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A PUBLICATION OF THE MARYLAND STATE TEACHERS ASSOCIATION • AN NEA AFFILIATE



MSTA ONLINE WWW.MSTANEA.ORG

Why I'm a Member...



"This is my calling. I decided to become proactive instead of reactive. We haven't had a lot of representation in the vocational wing so I take information back to share with my colleagues." Alberta Fisher



"I knew coming into the profession that I wanted to get involved in political action activities and the Association is the way to do that. I jumped in at the beginning of my first year and now I'm on the local board of directors." Jaclyn Lichter

"After I became a member, I went to an MSTA Convention and it was there that I realized that the Association was the way to become a voice for children and educators." Debra Rambo



"It's the family atmosphere. I know the issues I have—I'm in a group of people with similar issues—I like being in a group of people with similar wants, desires, concerns, needs, and strengths." Nikole Fleming



"Twenty years ago I went to an open negotiating meeting. I started listening and realized I didn't know anything about bargaining—I thought salary and benefits just came to you. I was naïve. I think a lot of people still are." Jeff Mimmall

In this Issue:

Convention 2004:

- Workshop schedule
- Event highlights

Presidential Campaign:

Why John Kerry?

NEA's 2004 Convention:

Our national focus

MSTA's Summer

Training Series goes on the road



Pat Foerster, President

Welcome back, colleagues!

This is a critical year for all of us. By virtue of our choice in professions, by virtue of the integrity we show in our steadfast dedication, and by virtue of the community responsibility inherent in public education, we are leaders. We cannot, however, lead without taking action.

This year, we must act to protect public education. This year, we have the

Making change happen

opportunity to make a clear choice to realign the so-called *No Child Left Behind* law with reality. Presidential candidate John Kerry, recommended by NEA at the recent Representative Assembly, has a plan to help us out of the mess NCLB has created *and* he has the courage to oppose vouchers, reinstate the class size reduction program, and finance badly needed school modernizations.

We find ourselves with nationwide support in our charge. At the NEA Representative Assembly (RA) in July, President Reg Weaver shared the exciting National Mobilization for Great Public Schools initiative—a one-day community-based campaign in the form of *House Parties*. On September 22, educators across the nation, the new *Team NEA*, will invite their professional colleagues, friends, neighbors, and community and social acquaintances to discuss the education issues at stake in this election. MSTA had more than 100 House Parties in the works before we even left the Convention Center!

Team NEA and the House Party campaign represent the core of our advocacy—we are connected from our schools to the local, state, and national levels by the strength of the Association. As we mobilize for this presidential election and funnel the momentum of Team NEA into our own Team MSTA, we also prepare to secure our positions on our own pressing issues of pension, workload, and state funding for our upcoming General Assembly efforts.

In this most important presidential election year of our lives, it was truly exciting to help host the NEA RA in the epicenter of our nation. The gathering of over 9,000 delegates, including 300 local and MSTA representatives, and the outstanding support and respect showed for our students, our members, and public education by such luminaries as Sen. Hillary Rodham Clinton and Dr. Marian Wright Edelman was inspiring.

John Kerry's announcement of his vice-presidential running mate, John Edwards, was a thrilling cap to NEA's

recommendation of Kerry for president. The candidates wowed us all with a live satellite feed thanking us for our support and promising to lead us toward real progress. There is no doubt that the indomitable spirit of Team NEA is one the candidates value and respect and will honor after November 2.

Grass-roots activism, like House Parties and voter registration drives, will decide this election. Public schools are the foundation of every neighborhood! As such, we are a powerful home-grown constituency. We are truly leaders in our communities! People trust our opinions. We must act!

You're a member of the team already, MSTA members! We can make a difference. Let's make change happen!

WHAT DO YOU THINK?

Write Pat: MSTA, 140 Main Street
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Email pfoerster@mstanea.org

ACCESS

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

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The Maryland State Teachers Association publishes eight issues of ActionLine September through June. Postmaster: Send address changes to MSTA, 140 Main Street, Annapolis, Maryland 21401-2020



ActionLine is published for Sarah Halberstadt and 60,000 other members of MSTA. Sarah is a teacher at Grantsville ES in Garrett County. She has been a member of her local and MSTA for 30 years and currently serves on the MSTA Leadership Training Committee.



John Kerry's Education Proposal: The Facts

Senator John Kerry has been there for public school employees time and time again—as evidenced by his 95 percent lifetime voting record on NEA's legislative priorities.

In his *New Bargain for America's Children and Teachers* proposal, Kerry recognizes that teacher quality is essential to student success.

Combined with his steadfast opposition to vouchers, his support for reducing class size, and his pledge to fully fund *No Child Left Behind* and special education, Kerry's plan marks a significant step forward. NEA will continue to have discussions with Kerry to help ensure his education proposals put children and public school employees first.

Here are the facts about Kerry's proposal:

Respecting Teachers as Professionals

- Recruit and retain 500,000 teachers over the next four years by providing better professional support and opportunity, including mentoring programs that pair veteran teachers with new teachers.
- Set up career ladders to enable teachers to become mentor teachers and master teachers
- Create a *New Teacher Corps* with scholarships and loan forgiveness for recent college graduates and mid-career professionals who agree to teach in high-need schools

Rewarding Teacher Excellence

- Using plans developed by teacher unions and school districts, reward teachers for

excellence by boosting pay for high-performing teachers in inner-city or high-poverty schools

- Offering bonuses to teachers certified by the National Board of Professional Teaching Standards
- Providing greater pay based on such factors as knowledge, skills, and student achievement

Encouraging Parental Involvement in Schools

- Boost parental involvement by providing teachers voicemails and e-mails and creating websites on which parents can reach teachers and view their children's classroom work
- Creating an incentive fund to support successful initiatives, such as parent-teacher contracts, parent-teacher coordinators and immigrant parent outreach
- Supporting greater computer and broadband access for low-income families

Helping Schools in Need of Improvement

- Support and reward public schools in need of improvement by providing additional funding to support teams of teachers and principals to diagnose problems and help implement solutions
- Offering extra funding to schools that improve to use for proven measures, such as reducing class size



2004 Presidential Election

How NEA Chose Candidate John Kerry

The NEA Presidential Recommendation Process: 2004 Presidential Election

Who Decides

- ★ NEA's Fund for Children and Public Education
- ★ NEA's Board of Directors
- ★ State Affiliates
- ★ Delegates to the Representative Assembly

Recommendation Process

- ★ Primary Recommendation
- ★ General Election Recommendation

Primary Process Timeline

- ★ May 2003: Candidate questionnaire adopted by PAC Council
- ★ July 2003: Development of list of viable* candidates is adopted by the PAC Council.

*Viable means a candidate for the nomination of a major party. A major party is one that received 30% of the vote in the previous presidential election

Candidate Assessment

- ★ Candidates are sent the approved candidate questionnaire and return it by a given deadline
- ★ Candidates who complete and return the questionnaire are asked to participate in a personal interview with the President of NEA, in his role as chair of the PAC Council

Candidate Responses

- ★ Ambassador Carol Moseley Braun
- ★ General Wesley Clark
- ★ Governor Howard Dean
- ★ Senator John Edwards
- ★ Representative Dick Gephardt
- ★ Senator Bob Graham withdrew from race
- ★ Senator John Kerry
- ★ Representative Dennis Kucinich
- ★ Reverend Al Sharpton

Response from President Bush

President Weaver received a letter on October 28 from the Bush-Cheney '04 campaign acknowledging NEA's invitation to President Bush to participate in the candidate recommendation process for The NEA Fund for Children and Public Education.

•• The letter stated that the campaign was then assembling its team and facilities, and "once established, we will respond directly to your inquiry."

••To date, (January 15, 2004) NEA had received no further communication from the President on the matter. All other viable candidates' questionnaires were received 7/31/2003-9/29/2003

President Weaver determines "acceptability" of candidates

"Acceptability" is defined as:

- ★ Completion of the questionnaire and participation in the interview
 - ★ Supporting a majority of the NEA's positions as indicated by the answers in the questionnaire and interview.
- Senator Lieberman was not acceptable
- ★ He is a supporter of public school vouchers.
 - ★ He indicated that he believes that the ESEA/No Child Left Behind legislation does not require substantial amendment.
 - ★ Connecticut, Lieberman's home state, had never recommended Lieberman for election to the U.S. Senate.
 - ★ NEA's positions are to oppose public school vouchers and the ESEA/NCLB legislation as it is currently written.

