



Baltimore City Public School Administrators and Supervisors Association

PRINCEPS

President's Corner

Dear Union Family,

As the holiday season approaches, I wanted to take a moment to extend my warmest wishes to each and every one of you along with your families. Throughout this year, your dedication to education and commitment to ensuring quality teaching and learning experiences have been nothing short of remarkable. Your hard work and perseverance in navigating the continued challenges we all face have made a positive impact in the lives of countless City Schools children and families.

May this holiday season bring you joy, peace, and moments of well-deserved relaxation. Take this time to recharge and rejuvenate, and get ready to embrace the new year with renewed energy and enthusiasm. Most importantly, take this time to enjoy being off of work as you celebrate life with friends and family. Focus on self-healing. Leave work assignments unattended, turn off the technology or respond at your leisure.

Thank you for being an integral part of Baltimore City. Your contributions are invaluable, and I'm honored to stand alongside each of you in this journey. Wishing you and your loved ones a wonderful holiday season filled with warmth, happiness, and cherished moments.

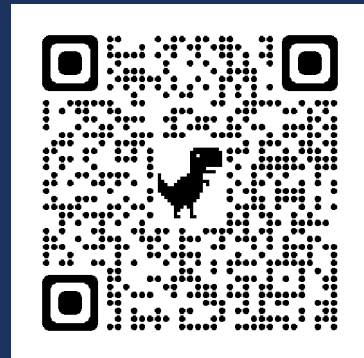
Season's Greetings and Best Wishes,

#TUT

In solidarity,

Karl E. Perry

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Items of Interest

- The BTU is set to resume contract discussions soon after the break in hopes of reaching an agreement over the next couple of months. Once complete, we will begin our formal negotiations.
- If you need member support while working with another member then please let me know. We cannot allow others to get involved in Union member matters because that is detrimental to membership.

Wellness Strategies

Tips for improving your mental wellbeing

- Try to relax and reduce stress
- Find ways to learn and be creative
- Spend time in nature
- Connect with others
- Look after your physical health
- Try to improve your sleep

Officers

- Rhonda Richetta, Vice President
- Donnae Bushrod, Secretary
- Valerie Stamper, Treasurer
- Craig Rivers, Public Relations
- Shionta Somerville, Parliamentarian

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Members-at-Large

- Danielle Henson, K-8
- Aleesha Manning, K-8
- Kamala Carnes, High
- April Myrick, High
- Shandra Worthy-Owens, Central Office Rep.
- Reginald Robinson, Executive Director

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District Office Update for December 22, 2023

The district has scheduled a Wellness day for schools and school staff on December 22nd. Our contract indicates that we adhere to the district calendar for all holidays. Wellness days are not considered holidays even though some confusion has been created by the district payroll calendar. I have reached out to the CEO on several occasions to inquire if she would allow all PSASA members to have a Wellness Day on Friday, December 22, 2023 because it is needed by all. I have also noted to her that even though she is closing district offices the following week for everyone, that does nothing for our members as all PSASA members are off during that week.

I understand that some supervisors have indicated that district members may use vacation leave, but if that is the case then all members should be permitted to have a Wellness day. The district has made the decision not to allow our district office members a much deserved Wellness Day on December 22nd. If you decide to request a day of leave and it is not honored then let me know.

Climate Survey Update

Thank you to everyone who was able to participate in our recent Climate Survey. Almost one third of all members completed the survey, so we have a quality sampling for our data. The results indicate that there is an overall concern for safety across the entire district. Throughout the first quarter 75% of members have observed an increase in behavior challenges. The three most common types of behavior are disruptive behavior, fighting and bullying. Disruptive behavior is negatively impacting student achievement and this was reported by 87% of all respondents. Even more alarming, 77% reported that parents have contributed to this type of behavior and 64% have reported that parents have been involved in violent incidents on or near our campuses.

We have been calling on the district to hold parents more accountable and to even develop a Code of Conduct for parents. This has fallen on deaf ears to date, but this data will highlight the problem is real and not perceived. The fact that 57% have reported that parents have tried to attack other students on campus is totally appalling. 73% have reported that parents have threatened or even attempted to attack staff. There is no wonder that 57% have reported that parent behavior or verbal threats have made our members contemplate leaving the district. Things have to change because our focus is on educating children and not being the subject of unruly adults or egregiously misbehaving children.

Transformation/Distinguished Principal and District Administrator Process

The district is attempting to change the processes for earning distinction as a TP, DP, or DDA. We have sent a survey to all members and it is imperative that we gain your valuable input. We will leave the survey available until Wednesday, December 20, 2023 to allow ample time for our members to participate. Please encourage everyone to complete the survey. All survey information that we send remains confidential and never has identifying information. This attempt to alter the process may also eventually result in current TP, DP, and DDA's losing their designation. We will be continuing to address the situation accordingly according to the parameters of our current contract.



"Education is not the filling of a pail but the lighting of a fire."

— William Butler Yeats