School Law For Promising Principals





Legal Pillars











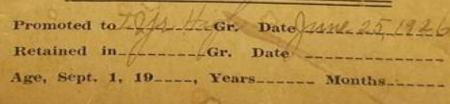


THE PUBLIC SCHOOLS

OF-

BALTIMORE COUNTY, MARYLAND.

PUPIL'S REPORT CARD
Elementary Schools
School No District
Name or school Westelester Consolidated
Pupil Buttle Burace
Sevently Grade - M. V. Marramangh Teacher
Year 1925 - 1934
CODE OF MARKING:
A-Excellent C-Good
B—Very Good D—Medium
E—Failure
Reports Sent Out On The First of November, January, February, April and June.
Promoted to ZO44 Hager Date Jane 25 1926



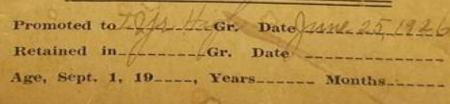


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SCHOLARSHIP AND	ATT	CENI	DAN	CE.	_			
Studies, Etc.	1	2	Per 3	iods	5	6		
	Sept.	Nov. Dec.	Mid Yr	Feb.	Apr.	Yr's. Sum.		
Reading-Oral	10.	10	0		1	100		
Reading-Silent	12	10	10	10	a	4		
Literature	10	0	13	14	2	4		
Handwriting	0	0	2	14	a	9		
Spelling	10	14	0	11	2	2		
Composition—Oral	14	16	10	1	2	a		
Composition—Written	12	13	13	2	9	az		
Grammar	13	13	13	13	2-	a		
Arithmetic-Problem Solving	13	13	13	13	13+	a		
Arithmetic—Abstract	13	13	Ch	a	2	a		
History	14	a	13	1	a	9		
Nature Study	13	a	a	a	2	0		
Geography	10	0		0				
Hygiene	u	a	2	a	9	9		
Civics	a	a	0	a	a	9		
Industrial Arts	10	2	2	a	2	a		
							MOLL	
Domestic Sc. or Man. Tr.								
Drawing	a	21	0.	0	0	9-		
Music	121	9	9.1	01	0	0		
Sessions Tardy	101	01	0	0	1	0		
Days Absent	6	151	91	351	25	16		
Days Present	29	345	80	395	384	178		-
Total Possible Days	35	36	91	43	41	194		

CITIZENSHIP.

A Check Below Means That Trait is not satisfactory.
"KEEP THE SLATE CLEAN."

	1	2	Peri 3	4	5	6
Habits and Attitudes	Sept. Oct.	Nov. Dec.	Mid Yr. Sum.	Feb.	Apr. May	Yr's. Sum.
Oneys Willingly and Promptly						
Does not interrupt others						13
Attentive to work						
Works well independently						
Works well with others						
Neatness in care of books			1			
Neatness in care of Sch. Rm.						
Respects school property				1		
Makes wise use of time					1	

STANDARD TESTS.

Subjects	Month	Stand- ard	Class Med.an	Pupil's Score
Reading				
Opelling	June	100	84	92
Arithmetic-/				-
Addition /	Oct.		5	9
	Jan.		19	16
The state of the s	May		18	13
Subtraction	Oct.		8	12
	Jan.		12	17
	May		12	16
Multiplication	Oct.		5	8
	Jan.		7	111
	May	1	110	17
Division	Oct.		16	16
	Jan.	1	10	111
	May		1/0	1/3
	R	100	1	1
	A STATE OF		1	1

WHY PUPIL IS FAILING.

(To Be Filled In Only If Pupil Is Failing)
Improvement would probably follow if attention is given to the point checked.

Poor Attendance	
Homework poorly prepared	
Does not try	
Does not follow directions	
Too many outside interests	









Federal Constitution

"[N]or shall any State...deny to any person within its jurisdiction the equal protection of the laws" Equal Protection Clause



Brown v. Board of Education of Topeka, Kansas, 347 U.S. 483 (1954)

Unique to Maryland....