Concurrence Process

- ★ Each state affiliate must concur with NEA's recommendation before NEA can act in their state on behalf of any candidate in pursuit of the nomination.
- ★ A state affiliate can concur with none, any, or all of the acceptable candidates. If a state concurs with "none," NEA cannot act for any candidate in that state.

General Election Recommendation

- ★ The recommendation is brought before members of the NEA Fund for Children and Public Education, which is made up of all state affiliate presidents.
- ★ This year the members of the Fund voted unanimously to recommend John Kerry to the NEA Board of Directors.
- ★ NEA President Reg Weaver made the recommendation to the Representative Assembly in July. Recommendation requires a 58% approval of the delegates to Representative Assembly
- ★ The RA voted in favor of the recommendation.

General Election Recommendation: 3 Options

- ★ Option 1: After the nominating conventions, a secret, mail ballot is sent to duly elected delegates at the previous RA.
- ★ Option 2: Delegates may vote by secret ballot at Representative Assembly.
- ★ Option 3: If there is recommendation of a candidate for general election before the Representative Assembly meets in an election year, delegates to the previous year's RA must vote by secret ballot on that recommendation.

SUPPORT FOR PUBLIC SCHOOLS: KERRY V. BUSH

John Kerry: A Record of Respect and Support For Teachers and Education Support Professionals

"We cannot be content to see those who teach the next generation treated like second-rate employees, not like the professionals they are."

John Kerry, May 17, 2004

When it comes to respect and support for teachers and education support professionals, John Kerry has a track record second to none. Senator Kerry vows that as president he will focus on the right priorities for America, including putting an end to federal mandates such as *No Child Left Behind* that don't have the necessary resources. Kerry believes that for every child to learn, educators must have the freedom to make decisions without interference from Washington bureaucrats. Kerry also believes that a strong America begins in the classroom.

NEA and MSTA recommend Kerry because ...

- John Kerry will fix and fund *No Child Left Behind*.
- John Kerry opposes siphoning money away from public schools to risky voucher schemes and believes that voucher programs that fund private and religious schools undermine public schools.
- John Kerry will expand health care to all children and to most of the 43 million citizens who currently have none, and he will cut administrative waste to make health care more affordable.
- John Kerry will establish universal pre-school to help ensure each child receives a strong start.
- John Kerry will provide the funding necessary to expand community-based, after-school programs, reaching millions of children who have little or no adult supervision after school.
- John Kerry will reinstate the class size reduction program killed by the current administration, recognizing that all students, especially the youngest, benefit from the more individualized attention possible with smaller class sizes.
- John Kerry will stop the judging and labeling of schools on the basis of one test and instead allow for a school's success to be based on multiple measures, such as dropout and attendance rates.
- John Kerry will get students out of crumbling schools and portable classrooms (trailers) and into modernized buildings, instead of spending millions to rebuild more than 2,000 schools in Iraq and Afghanistan.
- John Kerry understands that Americans who have earned Social Security benefits should get them, and that is why he supports the repeal of the Government Pension Offset and the Windfall Elimination Provision.
- John Kerry will appoint a Secretary of Education who believes in and supports teachers, public school employees and public schools.



EDUCATION FUNDING

Senator John Kerry will make public school the priority it should be by investing in our nation's schools. He will fully fund special education—freeing up resources for states and school districts to reduce class size and attract and keep the best teachers.

Kerry has voted without fail to mandate that the federal government fulfill its promise to fully fund its share of the Individuals with Disabilities Education Act. *S Con Res 23, 3/21/03; HCon Res 83, 4/5/01; HR 4577, 6/30/00*

President George Bush cut nearly \$14 billion from teacher training, after school programs, and special education, forcing school districts to divert scarce dollars from other programs.

Bush's 2005 budget funds only half of the 40 percent promised by the Individuals with Disabilities Education Act. *Bush FY2005 Budget, 2/2/04; S 939, 4/29/03; HR 3802, 2/11/04*

NO CHILD LEFT BEHIND

Senator John Kerry will fix the law—ensuring that schools receive the resources they were promised and allow teachers the freedom to teach, not continually test their students.

www.JohnKerry.com; Senate vote 353/10/04; Senate vote 334, 9/10/03

Kerry voted to provide funds for high quality tests and to allow for the use of multiple assessments; Kerry also voted to fully fund NCLB. *HR 2260, 9/10/03; S Con Res 95, 3/10/04*

President George Bush opposes fixing and funding the law, including the one-size-fits-all testing provisions.

A school can face penalties if fewer than 95 percent of the students in numerous subgroups are present to take two standardized tests. *Bush FY2003, 2004, 2005 Budgets; NCLB Act, 2/8/02*

PRIVATE SCHOOL VOUCHERS

Senator John Kerry believes that what public schools need most are resources and support, not unproven voucher gimmicks.

Kerry has never voted for vouchers or tuition tax credits. *S 1134, 3/2/00; S 896, 5/22/01; S 1, 6/12/01; S 90 & S 87, 4/21/98; S 291, 11/4/97; S 260 9/30/97; S 298, 5/23/97*

President George Bush has included federal voucher programs in every budget since becoming president. Sponsored and signed a \$14 million federally funded voucher initiative for Washington D.C. *Bush admin. FY 2002, 2003, 2004 Budgets*

Bush's 2005 budget includes \$50 million for a nationwide voucher program. *Bush 2005 Budgets*

HEALTH CARE

Senator John Kerry supports expanding health care to all children, reducing bureaucratic waste to decrease premiums, and reimporting safe, affordable prescription drugs.

Kerry believes it is unacceptable to do nothing while families lose their savings and workers lose their jobs because of the high cost of health care. His plan will cut the cost of medical coverage and save families out-of-pocket expenses.

Kerry will expand health care coverage to nearly 95 percent of Americans, and is committed to assuring high quality health care by including a strong enforceable patients' bill of rights. *Remarks, 5/10/04, 5/12/04, 5/13/04*

President George Bush has done nothing to cut the cost of health care or prescription medicine for working families. *NEA Analysis of Bush admin. health care record*

Health care premiums rose by double digits each year from 2000 to 2003, and the number of uninsured grew 3.7 million, to 43.3 million, from 2000 to 2002. *Henry J. Kaiser Family Foundation, 9/9/03; 12/22/03*

RESPECT FOR PUBLIC EDUCATION AND EDUCATORS

Senator John Kerry will create an education policy that makes every classroom a center for learning, not testing—a policy that places the responsibility for educating students in the hands of teachers, not bureaucrats. *Senate vote 334, 9/10/03; Senate vote 35, 3/10/04*

President George Bush believes that policy and regulations regarding classroom instructions are best left to Washington D.C. bureaucrats. The Bush plan continues to use a cumulative score of a single test to determine the overall success of a school. *NCLB Act 1/8/02; Bush admin. FY2003, 2004, 2005 Budgets*

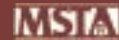
BETTER JOBS

Senator John Kerry will end the Bush administration's tax breaks to corporations that export jobs overseas and reward those companies that create more jobs at home. *www.JohnKerry.com*

President George Bush provided tax cuts and incentives making it profitable for companies to ship American jobs overseas. *Jobs and Growth Act signed 3/28/03*

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MARYLAND STATE TEACHERS ASSOCIATION • NEA **2004 Convention Guide**



October 14-16
Roland E. Powell Convention Center
Ocean City, Maryland

CONVENTION 2004

MARYLAND STATE TEACHERS ASSOCIATION ■ NEA

HIGHLIGHTS



NEW! Delegates! New RA schedule designed for you!

Attend your choice of workshops
Friday afternoon!

New Representative
Assembly Schedule

Friday October 15

9 a.m. – Noon

Saturday October 16

10 a.m. – Noon; 2 p.m. – 5 p.m.

MSTA OnLine! Convention 2004 Updates

Visit *MSTA OnLine*,
www.mstanea.org, all summer long
for Convention 2004 updates, includ-
ing hotel discounts, complete work-
shop schedules, event highlights,
registration forms, and more!

President's Reception

Free!

Thursday, October 14

6:30 p.m.

Clarion Fontainebleau Hotel

Join MSTA President Pat Foerster
as she celebrates the 60,000 public
school professionals who make MSTA
the largest professional association in
Maryland. A casual reception opens
Convention 2004 activities followed
by an annual forum for public school
employees.

