





# WELCOME TO MCEA

MCEA – the Montgomery County Education Association – is the organization of education professionals in the Montgomery County Public Schools. There are more than 12,000 of us – classroom teachers, psychologists, resource teachers, special educators, pupil personnel workers, counselors, substitutes, speech & language pathologists, media specialist, and more.

By joining MCEA, you help make decisions affecting your work life, and help our profession grow stronger. The greater our numbers, the more effective we are at:

- ENSURING** educators are the decision makers of their profession,
- STRENGTHENING** our relationships with parents and the community,
- EDUCATING** elected officials on the needs of students and educators,
- BUILDING** a cadre of teacher leaders through professional development,
- ADVOCATING** for educators to be treated and compensated as professionals,
- UNITING** around social justice issues, including closing the achievement gap.



# WE BELIEVE

OUR COLLECTIVE RESPONSIBILITIES – TO PUBLIC SCHOOL STUDENTS, THEIR FAMILIES, AND TO THE BROADER COMMUNITY – ARE FORGED FROM OUR COMMITMENTS TO PUBLIC EDUCATION EXCELLENCE, EQUITY AND SOCIAL JUSTICE IN A DEMOCRATIC SOCIETY.

**WE BELIEVE** that a quality education is a fundamental right of every child, that all children can learn, and that high quality teaching is essential to student success.

**WE BELIEVE** that classroom teachers must provide leadership in defining and addressing the needs of our schools. We believe that with leadership also comes responsibility; and that we have an obligation not just to critique that which we do not like but to provide vision, practical solutions, and the hard work necessary to make positive changes that will improve our schools.

**OUR COMMITMENT** to improving the quality of teaching and learning is based not only on moral principle but also on the practical understanding that the future well-being of our members depends upon the future success of our schools.



# YOU ARE MCEA!

## WHAT KIND OF MCEA WILL YOU CREATE?

Our members guide the union's work. Here's some of what we've been doing.



### AD HOC COMMITTEES AND STANDING COMMITTEES

#### >> ART AND MUSIC ADVOCACY

The Art & Music Collaboration Committees are comprised of MCEA members and Fine Arts administrators who have a shared interest in quality art and music education for all of our students. These committees are currently working on increasing equity in resources and access to art and music classes across the system.

#### >> COMMUNITY SCHOOLS WORKGROUP

Community Schools are a strategy as well as a place, encompassing six essential strategies: engaging, culturally relevant and challenging curriculum, wrap-around supports, authentic parent and community engagement, inclusive school leadership, positive behavior practices such as restorative justice, and high-quality teaching, not high-stakes testing. The MCEA Community Schools workgroup strives to bring these full scale Community Schools to Montgomery County by working with partners locally, at the state level, and nationally.

#### >> BELL TIMES WORKGROUP

Advocating for a proposal to support a bell time shift that benefits all students at all levels.

#### >> PRE K WORKGROUP

Focuses on issues that impact Pre K, Head Start, PEP, and Pre K Plus educators. The group is also working toward a long term goal of bringing universal Pre K to Montgomery County.

#### >> HUMAN AND CIVIL RIGHTS COMMITTEE

Addresses significant education and social justice issues of equity and human rights in our community, country, and world. HCR works to make increasingly diverse groups of students and educators feel welcome, appreciated, and respected in our public schools.

#### >> SPARKS

MCEA SPARKS leadership development program brings together educators that are within their first five years of teaching in MCPS. SPARKS provides an opportunity to discuss the triumphs and challenges of being an educator, networking with others, and increase leadership skills.

#### >> EARLY CAREER LEADER FELLOWS

Engages new educators to have them lead and make a difference in their profession.

Here is a video on the program: <http://tinyurl.com/ECLF2016>

#### >> COLLABORATION COMMITTEES

These groups are dedicated to collaboratively problem solving with supervisors around issues that impact their work. For example, our ESOL CC was featured in a Washington Post article (<http://tinyurl.com/ESOLthePost> ) and on ABC News (<http://tinyurl.com/ESOLonABC> ) advocating for their students during the restructuring of ESOL in central office.

MCEA has several specifically focused collaboration committees including: Art, Music, ESOL, School Psychologist, Special Education, Infants & Toddlers and PPWs.