Federal Constitution

"Congress shall make no lawabridging the freedom of speech"

> First Amendment Free Speech Clause





Tinker v. Des Moines Independent Community School District,

393 U.S. 503 (1969)

Bethel School District v. Fraser



Hazelwood v. Kuhlmeier

Pressure describes it all for today's teenagers Pregnancy affects many teens each year

gy Andrea Cation Sixteen year old Suc had it all—good looks, good grades, a lexteg family and a code est. The abovehood a serven pased buby the Earl year, according to Chris Berman (Bauders Dignel Way 1980), there is 13 miles beenger a-most than one sol of every ien tornage girls-botume progions. In Mississi aless. 8,2% biese under the age of its. Security propagation (III) according to Reproductive Health Services of 31, Leave, That months was 1,00 in 1961.

to effect in continue and regrams of the unions and reurs. A lot of with have sext a lot of degreens. What they don't have insected land to builted. Ever with the availability of Deplaced prepares can so inoger to discissed as establishing that only begoess in disable shaped into alread lower and a common prices. In fact, disableating of the offers from the action of comming proper. In fact, the bighest runs in solution and the conflict from the same of the transporting to the Christophese of the Christop Strik control, many term ru-persones with any for continpersonnel with any for equable betwee using contracoptives. "It's as if being prepared makes our instance," separation of the prepared with the Pregnant Stem, Two Moller programs of Sew York's TMCA. "Those gary between percent were in young numbers of other races. that it you plue for sex, you're

Teenage secusity ... several solvely in the U.S. is alarmingly high. Of every teenager in the country, bec-wen the ages of 15 and 26, seven million tennage beyo and five million tennage girls are sexually active, according to a study does by the Alan Sutarrange, termsques begin securi settetty at aleust age 16.

facts about their bedies to when conception is likely in-cross and Waynes about to sat per-from

lest or had. So it's the 'good'

girth who get preparant."

Although year pronounr plays a Large role in unintended preparation, ignorance onems to play the largest yout, "In-

ne pay for acques you. To apin of their remain appetence, these youngains lack in in-leasemation," says Noone their mon, who is pine assessment with the VMCA program. "They don't know such base

Birth centrol .. North two-thirds of netwolly active tempogers do not use birth should flurum new with their children, talking about monitors or well an actions, control. If birth control is used.
It is used tempolarly. The 60 percent who have never used and control run a high risk of making their children years of the parental standing and the recent for three, according to Chire Scenar. getting prognant. Two had marp's girl tell me sie gove her pille to a fromit between sie empha? De meeting them hervell that sent? says a rorse wite veryint with prognant lores tille sales. Digest, May 1962.

However, M. percent of our Brewert, M person of sur-menture parkets by five bei-sementershibt and result byly in farmating are with their swe children, says Plansed Partechned Affiliates of Macoust. Bes witerships and Macoust. Bes witerships are supported by the services of the partech large to talk more

tained by Lernagien.

A major problem in temage.

west delayed, says Placend Percentained.
Although soul insuagers viewe absorber, says Clairs Berman, Davy are sold three. Eve boths for every five

Consequences can the

before the ago of 18 are only but section the age of a law many task as titledy to greetante from high school an beens with put off child-earling until their Sr's. Yearnage furthers with not under the age of its at the birth of their the sign of the term time to the behavior over towards an interference to the state of the sign of the

THEN ABOUTTONS, 1979-1980									
AGE		1076	1977	1978	21079	1980			
Yotat	*	13,669	54.752	17,785	19.357	\$1,671			
Livetter 15		237	256	260	291	263			
15-17		1,946	7,220	2.094	3,071	2,076			
16-19		2.498	2.547	2,586	1.890	0.767			
1.9-14			1000	-11-44	1000	1994			

continuity about the subject, heraust their children are successful by it. "Parents can't step high free listening is major or waiching television," ofer major, "But they have to receive they are still the must impertant Tarce in children's fives-test that they

Abortion " between the rower mereage in toronge abortions, according to Planned Purentland, in 1886, there sail of

to every serious as disorb for man stary firsty in have premature

by Campina in their The square rule was proposed by the Health and Human Services Unpartened in help presed behavior programs and is attemption the case sequiration hand be rule major crease of infrest deaths.