2004 Annual MSTA Forum

Thursday, October 14

8 p.m.

Clarion Fontainebleau Hotel

An Apple a Day MSTA's Health Fair

Friday 8 a.m.-4:30 p.m.

Saturday 9 a.m.-3:30 p.m.



MSTA cares about your health! Be
sure to visit An Apple a Day, MSTA's
Convention 2004 Health Fair hosted
by the MSTA Women's Concerns
Committee.

MSTA's Annual Banquet

Friday, October 15, 7 p.m.

Clarion Fontainebleau Hotel

Tickets to MSTA's Annual Banquet
will be available through your Local
Association Office.

Join MSTA for an evening of fun and
camaraderie with the comedy troupe
Wavelength providing the entertain-
ment with *A Funny Thing Happened*
Leaving No Child Behind.



WAVELENGTH! Back by popular demand!

*Wavelength's newest show offers a humorous look
at the so-called No Child Left Behind legislation.
Don't miss this perspective-altering send-up of the
typical in-service day featuring: a Greco-Roman PTA
meeting, a showdown between the government's
NCLB representative and his teacher/wife, and
an inspiring moment with Zena-Teacher Warrior
Princess.*

Light Up O.C. with Your Brightest Ideas

Exhibition Hall

Friday, October 15, 9 a.m.- 4 p.m.

Saturday, October 16,

9 a.m.- 1:30 p.m.

Join your colleagues as Maryland's
best and brightest educators light up
Ocean City's Convention Center with
best practices that make you shine
on the job!

Add a successful teaching, parapro-
fessional or support services idea to
the MSTA Beacon of Best Practices
lighthouse in the Exhibition Hall and
receive the fourth annual lighthouse
pin (the fourth in a collection to be
offered annually at MSTA's Conven-
tion) plus entry into prize giveaways!

Don't Miss the Exhibits!

It just gets bigger, better, and livelier! The exhibition at
Convention 2004 showcases the latest technology, teaching
aids, textbooks, facility management tools, and more!

Here are just some of the vendors you can expect to see:

AXA EQUITABLE

Barrons

CareFirst BlueCross BlueShield

Chesapeake Coalition of Essential
Schools

Comcast Cablevision

Curriculum Associates, Inc.

Dr. Samuel D. Harris National
Museum of Dentistry

Falter Fund Raising

Federal Reserve Bank

Gourmet Curriculum Press / Ira Platt
& Associates, Inc.

Horace Mann Companies

Howard County Education
Association

Johns Hopkins University

Kaplan Early Learning Company

Kunz, Inc.

Lakeshore Learning Materials

Lincoln Financial Group

Loyola College in Maryland

Marriott Vacation Club
International

Maryland Apple Promotion Board

Maryland Association of
Nonpublic Special Education
Facilities

Maryland Bankers Association

Maryland Office of Tourism

Maryland Writing Project

MetLife Resources

Perfection Learning

Performance Learning Systems

Renaissance Learning

Saturn UAW / Staples

Science Kits & Boreal
Laboratories

Stampman

State of MD Retirement
& Pension System

Sultana Projects, Inc.

The Orioles

Usborne Books

O.C. Hotel Offers Discount For Convention 2004!

Make your reservation now and be sure to mention MSTA
and Convention 2004!*

Grand Hotel

2100 Baltimore Avenue

Ocean City, MD 21842

800/447-6779

410/289-6191

Per night rates are based on double
occupancy and subject to 9% sales tax

Grand View \$75.00

Premiere View \$95.00

The rate is valid Thursday, October 14th through

Saturday, October 16th

Group Code is MSTA04

* While the hotel noted above has informed MSTA that a discount
will be offered to Convention 2004 attendees, please confirm the
discounted rate upon reservation and check-in.

Convention Schedule

Join MSTA for a weekend especially designed for Maryland educators! Remember, MSTA's Convention 2004 is for all educators—not just delegates to the MSTA Representative Assembly!

All events located at the Roland E. Powell Convention Center, Ocean Highway, Ocean City, Maryland, unless otherwise noted.

Thursday, October 14

President's Reception 6:30 p.m.

Clarion Fontainebleau Hotel

Dialogue

Friday, October 15

8 a.m.

Visitors Check-in at
Convention 2004
Registration Booth

See advanced registration, page 10

Workshop Registration Opens

7:30 a.m. - 9:30 a.m.

Retired Members Breakfast

7:30 a.m. - 9 a.m.

Local Association Caucus Meetings

9 a.m. - 3:30 p.m.

Professional Development
Workshops

9:00 a.m. - 11 a.m.

Delegate Registration

9:00 a.m. - 4 p.m.

Exhibits open

9 a.m. - Noon

Representative Assembly
1st Session

Annual Convention Banquet

Clarion Fontainebleau Hotel
6-7 p.m. Reception, Mezzanine,
Cash Bar
7 p.m. Banquet, Crystal Ballroom

*Tickets available through your Local
Association Office*

Saturday, October 16

8 a.m.

Visitors Check-in at
Convention 2004
Registration Booth

See advanced registration, page 10

Workshop Registration Opens

8 a.m. - 9 a.m.

Local Association Caucus Meetings

9 a.m. - 1:15 p.m.

Professional Development
Workshops

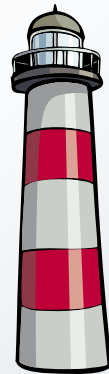
9 a.m. - 1:30 p.m.

Exhibits Open

10 a.m. - Noon / 2-5 p.m.

Representative Assembly
2nd/3rd Sessions

Light Up Ocean City with Your Brightest Ideas!

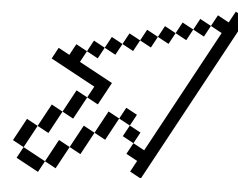


Join your colleagues as Maryland's best and brightest educators light up Ocean City's Convention Center with best practices that make you shine on the job!

Add a successful teaching, paraprofessional or support services idea to the MSTA Beacon of Best Practices lighthouse at Convention 2004 and receive the fourth annual lighthouse pin (the fourth in a collection to be offered annually at MSTA's Convention) plus entry into three prize giveaways!

Download Convention 2004 Info! MSTA OnLine, www.mstanea.org

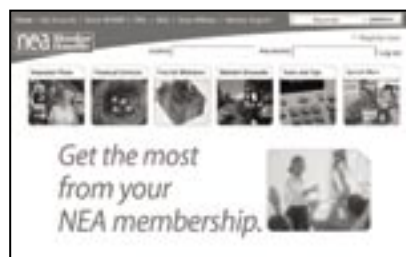
Visit MSTA OnLine for workshop descriptions, brief biographies of each presenter, the workshop schedule, and contact information for hotels providing a discount to MSTA Convention 2004 attendees.



NEA Member Benefits:

To find out more, visit www.neamb.com.

Created especially for NEA members and their families, the NEA Member Benefits Web Site informs, assists and updates you on important and innovative ways to get the best value for your hard-earned money. Each month you'll find exclusive information on members-only programs and services, as well as valuable interactive tools and information on investing, insurance and more.



**Register
Volunteer
Vote** 

MSTA CONVENTION 2004 WORKSHOP SCHEDULE

Friday, October 15 - Saturday, October 16

Here's a listing of workshops by date and time for easy reference. Refer to the workshop descriptions on pages 8-10 of your Convention 2004 Guide. You'll also find a complete schedule, with descriptions and presenter biographies on MSTA Online, www.mstane.org. Just click on the Convention 2004 link!

Friday, October 15 8:30 - 10:30 a.m.

Money, Money, Money, Motivating Student Performance
Course #664

Issues in Teacher Certification: Highly Qualified to Residential
Course #703

Positive Behavior Intervention Strategies
Course #239

Introducing Authentic Multicultural Literature to Young Readers
Course #613

Building Good Relationships Between Parents, Teachers and Administrators
Course #110

Write to Learn/Learn to Write: Raise Student Achievement Across the Curriculum
Course #604

We Make Stuff: Work Skills for Special Needs Students
Course #809

Friday, October 15 10:45 - 12:45 a.m.

