HS	93%
Manor Woods ES	93%
Forest Ridge ES	91%
Dayton Oaks ES	88%
West Friendship ES	88%
Triadelphia Ridge ES	87%
Stevens Forest ES	85%
ARL Career ACAD	84%
Centennial Lane ES	84%
Mt. Hebron HS	82%
PPW's	82%
Dunloggin MS	81%
Hollifield Station ES	81%
Marriotts Ridge HS	81%
Faulkner Ridge	80%
Mayfield Woods MS	80%
Running Brook ES	80%
Swansfield ES	80%

**Lowest Ranking:  
Open Communication and Trust**

Murray Hill MS	22%
Wilde Lake HS	23%
Long Reach HS	32%
Lisbon ES	34%
Phelps Luck ES	40%
Bushy Park ES	41%
Howard HS	42%
Patuxent Valley MS	43%
Oakland Mills MS	44%
Worthington ES	46%
Harper's Choice MS	47%
Bonnie Branch MS	48%
Clarksville MS	48%
Cluster Nurses	50%
St. John's Lane ES	50%
Thunder Hill ES	50%
Central Office	52%
Deep Run ES	53%
Ilchester ES	54%
Homewood	55%

**Highest Ranking:  
Speak Openly Without Repercussions**

Bryant Woods ES	94%
Centennial Lane ES	92%
Dayton Oaks Es	90%
Hammond ES	88%
Hammond HS	88%
West Friendship ES	88%
Running Brook ES	87%
PPW's	86%
Forest Ridge ES	85%
Manor Woods ES	84%
Burleigh Manor MS	83%
Cedar Lane	83%
Mt. Hebron HS	82%
School Psychologists	82%
Stevens Forest ES	82%
Dunloggin MS	81%
Bollman Bridge ES	80%
Triadelphia ES	79%
Lime Kiln MS	78%
Mayfield Woods MS	78%

**Lowest Ranking:  
Speak Openly Without Repercussions**

Murray Hill MS	20%
Wilde Lake HS	30%
Bonnie Branch MS	40%
Central Office	42%
Howard HS	42%
Phelps Luck ES	42%
Worthington ES	45%
Long Reach HS	46%
Patuxent Valley MS	47%
St. John's Lane ES	47%
Bushy Park ES	48%
Ellicott Mills MS	48%
Homewood	48%
Harper's Choice MS	50%
Lisbon ES	50%
Deep Run ES	52%
Oakland Mills MS	52%
Atholton ES	54%
Clarksville MS	55%
Bellows Spring ES	56%

**MSEA Rally**

The Rally to Keep the Promise was a success for both MSEA and HCEA. Fifteen thousand educators, state employees, union members and friends sent the message to Governor O'Malley and the General Assembly that cuts to education and retirement benefits are not the choices that the hardworking people of Maryland want. Congratulations are in order to

Stephen Futado and Ira Wright, who each won an MSEA contest for promoting and documenting the rally using social media sites like Twitter and Flickr. Laura Mynaug gets the honorary title of "Super Organizer/ Bus Captain in Chief," as she signed up six new donors for the Fund for Children and Public Education. Kudos also to Danielle King and Ann De Lacy who were site coordinators at Wilde Lake and Marriotts Ridge.

Finally, HCEA's Government Relations Chair, Paul Lemle, was the only teacher selected to speak at the rally. Paul's message was: "We—no matter what party—discuss these issues not to serve ourselves, but because great public schools are a shared goal of every group, every officeholder, every citizen." Thank you to everyone who worked so hard on lobbying legislators. An update on legislation can be found at [www.hceanea.org](http://www.hceanea.org).

## HCEA Elections

By Ann De Lacy, HCEA President

Happy spring, Colleagues! I know, in my not so secret heart, that some people reading this article have calculated exactly how many days are left until the end of the school year. As for me: my last day of work is June 30, 2011 because after 33 years as a Howard County Public School teacher and 6 years as HCEA President, I will be retiring on July 1, 2011! Hopefully, my next stop, after resting for a few months, will be an election to the 2012 Howard County Board of Education.

I leave you in the hands of wonderful new leadership.

**President-Elect Paul Lemle** is both intelligent and charismatic. He is a visionary, collaborator, and peace maker who also happens to be a well respected teacher. Paul is a born organizer who will be able to lead HCEA in an anti-union, anti-public education and anti-public educator environment. Paul's undergraduate degree is in English Literature and he has a Master's in Education. Paul's ability to organize is very apparent in that two new HCEA Directors are from Wilde Lake High School where Paul currently teaches social studies.

**Vice-President Elect Maleeta Kitchen** is a teacher who has been an Association Rep since she was a second year teacher at Running Brook Elementary. Maleeta, who has an Master's Degree in Math Education, knows teaching and learning and, as well as being an adjunct professor at Towson University, serves on the Governor's Council on Educator Effectiveness which is crafting the Maryland Model for Teacher and Administrator evaluations.

**Treasurer-Elect Colleen Morris** as well as being a veteran negotiator, knows where all the bodies are buried and is a born and bred product of Howard County Public Schools. Colleen has the ability to look under every rock and search in caves in order to find answers. She is incredibly analytical and is well versed on the Freedom of Information Act (FOIA). Colleen is pursuing a Master's in Negotiations and Mediation and is a math support teacher at Guilford Elementary.

**Secretary, Danielle King** was, thank goodness, reelected. Danielle, who takes copious minutes at every Board of Directors and Rep Council meeting, is very organized, thorough, a very good listener, an organizer and follows through with everything she commits to do. Danielle is a physical education teacher at Mayfield Woods Middle School and has a Master's in Education Leadership. Danielle follows in her mother's, Belinda King, footsteps as an Association leader.

Welcome to the new Directors, Kelli Midgley, Rick Bantz, Elisa Lopez and welcome back to Joe Staub, Teri Dennison, Anna Gannon, Lauri Hornicek, Donna Schulze, and Laura Mynaugh. Thank you all for your commitment to the mission and vision of HCEA and for giving your time to serve our members.

## Teacher Certification Your Responsibility

The Maryland State Department of Education (MSDE) is the agency responsible for teacher certification. MSDE issues new certificates and renewals of certificates only two times a year; July 1 and January 1. Therefore, it is critical for teachers to remember that fulfilling the requirements for certification is your responsibility.

Typically, the local Board of Education will not know that there is a problem with your certification until it is too late. MSDE notifies local Boards when a teacher's certificate has lapsed or when they have not met their obligations. Therefore, it is imperative that you know when your certificate is due for renewal and that you keep track of the classes you have taken and make sure that the local Board has documentation of all coursework you complete for renewal of your certificate. Should you not complete the necessary requirements for certification renewal, the penalty is high. If your certificate lapses, you will be forced to sign a provisional contract. Provisional contracts are good for one school year only, and do not guarantee you continued employment. Further, once you lose your certification and go on a provisional contract, you lose your seniority in the county as well as your tenure. HCPSS practice has been to restore your seniority and tenure once you complete requirements for your new certificate; however, until that time you have no seniority, tenure, guarantee of staying at the same worksite or same position, or expectation of continued employment. The local Board of Education must follow the MSDE rules regarding certification; therefore, there is little that can be done once a problem occurs.



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