making memps snaughty w

Could use of them be seen?

by Christine De Henr.

millication to purcoin within ten days of the time their disciplor, under 28, neered forth countil pills, a displrage, or an 3100 from a faderally-

funded clinic.
Residentide, the rule would affect around \$100 clinics and over \$60,000 minors who receive prescriptions from short prescription

Proposents of the rule base transplicts by intragers in despress to their health, but the statistics were strained trent wanted sour \$6 who

could line \$50 million in belong receit tax to multish is belong admitted by premising con-lides/tallip to prescribers, introduced facia which gross that not the use of con-traceptions, but being pregnant Stock, is the righter for iners. The statistics are that, for every SM,MM beninger who give both to live balons, ap-presimately 11 girls die, as told to Amily Skinn of "The New Teams and the SM, and the SM, and the teams are the small states and the same teams are the same and the same are the same teams are the same are the same are the same teams are the same are the same are the same are the same teams are the same are

Republic."
Ms. Wilses also possed aut mother factor. The a family where the child has givenly risent to have any without telling for goverin, how will a latter in the real assessming the fact improve lamily relations?"

Prophosom argue that a girl

would decrease prognancies it put into effect. Storeres, ea perts any that it the rule was pet into effect, isemage perganseem would increase up to 186,800 a year. For all peops, the rule is not of fair in a world where made contraceptives are precisible at the land strug

To the settefaction of the To the appreciation of the rain's appreciation, a federal judge disclosed the genera-ment from pulling the rule into affect by seating to permanent improclass against 6 to early

Berbers Sughman, name at East, would not agree or disagree with the judge's decision. "I can not half adde. There are cases where it would be VeroPhilat. I con't say abotton it's right or wrong It's an indication it's right or wrong It's an indication thing."

These stanies are the personal accounts of three Handlegod

Earl students who become orne

and very excited about having my hely My hadaunit ascend too. We beds court was until the

is to July, we are planning to move not of his house, where we term reneigh money. I am not giving in an executing track at actual right eway illustrations because the huby will only be two months old. I plan on

absorbed Services I kept Heating almost how I wan going factoff any about the situation, he was really happy. At time I deb't think for result for become I mate't men if he madly beadly want't non it he mostly waste word in later on the respon-utuality of having a factor; had he was very hoppy. Be fulled aftern the holy and what we were giving to do and we both worded to got mervine. We had talked attent marriage before,

I had be presented its have sent. It was my sen sheaten. Littadly-diche'd want to get them. not just so I possid get progresse I den't think I'd last yeght taking

so we were light sore of what we

don't have one

2 shirty think it ments lappers to one, but I know I had to shart making plant for me and op table one. I think theory very

At fine both families were disappointed, but the third or the reporting persons and we

Wy parents roully like my laylrend. At first me all fell exit of socomdetable around each other. Now my laytromik

the day I market getting on There was never really any pressure its base seet, it was more of a control agreement. I think I was most various than

continuing school. There was sever any doubt about that. I found that it wasted as biref as I those were the best cir-

have so region. We have ma-

ludy more than amplitudg in the world tray buyintend and its bettook we created bind time and we test lave bind 17?

Teenage marriages face 75 percent divorce rate

to getting married young all the seried up to be? If it is, then why

service programmer, and the consequence and share for the consequence and share to consequence and share to consequence and share to consequence and share to the consequence and share the consequence and consequence and

restlic leve reaches a logic le-nity of emotion that detectorates only whose realistic leve is a re-national feeling, theretops

The main reason lesse get married is because of programmy," said My. Kercitsell. An article in Severteen magazine (Fish 1962) by Social Marry Elly, Salad arrecal other resource, such so to excupe a troubled home life or to show

(III). The diverse rate for team morninger in 20 persons. For shalls, use out at every two morninger and to divery two teamings and to diverse the Exercised said. "If you many you high action recombined regal allow you graduate, you have a 32 per cost classes of summer. So you wall have peers, write you've II, the olds increase its prevent to any perment the perment to be per-

Them are both pres as well as to be matture too aris. I midword a life to getting enterted young.