Respect, Rhythm and Rhyme
Course #235

Integrating Technology Into Your Curriculum
Course #305

Tips and Strategies for the Praxis Test
Course #293

Motivating the Mind with Music
Course #632

Differentiating Instruction and Assessment Through Multiple Intelligences
Course #223

The Descriptive Protocol: Looking at Student Work
Course #117

Simplifying Reading Strategies
Course #615

A Cold Look at Hot-Blooded Dinosaurs
Course #687

Sun/Earth/MoonCore Learning Goals
Course #685

Friday, October 15 1:00 - 3:00 p.m.

The Gentleman's Club: Addressing the Needs of the Non-Achieving, Difficult to Handle Male Student
Course #207

Building Critical Viewing and Thinking Skills Using Media
Course #609

Where's Maryland with No Child Left Behind?
Course #612

Believing the HYPE (Helping Youth Pursue Excellence)
Course #240

Tools of Differentiation: Teaching Strategies for Success
Course #227

Study Groups: Getting Started and Beyond
Course #115

Reading and Writing Nonfiction: The Literature of Life
Course #608

An IDEA Who's Time Has Come
Course #801

Hands-On Basic Science
Course #686

Friday, October 15 3:15 - 5:15 p.m.

Recognizing and using Cultural Characteristics of African American Students in Academic Settings
Course #209

Getting Your National Board Certification
Course #291

It's Your Professional Development
Course #294

Cooperative Learning: Creating a Caring Community of Learners
Course #231

Brain Boosters Creating an Enriched Environment
Course #225

BEST: Building Educational Success Together – How MSTA Assists Schools
Course #102

Building a Community of Writers
Course #610

Communicating with Students with Autism Spectrum Disorders
Course #810

Problem Based Learning
Course #688

The Governor's Green School Award Program
Course #683

Saturday, October 16 8:30 - 10:30 p.m.

Lessons in African American History
Course #642

Sites and Sounds of Mathematics
Course #663

Pass the Parapro: Conquer Test Anxiety
Course #405

Dealing with Adult Workplace Bullies
Course #253

Everyone Deserves the TOTAL Teacher
Course #226

Use Action Research to Achieve Equity and Excellence in the Classroom
Course #107

Creating Assessments for Student Success
Course #263

Learning to Read & Reading to Learn
Course #616

Before You Call a Lawyer
Course #701

Bagelmania!
Course #689

Saturday, October 16 10:45 - 12:45 p.m.

Celebrate the Diversity of Humanity
Course #233

Teaching With Technology
Course #308

More Tips for Taking the Parapro Test
Course #406

Unmotivated Students – What's a Teacher to Do?
Course #241

Applying Systems Thinking in the Classroom Using STELLA
Course #228

Cognitive Coaching: Personalized Professional Development
Course #116

Staying Fit – Exercises You Can Do at Work (bring a beach towel or exercise mat)
Course #651

Integrated Classroom Management: Baldrige Basics
Course #103

Growing Lessons & Resources for the Voluntary State Curriculum
Course #690

New Teachers! This is for you! I CAN DO IT!

Friday, 8:30 - 6 p.m.

This is what you didn't learn in school! MSTA presents classroom management techniques and strategies to help you run an efficient and effective classroom. The 4-class session teaches you how to establish routines, create smoothly flowing transitions, deal with difficult behaviors, and nurture effective communication between home and school. Invaluable! Limit 30

Course #501

MSTA CONVENTION 2004 PROFESSIONAL DEVELOPMENT WORKSHOPS

Friday, October 15 - Saturday, October 16

Plan now to take full advantage of MSTA's Convention 2004 schedule of professional development workshops! Over 30 different presentations offer information, techniques, and best practices information to help you do your job better in a changing educational environment. You'll find multicultural resources in literature and learning styles, tips on surviving the *No Child Left Behind* law, academic and school improvement programs, and exciting new ways to approach national and state standards requirements.

Be sure to tell colleagues, friends, and associates interested in public education about MSTA's Convention 2004—it's for anyone who believes in the promise of public education!

Mix 'n' match any workshops from any of the seven strands of timely professional development categories.

Cultural Competence

Room 201

Math & Technology

Room 202

Getting to Quality

Room 203

Positive Behavior Development

Room 204

Differentiated Instruction

Room 205

Reading & Writing

Room 208

Special Education

Room 209

Maryland Association of Science Teachers

Rooms 215-217

A guide to workshop descriptions

All: All Levels/All Content
ES: Elementary level
MS: Middle School level
HS: High School
ESP: Education Support Professionals

Workshops listed by course number

Please refer to daily workshop schedule, page 7

#207 The Gentleman's Club: Addressing the Needs of the Non-Achieving, Difficult to Handle Male Student

Participants will be on the edge of their seats in this workshop addressing the academic and social development

of the non-achieving, difficult-to-manage male student. Humor, role-playing, brief video clips of actual student behaviors and much more are a part of this dynamic session.

Leslie "Boh" Newsom
All

#209 Recognizing and Utilizing the Cultural Characteristics of African American Students in Academic Settings

How well do you understand the socio-cultural systems that affect learning? Focus on students and teachers' efforts to adapt to the academic setting. The workshop includes an exploration of the cultural cognitions of some African American students. Learning to incorporate cultural preferences and differing world views into relevant learning experiences for all students make this presentation a favorite.

Mary T. Newsom
All

#223 Differentiating Instruction and Assessment Through the Multiple Intelligences

Teachers develop their ability to differentiate instruction and assessment through the multiple intelligences using a resource packet and "toolbox" provided to facilitate the process of integrating multiple modalities into teachers' daily lesson plans. Participants will leave with materials to conduct a training-of-trainers workshop in the Multiple Intelligences.

Art Smelkinson
All

#225 Brain Boosters: Creating an Enriched Environment

Explore the elements necessary to create a brain-compatible learning environment. Experience each of eight elements in context while discovering the latest in brain research as it applies to learning. Leave with immediately applicable classroom strategies and tips.

Kathy Schmied
All

#226 Everyone Truly Deserves "The TOTAL Teacher"

Increasing student achievement "totally" is a researched-based process with an enviable track record. The presenter is a teacher, counselor, and business-woman who knows that teachers must have background knowledge

and tools in all three of these areas to succeed.

Lorraine Milark
All

#227 The Tools of Differentiation: Teaching Strategies for Success

Do you feel that you lack the tools to meet the academic needs of an increasingly diverse student body? Learn about key research-based teaching strategies that are easily differentiated, achieve high and rapid academic gains in all content areas, and are appropriate for all grade and student ability levels. Simplify standards-based lesson planning with differentiated strategies for:

- Beginning a Lesson
- Facilitating a Lesson
- Thinking About a Lesson
- Clarifying a Lesson
- Wrapping-Up a Lesson

Leave the session with over six-dozen teaching strategies that may immediately be applied in your classroom!

Dr. Helené Hodges
All

#231 Cooperative Learning: Constructing Community, Content and Communication

Develop your ability to construct 1) Community through a variety of sound class-building and team-building activities; 2) Content, through the layering of thinking-skills structures and cooperative learning strategies; and 3) Communication through a host of socially sensitive regulators. The goal of the workshop is to improve teachers' abilities to maintain a safe and positive learning environment for all students.

Art Smelkinson
All

#233 Celebrate the Diversity of Humanity

Through audience participation and lecture, this workshop focuses on self-exploration, awareness, and respect of various cultures. Topics addressed are communication, diversity, ethnicity, values, prejudice, self-concept, personal and social choices based on culture (including cultures of the deaf and gay and lesbian communities, as well). We facilitate activities that can be incorporated into the curriculum (K-12) and provide ideas for creating multicultural programs in various settings.

Terry Kelly and Patrick Ryan
All

Receive MSDE Credit!

MSTA's School Improvement Strand offers five exciting workshops devoted to making the school environment a



win-win one for students, educators, administrators and parents. Choose four of the six workshops,

attend them in their entirety, and receive one (1) Maryland State Department of Education (MSDE) credit!

Participants who present certificates showing completion of the workshops will receive an official MSDE credit form from MSTA's Convention 2004 Workshop office located on the second floor of the Roland E. Powell Convention Center

A note about registration:

MSTA Convention 2004 Professional Development Workshops and activities are

open to educators, parents, administrators, and interested members of the general public.

Workshops require no special registration, however, registration is required to attend Convention 2004.