## COUNCILS ON TEACHING AND LEARNING

There are three Councils on Teaching and Learning (CTL), one for each school level (ES, MS, HS). The role of the Councils on Teaching and Learning is to meet with the central office administration to provide feedback from teachers on policy and practice. They also work collaboratively with central office administration to improve the implementation of curriculum, instruction, and assessment. They advocate at the Board of Education around policy impacting their instruction and student growth.

*EVERY CHILD DESERVES A CHAMPION – AN ADULT WHO WILL NEVER GIVE UP ON THEM, WHO UNDERSTANDS THE POWER OF CONNECTION AND INSISTS THAT THEY BECOME THE BEST THAT THEY CAN POSSIBLY BE.*

– RITA PIERSON

### ELEMENTARY SCHOOL CTL

We focus on issues that impact elementary students. This past year we have focused on equity, professional development, technology, and assessment. Our group successfully supported a change at the state level regarding the KRA, reducing testing time and increasing instructional time.

### MIDDLE SCHOOL CTL

The MS CTL focuses on partnering with our constituents to include teacher voice in decision making outside the school walls. This past year we created an exam schedule workgroup that focused on providing parity to students and staff at middle school with the high school model. We also partner with MCPS to troubleshoot the roll-out of Chromebooks and accessibility of WiFi.

### HIGH SCHOOL CTL

Our focus will always be working towards positive collaboration between our representatives, the high school staff, and other stakeholders about all topics concerning student and teacher success.



**THE ROLE OF LEADERSHIP IN EDUCATION... IS NOT AND SHOULD NOT BE COMMAND AND CONTROL. THE REAL ROLE OF LEADERSHIP IS CLIMATE CONTROL, CREATING A CLIMATE OF POSSIBILITY.**

– KEN ROBINSON



## **CENTER FOR TEACHER LEADERSHIP**

### **NATIONAL BOARD CANDIDATE SUPPORT PROGRAM**

Provides pre-candidacy training as well as year long coaching for members going through the National Board Certification process.

### **PROFESSIONAL DEVELOPMENT**

**LEADERSHIP TEAM INSTITUTE** - This is a 4 day, 45 hour experience that results in 3 CPD when all requirements are completed. Participants learn about the type of collaborative, facilitative, interest-based and distributive leadership that is expected of employees who work in MCPS schools.

**LEADERSHIP AND INNOVATION IN CURRICULUM DESIGN** - This is a 45 hour professional learning experience that results in 3 CPD when all requirements are completed. Participants learn about the best practices and expectations for designing learning progressions in their classrooms. There is also a section of this that is focused on International Baccalaureate and the special planning needs that curriculum requires.

### **EQUITY WORKS - EQUITY, RACE AND FREEDOM** -

This is a 4 day, 45 hour experience that results in 3 CPD when all requirements are completed. Participants explore issues of identity bias, social justice and equity. They will learn how to intentionally create classrooms that support the broad learning needs that come to the classrooms of MCPS.

These courses are eligible for a 50% course reimbursement from MCPS and for participants who are full members of MCEA receive an additional 50% from the balance. The CPD offered by the MCEA Center for Teacher Leadership are approved by the Maryland State Department of Education and can be used for certificate renewal and movement on the salary schedule.

For more information visit

<http://mceanea.org/teaching-and-learning/>



# CONNECTING WITH YOUR ASSOCIATION

MCEA and its parent organizations, the Maryland State Education Association (MSEA) and the National Education Association (NEA), each have developed websites as well as other electronic forums.

## YOU CAN ACCESS YOUR ASSOCIATION AT THE FOLLOWING LOCATIONS:

MCEA Website: [mceanea.org](http://mceanea.org)

MSEA Website: [marylandeducators.org](http://marylandeducators.org)

NEA Website: [nea.org](http://nea.org)

NEA Member Benefits: [neamb.com](http://neamb.com)  
(Discounts and more!)

## FIND MCEA ON SOCIAL MEDIA:

Facebook – [facebook.com/montgomeryteachers](https://facebook.com/montgomeryteachers)

Twitter - [@mceanea](https://twitter.com/mceanea)

Pinterest - [pinterest.com/mceanea](https://pinterest.com/mceanea)

## MCEA CONTACTS

The first level of support includes building representative(s) and elected faculty representative(s) at each individual school. The issue could also involve assistance from MCEA staff. Contact MCEA at 301-294-6232 and one of the following people can assist you.