The in getting enterted young.

The standards, an electron at the contraction of the large and the compounts in the large article and the compounts are the compounts and the compounts are the compounts are the compounts and the compounts are the compounts and the compounts are the compounts

Assertation in New York, and a climated instructive of postulating at New York Medical Cellings, tacked about the advantages of earthy minimizing in an artist on Anguer's Passer. He said that there is the

restance of retreated over 10° to galaxies, had to become a statistic to the United Securities of Se Jeanstie Citatio Brandi, senior, wise get required in November, lives with her husband in her perenty home. "The basement is completely furnished like an aperiment. It's just till I get out of

aperiment. It's just till I gat out of achoot, "che sold. Mr. Kerchkull! addod, "It insertages being you with responsibilities that are before handled later on. They tille couplest tend in our away frum it.

Wr. Dorning continued, "Pressie Mr. Darasin contraint, "yeaper who marry young may sport the read of their fives wondering it they show the right parties." There are, become, exceptions. to the role. Dana Proper has been

married for two years. She said the survens of a marriage "depends on here matters you are. I make sel a

excess for excepting to a 10s and an obser each, it is accounted, by the FSS, that one michae bettagens a

prior run-tray backing his semistrate homogens a year run-tray backing his semistrate phates.

West transverse from the most corbinal examina than a pair of joins. For example home a Obbin-benessed Jan 1981 toner, Berliy in inclinate surrect was retrieved to the Wellere Department by her tagin actual coverabler and placed in a locar better at age. because of armail advances made in her by her

argument with ter mother in which she like matter throded to super, "I don't save about you anyoners." Party receded, "At that bear. I took it springerly."

Pasto recolose, "In the front, I took is entraunty-Asserting to Mr. Thomas Birds, guidente numative, "Mare girls was seen to be took took, sussely betasias at a real-tribing or brought away inches percental regions, physical and sensal assessin, description problems, programmy, marriage, resilictions and fashion in tubul. The assessing energy in 16 years ald:

resteavy is Expensive sit.
According to Entercine Mechani Williams of the St. Lants Chostly Patter Department's Aprenie Suessa. Alloud & percent of reseways in the Unantercool area bury because of an argument with a parent. The other 5 percent result from physical abuse, ecutional abuse, restrictions, or disorces

about, entitlemed althous, restrictions, or discreed perveils being extengements. According to reserve across or expeniations about 20 persent for transvegs entitlements have because of levest, 40 percent because of physical implicit and the nett one through expension being implicit and the nett one through expension being persent and the nett one through expension being to the persent and the nettern a out or simply absoluted by parents who many

month. Although this is exemingly not a continue in-convenies in Electronic, the initial right in that in electronic in Electronic, the initial right in higher, three ways are a very content and ragidly graving problem. "Excepted thinks for given in preserve as the other point of the trans." I man, and the Europe.

Runaways and juvenile delinquents

expressed to a whole rouge of modical kilometers, trees respiratory infections to V.D. The use of dangerous drugs, party there and especially shopfithing

remotes is naturally and appropriate personal in-manuscular advice to any person who is therefore of recording away—thants here help to parish up the content this temptation.

Help available for runsways

There are many places a prospective concess, can go to remove betty consevery faction; trends or religience, and the Police department, Delations of desymbo Services or the guidance comment at

modulurs in prolifers alleadings, a job which are

stormart's or process instances, a join which common a longer sometime of treat.