Special Election Notice:

MSTA delegates to the Convention 2004 Representative Assembly will vote:

- To elect one (1) Member-at-large to the MSTA Board of Directors (to fill an unexpired term);
- To endorse one (1) Active Teacher to the Maryland State Retired and Pension Systems Board of Trustees; and
- To elect one (1) Crisis Fund trustee.

See page 14 for nomination and endorsement forms.

#235 Respect, Rhythm and Rhyme
Join this dazzling, high-energy workshop empowering students to use lessons in everyday life. Music, sign language, poetry, rhythm, rhyme and repetition are magically combined to keep children motivated and eager to learn.

William Clay, Jr.
All

#239 Positive Behavior Intervention Strategies

Learn the skills to extinguish disruptive behaviors exhibited in the classroom. Participants will analyze adult actions and determine the effects on student behavior and apply surface management techniques to real-life situations.

Michelle McKoy
All

#240 Believing the HYPE

This workshop provides educators, youth workers, counselors and others involved with minority youth ways to overcome barriers. The presenter is a nationally recognized motivational speaker known for his ability to help minority youth overcome obstacles. (See sidebar)

Expect to learn:

- How to effectively engage and motivate minority and special education youth.
- Why certain youth act in a certain manner.
- How to unlock the potential in even the most difficult-to-serve youth.

Darrell Andrews
All

#305 Integrating Technology into Your Curriculum

Learn how to integrate various types of technology into your curriculum. Presenters demonstrate how to incorporate Microsoft Office (PowerPoint, Word, FrontPage) into classroom activities to enhance their lessons and student learning.

Glenn Hall
Jennifer Hall
All

#609 Re-connecting At-Risk Youth Using Media: Creating Critical Thinkers and Viewers

Discover the significance and place of media in youth culture and learn to apply a "deconstruction" process to print and broadcast advertisements to use in classrooms. Teachers will emerge with a vehicle to build critical viewing and thinking skills in at-risk students.

Christopher Lloyd
MS/HS

#613 Introducing Authentic Multicultural Literature to Young Readers

Investigate the state of multicultural literature and the historical perspective that shows how the genre has evolved to impact contemporary children's literature. Discover the importance of multicultural literature, specifically in the classroom and learn how to get it there.

The presenters will share quality multicultural books from a number of different publishers and model examples of effective use of multicultural literature during story hour and beyond.

Wade Hudson
Cheryl Willis Hudson
Pre-K/ ES/ MS

#615 Simplifying Planning, Instruction and Grading with Before, During and After Reading Strategies

Learn strategies for creating worksheets to guide students and teachers through lessons in language, writing, social studies, science and math, using Before, During, and After (BDA) techniques. Discover scoring tools to provide student targets, feedback for teacher and student, and simplification of scoring process.

Kelly Karwacki
ES/MS

#616 "Learning to Read" and "Reading to Learn": What Does it Take to Differentiate Literacy in the K-12 Classroom?

How do we move from "reading to learn" to "learning to read" in a differentiated classroom? Learn about key research-based strategies that reflect what is known about best practices for teaching non-, poor- and struggling-readers and produce rapid reading gains in all content areas. Simplify standards-based lesson planning with differentiated strategies. Leave the session with over three-dozen teaching strategies to apply in your classroom immediately.

Dr. Helené Hodges
All

#632 Motivating the Mind with Music

Learn the significance of incorporating music in the classroom and how to engage children through music. You'll get specific lesson plans that involve music in language arts, reading, social studies, science and math studies.

Laura Karns
ES

#642 Teaching from the Missing Pages: Creating Lessons in African American History for the Schools

As an alternative to introducing students to African American history as

sidebars in textbooks or during Black History Month programs, museums and historic sites are collaborating to provide in-depth lessons and engaging stories for classroom instruction. Specific sessions goals will include: (1) Knowledge of shared goals, strategies and challenges of providing a statewide or regional context for teaching African American history; (2) Awareness of using primary documents, museum collections and other historic resources to augment classroom instruction; and (3) Review of model lessons for practical ideas and applications.

A. T. Stephens
Amy Rosenkrans
Phyllis Walker Ford
All

#681 Tricks and Demos to Motivate Your Chemistry Students

Presenters share some of their favorite demonstrations and techniques using everyday materials and at relatively low cost. All demos and activities presented align with MSDE curriculum standards. An interactive session with a packet of all activities and demos to use in the classroom.

Janet Stein
Millie Patterson
MS/HS

#683 The Governor's Green School Award Program: Celebrating Excellence in Environmental Education

Learn about the innovative statewide effort to encourage and recognize ex-

Workshops continued on page 10

Teaching from the Missing Pages: Creating Lessons in African American History for the Schools

'Where there is no vision, the people perish.' We need to make sure that doesn't happen in our nation. Benjamin Carson, M.D.

Learn how Baltimore's Reginald F. Lewis Museum of African American History and Culture (scheduled to open in 2005) in partnership with the Maryland State Department of Education and the Laurel Grove School Association and teachers from the Fairfax (VA) County Public Schools developed supplemental lessons that address the content standards and year-long objectives for social studies and language arts in their respective communities.

See Course #642



Believing the HYPE

"Coach D is a master coach in delivering the principles and wisdom to ignite the passion within you." Keith Harrell, International motivational speaker and author of *Attitude is Everything*.

The HYPE® Program (Helping Youth Pursue Excellence), created by Darrell "Coach D." Andrews, reverses the negative "hype" most urban youth are exposed to and believe. The program is a resource for educators to understand the mindset and challenges of students of color and how to inspire them to success. Andrews has worked with school districts, government agencies and non-profits and is considered a pioneer in the youth leadership development. See Course #240

cellence in environmental education. The Governor's Green School Award Program recognizes the achievement of schools that include environmental education into the curricula, use best management practices at their school, and address community environmental issues. Participants should bring an assessment of current environmental projects at their school.

Kate Clavjo
All

#684 Let's GO! Use Technology for Teaching Elementary and Middle School Science

GO! is a new line of interfacing equipment designed specifically for the elementary teacher by Vernier Software and Technology. Teachers can connect up to 36 different sensors to a computer and instantly collect data. Participants investigate Vernier's guide to collecting data in the science classroom. A number of workstations will be set up for teachers to experiment with the activities.

Nüsret Hisim
ES/MS

#685 Understanding Selected Sun-Earth-Moon Core Learning Goals for Earth/Space Science – Expectation 2.(2)

Discover new ways to demonstrate some of the complex Sun-Earth-Moon interactions listed in Expectations 2 of the Earth/Space Science Core Learning Goals (Goal 2). Included are the seasons and the yearly variation in the sun's altitude and azimuth around the world; eclipse seasons; yearly/monthly/daily variations in the moon; and tides using simple models and real timetable data to understand solar and lunar cycles.

Martin Schmidt, Jr.
MS/HS

#686 Hands-On Elementary Science Can Be a Lot of Social Studies, Math and Language Arts Too

Use an inquiry approach to teaching hands-on elementary science lessons integrated with social studies, math and language arts. Participants will leave the workshop with several teaching ideas for their own classrooms.

Laura Corbin Frazier
ES/MS

#687 A Cold Look at Hot-Blooded Dinosaurs

What is the scientific evidence for the current view of them as hot-blooded (endothermic) and dominant land

animals for some 160 million years? This hands-on workshop will examine some of the ecological underpinnings for traditional and new views and leave the participant to draw his or her own conclusion. The truth is more interesting than Jurassic Park!

José Barata
All

#688 Problem-Based Learning—It's a Good Thing

Learn the basic components of Problem-Based Science Instruction, engage in a problem-based lesson aligned with the Voluntary State Curriculum in Science, and create problem-based lessons using the 5E's Lesson model.

Connie Flowers
All

#689 BAGELMANIA

How do you put fourteen dozen mini-bagels to good use? Try creating edible science experiments in balance, observation, measuring, pendulum variations, printing, and more. (Will a bagel always land cream cheese side down?) Activity handouts (and cream cheese!) provided!

Connie Flowers
All

#690 Growing Lessons & Resources for the Voluntary State Curriculum (V.S.C.)

Experience several hands-on materials from the newly developed Maryland Resource Kit. Teachers will design an environmentally friendly park, explore renewable resources, and construct graphic organizers. All lessons are aligned with the new Maryland V.S.C. in the areas of language arts, science, social studies, math, and career exploration. All participants in this workshop will receive the Maryland Resource Kit.