## MCEA ADMINISTRATION & LEADERSHIP

Christopher Lloyd, President

Jennifer Martin, Vice President

Mary Neal, Sick Leave Bank Coordinator

Jackie Thompson, Membership Coordinator

Ellen Holmes, Montgomery Institute Coordinator

## MCEA FIELD STAFF

Elaine Crawford, UniServ Director

Jerome Fountain, UniServ Director

Kim-Shawn Gary, UniServ Director

Joia Jones, UniServ Director

Andrew Macluskie, UniServ Director

Amber Sansbury-Childs, UniServ Director

Lisa Markussen, UniServ Director

Lauren-Ashley Villa, UniServ Director



# THE CONTRACT

## WHAT IS A CONTRACT?

MCEA members sit down with representatives of the Board of Education to discuss the many conditions that impact teaching and learning, including salary, benefits, planning time, leave, classroom discipline, professional development opportunities, student achievement, materials, and much more during bargaining.

Agreements reached as part of these discussions become the contract between MCPS and MCEA members.

## YOUR CONTRACT

The negotiated agreement (Contract) between MCEA and the Board of Education can be found online at [www.mceanea.org](http://www.mceanea.org). All new employees will receive a hard copy of the contract from MCPS.

For more information about the contract, contact your MCEA Building Representative.



*IF YOUR ACTIONS INSPIRE OTHERS TO  
DREAM MORE, LEARN MORE, DO MORE  
AND BECOME MORE, YOU ARE LEADING.*

- UNKNOWN

# FINANCIAL SECURITY: PROTECTING YOUR INCOME

## SICK LEAVE BANK

The MCEA Sick Leave Bank is designed to assure that members have paid leave available after their own sick leave has expired. The bank use is for extended personal illness or disability (i.e., pregnancy, surgery, or injury) suffered by the Sick Leave Bank member only.

A full copy of the MCEA Sick Leave Bank Rules of Procedure can be found on the MCEA website at [www.mceanea.org/members/sick\\_leave\\_bank.php](http://www.mceanea.org/members/sick_leave_bank.php).

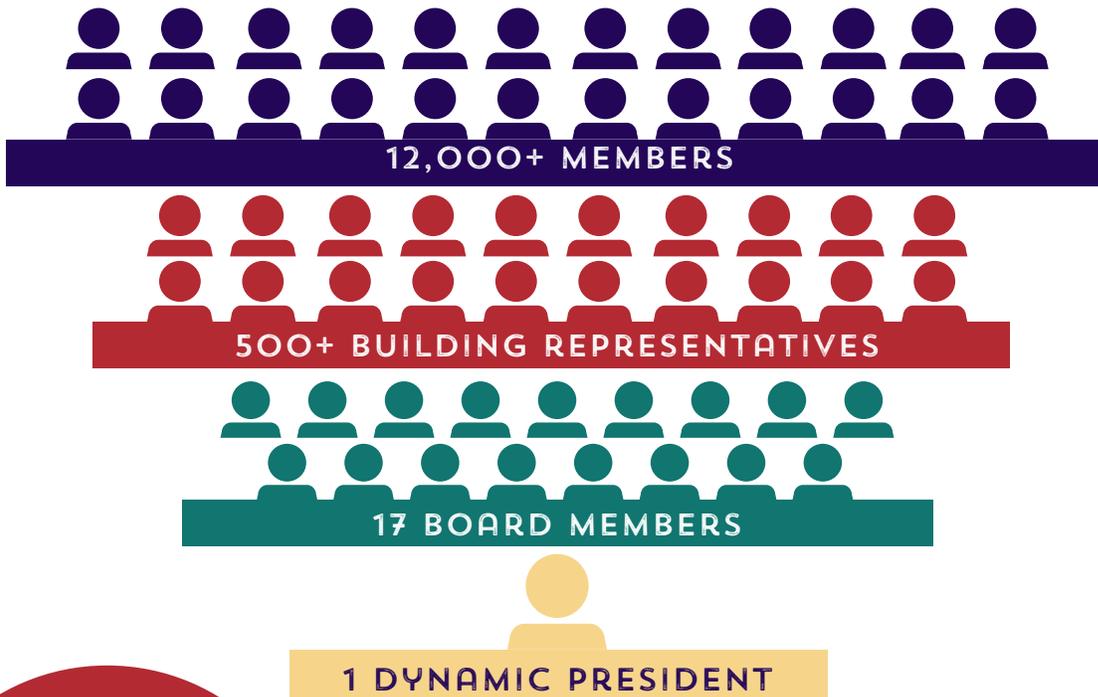
## LONG TERM DISABILITY

The MCEA/MCPS Sick Leave Bank provides excellent short-term disability income protection. For a long term disability plan American Fidelity Assurance Company is available to MCEA members at a discounted rate.