Nr. Birth and, "The Kinti priority in a roopway own is to contact the student and make more to it arbs." Although this is very hard to do, I it amount actions of through the student's brank, relations,

turn, faculty or parents.
After the student has been contacted, a meeting

After the valued that torus methodical, a marting is not up between the permits and the student al artiful to discrete the profilers.
Assuming to the Free Durin, guidance coun-orite. "Through communication with the lamely nomines, we try to discover the factor man square of the positions and correct it. In cases of alcoholism and child abuse, I key to get them to lace the problem and

to addition to these enumering steps, Mr. Birts The addition to Dates enumering trips, EV, Birds, and III, III for entitlent a generalization to be been entitled to assess the beam which has assess the consequence where the parent can passe on a first or consequence where the parent can passe. The expect of concentring things deprecialing to the state becames entitle with understand of defined at Dates days are standing continued in enqueration with the faculty and it is not expectation with the faculty out that the state of the

eather Reporty Joseph Different (DAG), BOD's are seasing soldful of United Fundament bestupen who have a many for the control of the control of the

are common occurences in large cities

They are also notified by parents who seem in and report their shall as a messeny. Mr. Tom Caroon, D.M. 4447, "Next reneways thiny cheer informs with a brind or relation, but every more in a while they go

met of state."
The St. Louis-County Police Department comes to

sail of store, they are automatically put to a computer trictype system which is relayed state to stole. When a transvery in board. Her any enturned to their home

hats. Both DJO's and the police department use territoring securities to work and the family problems which course the student to relative, D medicing too he student to relative, D medicing too he worked out or the name involves child above, protective union will be taken and a finise times may be provided. They also may be placed in group borrow such as Marygrove. This Stollanghy Lame, a base for girls, and Lakselide Coater for boys, Sines Marine

Juvenile Delineusors

But Marry Williams

Surentile delimposary is santhur prelition essentiated with temporary is santhur prelition statistical with temporar, a preside delimposar, as delimed by Mr. Say Welverton, pridance communiar, is a child who does not comform to accorpted rules or a child who does not comform to accorpted rules or clarified imposed by swinty. According to the Walverton, "They are recedly not bed tolk flastrally write to classified up their arts."

try scattering the region of the first area. There is the region to pure and the point to pure and a point series of delinquency are first, peer processer, and a point self image, conting or the Publish Brisman of Investigation in 6, youthe under the age of 18 account for about one third of all crime nationally. Also 30 percent of all these arrested for region primes were justicible. Javinijim invinuated for \$3 percent of the arrests for thurber. Till prevent of the arrests for expe. It is prevent of the arrests he collecty. \$4.5 percent of the arrests for aggressiad assault and 42 percent of all flower processed for arrows in 1979.

No. Davis, stoled that he has bendled cases of symptoms of a problem are depression, discrete, discrete, distribund/density-breakups. Krs. Patricia Venter, gallant paractic, and, We help the stated by histoing alberting the years person to talk freely without palgament on the gart of the lutener. We help explore penalthy actions

Growth and the control of the contro opolicely, anywhere from ata mostlin in up until they ee it' prure old According to Mr. You Curase, 21(1)

over 15 pineth-sell According to the Trans Common, 1955.
"The stated our recognition where ever demonstry, occurring to the products."

The Common techniques.

The Common techniques of the pinethes yant for transpill to juminifie count thems suggest by the justices dispersioned, by the aboutton themse stays, by the particular, with mental, by the aboutton themself or by the particular, with The change of invertigibility cast obeying: "They are then progressed for loster core and may sever an

"parrets again." The Public Department handles journals rilegants in different ways according to the climatess of the artiss. These critics are range out styles offeren such as styles, incorruptality, ency, and recoverys to moreor. A states offerer to an effects which is not completed a crime about

on offense which is not quantized a critice sheen measurable by an order.

Direction William of the H. Lonic County Futice Copyrigate and J. Societies have contain rights. For similar than the partitioned spirition of printing the containing the containing of the common sized. I for the force the right to common sized. I for a DAS or the right to common sized. I for a DAS or the right to common sized. I for a DAS or the right to common sized. I for a DAS or the right to common sized. I for a DAS or the right to common sized. manhor of times consisted and previous attention, they has be tried as on attall if they are not leader to probe till. If they are destroid an adult, a jevenin-alficer in not appeared and they are tried as on

court fracting in set up and if the stacked is bound guilty, the stack provides the super-provide parasitiones, reach or probations. At age of a perceiber, record in wiged clock, but the exert can have jurisdisplace and wiged chink, but the entert can have particulation until the stage of the processor have fulfill productions. " "THE Gentle try to being through necessary particulation and group through our function of the processor of the stage of the Content of Translation Services, pages that them and group through the processor of the stage of the Laute Gentle services to help the particulation of primary appropriate entert Necessary to found, the United Services of the Services of SES (SES) (SES) and SES (SES) (SES)

may have lifelong effect by that forder to the the third States are norvings seek for every two that ergin. The North County purrestage of disperse in

Divorce's impact on kids

There are more than two control There are more than two except that actives in the pointing drawns of diverses. Children of diversest persons, binsuity million as them, are term by the end of their parents.