Jeanne Mueller
Jamie Picardy
ES/MS

Note: In addition to the workshops noted here, the following are scheduled but descriptions were not available at press time.



- Course #308 Teaching with Technology
- Course #703 Issues in Teacher Certification
- Course #293 Praxis: Tips and Strategies for Success
- Course #651 Staying Fit

Visit *MSTA OnLine*, www.mstane.org, for complete workshop and presenter information.

Need Money for National Board Certification?



Apply now for an NEA National Board Certification Loan,[®] and you'll be on your way to getting one of the most sought after credentials in the education profession: National Board Certification from the National Board for Professional Teaching Standards. Our low-cost loan, offered by NEA Member Benefits through MBNA America Bank, N.A., is a special revolving line of credit designed to help cover the \$2,300 assessment fee. The loan features a low Annual Percentage Rate (APR) of 6.99%[†] and a repayment term from 12 to 36 months. And better yet, there are no application fees, no collateral required, and no prepayment penalty. For more information, call 1-800-603-3953. Applications are accepted right over the telephone.

www.neamb.com

[†]Upon approval, MBNA will assign a \$3,000 credit limit and set your APR at 6.99%. MBNA is a federally registered service mark of MBNA America Bank, N.A. BCMK0304

CONVENTION 2004

MARYLAND STATE TEACHERS ASSOCIATION ■ NEA



Save time at Convention 2004!

There is no pre-registration for Convention 2004, but you can save time at the Registration Booth on Friday or Saturday by completing this on-site Convention 2004 Visitor Information form in advance. (Also available on *MSTA OnLine*, www.mstane.org.)

MSTA Convention, October 14-16, 2004

Visitor Information

Name _____

Member Yes No

Affiliate _____

Position Classroom Teacher
 Support Professional

E-mail Address _____

I will attend the following:
(Check all that apply)

Workshops
 Exhibits
 Social Activities



9,000 Members Mobilize at NEA RA

NEA kicked off an unprecedented, nationwide effort to host *House Parties* and other get-togethers to raise the profile of education issues in the upcoming election and beyond. NEA, with other national House Party co-sponsors, is well on its way to coordinating the largest one-day discussion of education in the nation's history.

More than 9,000 delegates, including MSTAs' own 325 state and local representatives, attended NEA's annual Representative Assembly in Washington D.C. this summer to recommit themselves to ensuring a quality public school education for every child in the country.

In his Independence Day keynote address to the Representative Assembly President Reg Weaver affirmed "our goal is for every child to achieve and succeed." Weaver urged NEA's 2.7 million members to enhance their efforts in the classroom by speaking out about the needs of children in their school and community, lobbying their elected representatives, and voting and volunteering to get pro-public education candidates elected at every level. He charged delegates to get new members and other allies to help in these ambitious goals.

"Team NEA, we are the foot soldiers for democracy's foundation—public education—and we are on the move!" said Weaver. "Defend democracy, defend public education, and defend the opportunity for all children to have access to a quality public education."

Modifying the so-called No Child Left Behind (NCLB) law to make it workable is one of NEA's top priorities, with members in full agreement that the law must be fixed and fully funded for its promise to become reality.

NEA also kicked off an unprecedented, nationwide effort to host *House Parties* and other get-togethers to raise the profile of education issues in the upcoming

election and beyond. NEA, with other national House Party co-sponsors, is well on its way to coordinating the largest one-day discussion of education in the nation's history.

Policy Actions

Delegates adopted a report that calls for additional study on issues affecting the achievement gap. The report by NEA's Professional Standards and Practices Committee reiterated that in order to close the achievement gap among their students, educators and schools need more support for methods and practices that work to boost student achievement.

The RA passed a number of New Business Items, calling on NEA to take action on issues including a statement in opposition to federal funding for the American Board for Certification of Teaching Excellence, a weak alternative to the National Board for Professional Teaching Standards, and voiced opposition to tests that, by themselves, are barriers to grade promotion or high school graduation.

Among significant changes to NEA Resolution language were amendments placing NEA in support of strengthening standards for charter schools so that they are held accountable for meeting their goals, strengthening teacher standards such that "testing only" routes were not allowed by states, and calling for schools to adopt stronger policies and programs to eliminate bullying.

NEA delegates also voted to support access to higher education, financial aid,



Queen for a day Brandy Reazer and Terry Miller, Montgomery, take a break on the floor of the RA. Reazer attended her second NEA RA as a state delegate and the reigning Mardi Gras queen (she was crowned at a Louisiana Delegation party). Among the highlights of the RA Reazer noted the two-day Joint Conference on the Concerns of Women and Minorities, particularly the session, "Girls and Gang Activity."

Miller was attending his fifth RA. "Discussing issues that so many people feel so passionate about in an open democratic way is exciting. I don't always agree with everything but it's interesting."

and in-state tuition for undocumented students.

Delegates amended a policy statement on early childhood education to reinforce the organization's belief that pre-kindergarten teachers should be fully licensed and certified.

In addition, delegates overwhelmingly adopted a strategic budget that directs resources to enhance teaching and learning, advocate for children and members, and build partnerships with organizations and individuals who support public education.

Delegates made a commitment to NEA's fight for public education by extending a \$5 special dues increase to help state affiliates with ballot measures, legislative crises, and to support national and

state affiliate media campaigns to advance the cause of public education. Delegates voted to increase the dues support for these efforts by \$1 per year for five years.

NEA Awards, Honors, and Special Events

The 2004 Teacher of the Year, Kathleen M. Mellor, a middle-school teacher from North Kingstown, R.I., addressed the assembly, speaking passionately about the rewards of teaching. "We know the tremendous impact of each day and each lesson," she said.

Allyson "Sunny" Story, NEA's 2004 Education Support Professional of the Year from Cedar Rapids, Iowa, told del-

NEA RA
continued on page 12



First-year teacher, first-time delegate Baltimore County 6th grade teacher Theo Burgess wasted no time getting involved in his professional association. The policy making activities of the RA, he said, put a much broader perspective on his career as a teacher. "I wanted to be a delegate because I'm interested in our national role as teachers: What do we have to say about certain issues and how do we come to our conclusions?"

MSTA Volunteers!

An event the size of the NEA Convention couldn't happen without volunteers! MSTA and NEA are grateful to the over 200 volunteers who worked telephones, information and NEA Fund for Children and Public Education booths.

According to LeeAnn Kaye, Maryland Host Committee chair, NEA reported that volunteer coverage this convention was the best ever, with Maryland and Virginia members pitching in every capacity. Many Marylanders worked the entire seven-day Convention period.

For Kaye, it was her fourth year serving as Host Committee, having served in 1988, 1992, 1996, and this year. "Each experience has been both a challenging and very rewarding experience," Kaye said. "All of our volunteers were terrific. Everyone was flexible in their willingness to help wherever needed and whenever there was a change of plans. And they did it with a smile!"

Maryland Host Committee

Sub-Committee Chairs

Information Booth

Val Crieghton, Prince George's County, Phyllis Truitt*

Microphone/Telephone Network

Trish Bendler* Rolonda Fields*

NEA Fund for Children and Public Education

Nancy Gordon, Frederick, Irene Strieby*

Treasurer

Tony Rising*

*MSTA Retired Members



Making a Case Charlene Haynie, Charles County, addresses 9,000 fellow delegates at the NEA RA. Haynie is a local board member and 29-year Association veteran.

NEA RA
continued from page 11

egates how education employees in her area negotiated a new mentoring program to support members. "There are a great many who either do not understand or who want to destroy public education," Story said. "But a coalition of educators working together for the common good is more powerful than individual educators."

NEA's highest honor, the Friend of Education Award, went to Marian Wright Edelman, founder and president of the Children's Defense Fund (CDF). Under her leadership, CDF has become the nation's strongest voice advocating for children and families.

A celebration honoring the Brown v. Board of Education decision and the role played by members of the NEA and the all-Black American Teachers Association and the recognition of delegates who arrived wearing or carrying items that honored their family members' participation in the armed services were among the meeting's special events.

Pre-Conference Activities

The theme of the Annual Meeting was "TEAM NEA: Uniting the Nation for Great Public Schools." Forums were held addressing health care coverage and closing the achievement gap. NEA's two-day Joint Conference on the Concerns of Women and Minorities gave participants opportunities to learn more about how to address student needs and foster respect and safety in America's public schools.