This income protection plan will provide up to 66.7% of your monthly salary and will continue until age 65. Complete details and options of the plan may be obtained by calling American Fidelity at 1-800-638-4268.



# HOW IS MCEA GOVERNED?



**ONE  
BUILDING  
REP**

PER 15 MCEA  
MEMBERS

**ONE EFR  
MEMBER**

PER 75  
MCEA  
MEMBERS



# POLITICAL ACTION



**TEACHER  
RECOMMENDED**

*Montgomery County  
Education Association  
(MCEA)*

## **POLITICAL ACTION AND LEGISLATIVE SUPPORT (PALS) COMMITTEE**

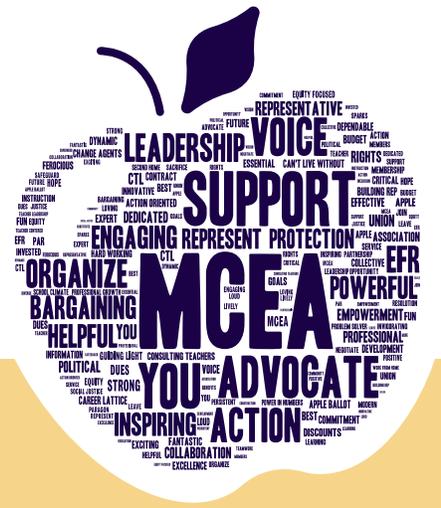
This committee is dedicated to all things political. They help give teacher voice to decision makers about our profession by campaigning, lobbying, and testifying in the political arena.

## **APPLE BALLOT**

Candidate recommendations are made by the MCEA Representative Assembly after consideration by the MCEA Political Action and Legislative Support (PALS) Committee and the MCEA Board of Directors. Recommended candidates are then placed on a sample ballot shaped like an apple. MCEA members hand out the ballots at polling sites to help get the right elected officials into office to make a difference for our students.

Please Note: Dues money is not used to print or distribute the Apple ballot or for other campaign advertising.

# GLOSSARY



## ACRONYMS OF MCEA AND MCPS

EFR	.....	Elected Faculty Representative
SIP	.....	School Improvement Plan
SLO	.....	Student Learning Objective
MCEA	.....	Montgomery County Education Association
BOE	.....	Board of Education
CTL	.....	Councils on Teaching and Learning
CC	.....	Collaboration Committee
PLC	.....	Professional Learning Community
OSSI	.....	Office of School Support and Improvement
PAC	.....	Political Action Contribution
CPD	.....	Continuing Professional Development
EAP	.....	Employee Assistance Program
ERSC	.....	Employee and Retirees Service Center
LMCC	.....	Labor Management Collaboration Council
MCAAP	.....	Montgomery County Association of Administrators and Principals
SEIU	.....	Service Employees International Union
MSEA	.....	Maryland State Education Association
NEA	.....	National Education Association
NBCT	.....	National Boards-Certified Teacher
ESSA	.....	Every Student Succeeds Act
OHRD	.....	Office of Human Resources and Development
OCIP	.....	Office of Curriculum and Instructional Programs
SDT	.....	Staff Development Teacher
PAR	.....	Peer Assistance and Review
PGS	.....	Professional Growth System
CT	.....	Consulting Teacher

WE MUST ESTABLISH A PERSONAL CONNECTION WITH EACH OTHER.

# CONNECTION BEFORE CONTENT.

WITHOUT RELATEDNESS, NO WORK CAN OCCUR.

- PETER BLOCK





12 Taft Court  
Rockville, Maryland 20850-1150  
E-mail: [helpdesk@mceanea.org](mailto:helpdesk@mceanea.org)  
Phone: 301-294-6232