In the Association's ninth annual Outreach to Teach, more than 325 student, retired, and active NEA members converged on Longfields ES in Prince George's County to help with clean-up efforts following a spring fire that destroyed three classrooms.

The 2005 NEA Annual Meeting and RA will be held in Los Angeles. For information about becoming a delegate to the NEA RA, look for the NEA Representative Assembly Delegate election forms in the October issue of ActionLine or contact your Local Association office. Forms will be available at MSTA OnLine, www.mstanea.org, in late September.



Pondering a vote MSTA delegates study the daily RA Today for the latest news on Association business scheduled for the day. MSTA delegates, numbering 325, had full slates everyday, listening, monitoring, and voting on Association policies, by-laws, and new business items.



Summer Training Series On the Road with MSTA

The restructured MSTA Summer Training Series, formerly the MSTA Leadership Training Retreat, started its road trip July 14-15 in Greenbelt with the Emerging Leaders Academy. Traditionally part of a larger collection of workshops held over four-days, the new format was devoted entirely to nurturing MSTA's future leaders.

Following the Greenbelt stop, MSTA's mobile training team delivered the Leadership & Organizational Development Institute in beautiful St. Michaels on the Eastern Shore. Two-day sessions explored organizing membership, effective leadership, nurturing relationships, using the Association message, and developing and staying on message.

With barely time to unpack her clothes from a busy week as a first-time delegate to the NEA RA, Tanyann DeShields, Baltimore County, headed off to her first MSTA training. Her enthusiasm was tangible as she spoke of what she hoped to do. "Everything I've learned in the past few months is coming together. I came [to St. Michaels] to learn more about how I can share this information with my colleagues and be a voice for the concerns of ESP in my county!"

"We have a major workload issue in our county and activism is one way to try to make a difference," said John Eckstrom, a physical education teacher in Howard County, at the Running for Office training. "I was presented the opportunity to attend the Summer Training Series and thought it would be a good opportunity to learn something new and maybe run for office someday."

Robert Ridgely, Carroll, is a third grade teacher who came to the training to become part of the solution. "A lot of younger teachers don't understand the problems or just put up with things the way they are. I want to help get the younger teachers involved so that we can become part of the solution instead of adding to the problem by not doing anything about it."

All told, 66 MSTA members attended the training in St. Michaels, no doubt each with their own story to tell. If you see any of the folks listed below in your neck of the woods, be sure to ask them about MSTA's stop in St. Michaels!

Next stop? Rocky Gap State Park! Visit *MSTA OnLine*, www.mstanea.org, to catch up with the MSTA trainers as they presented the Teaching and Learning: Professional Development Institute.

Did you miss this year's Summer Training Series? Look for MSTA's Professional Development and Training Guide available at *MSTA OnLine*, www.mstanea.org.

Check out the new 2004-2005 MSTA pocket calendar (delivered with your new MSTA membership card) for professional development training opportunities throughout the year!

The Leadership Training Committee hosts the Summer Training Series.

The members are:

Beth Thorsen, Chair, Charles
Lizabeth Fatig, Charles
Sarah Halberstadt, Garrett
Charlene Herzins, Worcester
Susan Higley, Cecil
Bill Hill, Anne Arundel
Lori Hrinko, Cecil
Yvonne Hudson, Montgomery

Terry Miller, Montgomery
Phyllis Parks Robinson, Montgomery
Sheila Sewell, Cecil
James Spears, St. Mary's
Steve Yeash, Allegany
Denise Yorkshire, ACE AFSCME
Board Liaison, Abby Beytin
Staff Liaison, Helen Miller

What Membership Means...

Choosing to join a professional association like MSTA is a major step in building your career. It signals commitment. It signals trust.

Whether entering public education as a new college graduate, career changer, or support professional, you soon realize that it is a unique environment. As professionals in a public role, your job is of great interest to a large majority of citizens. Most citizens have used, are using, or have direct contact with the public school system and are shrewd observers of its success.

As a public school employee, your job is under the direction and scrutiny of bureaucrats, administrators, and the legislators whom you helped elect and who make the laws that govern your job.

In counties throughout the state, MSTA and its local affiliates have improved salaries and benefits and helped to organize employees to improve working conditions. While embracing the issues of school quality, student achievement, and the professional status of all school employees, MSTA also negotiates for improved basics such as salary and benefits.

MSTA acts as your advocate with groups on issues that have a direct impact on your ability to do your job well.

When stacks of paperwork and other required non-instructional duties interfere with student achievement, MSTA is the first to address those issues.



When threats are made to demoralize employees by undermining the teacher pension system, MSTA responds with a targeted campaign. We hold the state accountable for its contribution and for improving the benefit.

When employees lack the standard benefits of employment, or are treated badly, MSTA intervenes with collective bargaining assistance, or by organizing new local associations as we did for Eastern Shore support professionals.

When issues like IDEA and the No Child Left Behind law impose unreasonable mandates, MSTA works to change the laws and prepares and trains employees.

With MSTA membership, you soon learn that MSTA leaders and experienced professional staff take your concerns

directly to where they are best heard, whether it is to an administrator, your local board of education, the Maryland State Department of Education, or the lawmakers in the General Assembly.

MSTA's concerns are not easily dismissed when backed by the strong voice and voting power of your local membership and MSTA's 60,000 members.

Members know MSTA is the only Association of its kind with the history and experience to effectively advocate for Maryland's public school employees.



A new learning curve

Newly elected local presidents, including: Keith Goodell, president, Harford; Shannon Fitch, president, Calvert; Bill Payne, president, Allegany administrators; Jan Emerson, president, St. Mary's, attended the annual *New Officers Training* at MSTA headquarters in Annapolis. Others attending included: Vonda Bryner, president, Garrett; Gloria Collins, president, Baltimore County ESP; Linda Eberling, president, Wicomico; Sheila Sewell, president, Cecil ESP; and Max White, president, Frederick administrators.

Why I'm a Member ...

Featured on the cover of this issue are just five of the 25 members who attended MSTA's Emerging Leaders Academy this summer. As you can see, the Academy isn't just for novice MSTA members. At this year's training in Greenbelt, new, veteran, ESP, and second-career members assembled to learn more about MSTA mission of representation and advocacy.



1 Alberta Fisher, Prince George's County, is a high school cosmetology instructor and 20-year veteran member of her local and MSTA.

2 Jaclyn Lichter, Montgomery County, is a second-year fifth-grade teacher and a member of her local and MSTA.

3 Debra Rambo, Howard County, is a middle school instructional assistant in special education. She has been a member of her local and MSTA for two years. A former corporate trainer, Debra is pursuing a degree in education and teaching as a second career.

4 Nikole Fleming, Cecil County, is a 4-year member of her local and MSTA and a former member of the Baltimore City Teachers Union. She teaches 4th grade.

5 Jeff Mimmall, Washington County, is head custodian at Conococheague ES. He's been a member of his local and MSTA for 20 years.

Also attending the leadership training this year were:

Amy Atwood, *Prince George's*
Melissa Berger, *Howard County*
Catherine Culver, *Charles County*
Rosalind Eggleston-Wiseman, *Garrett County*
Shannon Fitch, *Calvert County*
Darla Heinz, *Prince Georges*
Bill Hill, *Anne Arundel*
Barbara A. Kilroy, *Montgomery County*
Terry Klazer, *Prince Georges*
James Lathan, *Prince Georges*
Andrew A. MacInskie, *Montgomery County*
Beth Malinowski, *Cecil County*
Hakimah Mekki, *Baltimore County*
Jeff Mimmall, *Washington County*
Alice Rau, *Carroll County*
Stephanie Ross, *Prince George's*
Amy Stout, *Prince George's*
Shirley Washington, *Montgomery County*
Alison Weiss, *Carroll County*
Sarah Weller, *Anne Arundel County*

NEA DUES-TAB

Free automatic coverage for all members!

All active, reserve and lifetime MSTA/NEA members can take advantage of the valuable, automatic term life insurance coverage provided by NEA DUES-TAB**. All you have to do is register your beneficiary and you're covered. Don't wait—do it today!

Reserve and Life** coverage by the NEA Members Insurance Trust**

- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment coverage
- Up to \$50,000 of accidental death and dismemberment (AD&D) insurance for any covered accident that occurs while on the job or serving as an Association leader
- Up to \$150,000 of life insurance for unlawful homicide while on the job

Your coverage is automatic but you must register your beneficiary.**

All you have to do is register your beneficiary and you're covered, so don't wait, do it now!

* No dues dollars are used to support NEA DUES-TAB

**If you are registered for Dues-Tab Insurance and would like to change your beneficiary, call NEA Member Benefits, 800/637-4636.

It's simple, fast and FREE!

Are you one of the almost 30,000 MSTA members who have not registered a beneficiary for your free NEA-Dues Tab Insurance? Member Benefits reports that up to 30,000 MSTA members remain unenrolled.

You MUST register a beneficiary for this benefit. Do it today!
NEA Member Benefits website, www.neamb.com, or call 800/637-4636.

Notice of Special Elections at Convention 2004

A special election is scheduled for the upcoming MSTA Convention and Representative Assembly, October 14-16, to fill the unexpired term of Anna-Marie Halstead, a member-at-large of the MSTA Board of Directors. Nominating form printed below.

Delegates to Convention 2004 will also vote to endorse an Active Teacher candidate for trustee to the Maryland State Retired and Pension System. Application form for endorsement printed below.

Delegates will also elect a MSTA Crisis Fund Trustee to serve a three-year term. No form is necessary for this office. Nominations come from the floor at the Representative Assembly.

Candidates for all three offices are invited to make a brief presentation to the assembled delegates. Speeches should not exceed three minutes.

MSTA Board of Directors

Member-at-Large

Unexpired term: 8/1/03 - 7/31/05

Name: _____

Address: _____

Phone: _____ (Home) _____ (School)

Educational position: _____

(Teacher, administrator, paraprofessional, or support personnel)

Local Association: _____

Ethnic Group: _____

Letter of Intent

I hereby state my willingness to run as a candidate for member-at-large to the MSTA Board of Directors. I agree to abide by the MSTA/NEA policies and bylaws and adhere to the Code of Ethics, as adopted by the Association.

Date

Signature of Nominee

Mail or deliver to: Trish Bendler/Susan Russell, c/o MSTA Nominations and Credentials Committee, 140 Main St., Annapolis, MD 21401. If mailed, the form must be received at the above address by October 12, 2004. If hand-delivered at MSTA Convention 2004, the form must be received by 12 p.m. (noon) October 15, 2004

Application for MSTA Endorsement

Maryland State Retired and Pension System Board of Trustees

The 2004 MSTA Representative Assembly will consider an endorsement for the Active Teacher position on the Maryland State Retired and Pension System Board of Trustees.

Name: _____

Address: _____

Phone: _____ (Home) _____ (School)

Educational position: _____

(Teacher, administrator, paraprofessional, or support personnel)

Local Association: _____

Ethnic Group: _____

Letter of Intent

I hereby apply for MSTA endorsement of my candidacy for the Maryland State Retired and Pension Systems Board of Trustees.

Date

Signature of Nominee

Mail or deliver to: Trish Bendler/Susan Russell, c/o MSTA Nominations and Credentials Committee, 140 Main St., Annapolis, MD 21401. If mailed, the form must be received at the above address by October 12, 2004. If hand-delivered at MSTA Convention 2004, the form must be received by 12 p.m. (noon) October 15, 2004

Check these Dates

September

Library Card Sign-Up Month
Sept. 15 – Oct. 15 National
Hispanic Heritage Month

4 American Indian Day
6 Labor Day *Office closed*
8 International Literacy Day
9 MSTA Urban Bargaining
10-11 MSTA Board of Directors
12 Grandparents Day
13 MSTA Collective Bargaining
Council WEST
14 MSTA Collective Bargaining
Council EAST
15 Rosh Hashanah
Begins at sunset

17 Rosh Hashanah *Ends at sunset*

18 Bargaining Seminar
21 International Day of Peace
22 First day of Autumn
23 MSTA Staff Meeting
24 Yom Kippur *Begins at sunset*
28 Maryland State Board of
Education
29 Local Presidents' Advisory
Council

October

Sept. 15 – Oct. 15 National
Hispanic Heritage Month
Gay Lesbian, Bisexual, Transgender
History Month

10-16 National Educational Office
Professionals Career Awareness
Week

11-15 National School Lunch
Week

17-23 National School Bus Safety
Week

7-8 MSTA Board of Directors
MSDE Maryland Teacher of
the Year Banquet

11 Collective Bargaining Council
WEST
Columbus Day/Discoverers' Day

12 MSTA Collective Bargaining
Council EAST

14 MSTA Urban Bargaining

14-16 137th Annual MSTA
Convention & Representative
Assembly*

15-16 NEA Board of Directors
Ramadan begins

20 Presidents' Network Series

24 United Nations Day

26-27 Maryland State Board of
Education Meeting

31 Daylight Savings Time Ends
Set clocks back 1 hour

Halloween

*See special Convention 2004 section,
pages 4-10

Foerster Looks Ahead in Online Interview

Ehrlich administration may forgo annual contribution to pension system ...

“That is a wholly unacceptable proposal,” says Foerster

In what Del. Peter Franchot (D-Montgomery) called a “brilliant opening article,” Tom Hucker, executive director of Progressive Maryland, referred to Gov. Bob Ehrlich’s April 22 scolding of a group of campaign donors. Why, he asked, can’t we be as effective as the teachers?

It’s true, Hucker wrote in the group’s midsummer online newsletter: “They don’t have the tailored \$1000 suits. And no gleaming Rolexes. Yet Bob Ehrlich noted Maryland’s 60,000 teachers as the most influential group in Annapolis. For all of our sakes, let’s hope he’s right.”

Hucker cited MSTA lobbyists, and the “strong, consistent, bipartisan majorities of voters who are smart enough to support increased investment in public education” for the success of MSTA and the Coalition to Support Public Schools for strengthening the *Bridge to Excellence in Education Act*.

But lots of the credit, he said, falls to Pat Foerster, MSTA president. An excerpt from a featured interview appears below.

To read the interview in its entirety, visit MSTA OnLine, www.mstanea.org.

Progressive Maryland:

What were MSTA’s top issues in the 2004 session of the General Assembly?

Pat Foerster:

Our priority was advocating for full funding of the Thornton formula for the coming fiscal year, as well as a secure, dedicated source of funding for the out years. We were successful in the House of Delegates in supporting the Speaker’s sales tax revenue proposal, which was not acted on by the Senate.

MSTA has also undertaken a campaign to increase the pension benefit for members of the teachers’ retirement and pension system. Currently, Maryland ranks last in the country in the pension benefits that educators receive after a career in public education. On top of that, the Ehrlich administration may be considering forgoing its annual contribution to the state retirement and pension system next year in an effort to curtail the projected deficit.

We will strongly oppose any such step. Passing on this state obligation to the counties would devastate many local budgets, requiring all local resources to be used to make up the difference, including money from the Thornton formula. This is a wholly unacceptable proposal.

MSTAOnLine: MembersOnly

Log on today!

Register on MSTA MembersOnly website today using the 10-digit MSTA membership number found on your membership card or by creating your own user name and password. If you sign on using your 10-digit membership number, you can easily adjust your sign-in to respond to your chosen user name and password.

Simply log on to MSTA OnLine, www.mstanea.org and follow the registration instructions at the MembersOnly link at the top of MSTA’s homepage. You’ll soon be able to connect directly to MembersOnly and the news, reports, and special information that’s especially targeted to MSTA’s valued members.

Look for news about MSTA activities like the upcoming Convention 2004, the professional development schedule, special early-bird registration discounts, local, state and national news on the political front, contests, special offers and updates about benefits to membership.

Contact your legislators!

On MembersOnly you can link directly to prepared email messages and send them to your elected state and national leaders. Hearing from you is the number one way to influence their vote on the issues that affect public education.



On the Web

Visit MSTA OnLine, www.mstanea.org for MembersOnly access, news, information, downloads, and more!

MSTA Convention 2004: News, updates, downloads!

Campaign 2004 House Parties: Would you like to host a party? Find out how!

Your pension: News and updates!

Pictures: NEA Convention, Summer Training Series and more!

MSTA bylaw amendments: Online for review
See the October issue of ActionLine for bylaw amendments to be voted upon at MSTA's Convention 2004

MSTA 2004-2005 Professional Development Guide

Visit NEA's Election 2004 website: www.nea.org/vote Username: NEA; Password: vote4kids