"In the beginning ! thought I caused the problem, but now I realize it wasn't

me." What causes directed According to Mr. Kon Kerkholf, certal studies indules water of the causes are:

- Free deling failule that lead to

arriage . . Not enough vertables in

a Local and distance on edition to conduct

payelulagical and mainingless e bassager con: thre orbifold. "Bly before wan on sirebells and

my nome coully couldn't steed it my longer," and accolor jume. These Serbert, brokenes, said "My dad worn't spending enough the was plways and of town or

1. The west privacy and of those on humining or and lake plagoing vierds with the gayer. My persons always argunol allowed overything."

"In the legislating I thought I countly the problem, but not I exclude it water! the, added

"I was note from when my between my parents really mean until about the age of seven. I understand that divorce reason a

number and father wouldn't be ingested again. "It sticks?" necessors Jill Visio. june. They can, allowards receive and start their lives are

egain, but their hids will always be tought to between."

Out of the 25 elulitate interviewe (5.2) Seem have purelle that have

the kids for the real of their lives. according to Nr. Kenckluff, The effects of diverse on the kids had the following: - Higher not of alternativism in

. Higher rate of treatile with selved, officials and patien.

+ Digher care of depression and

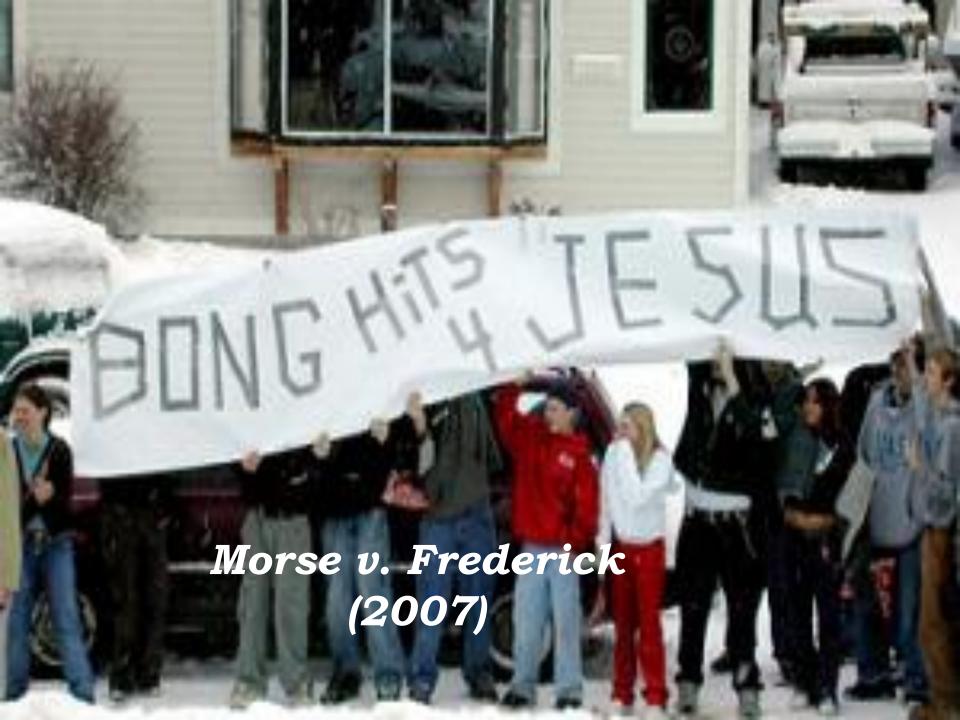
. Nun a Sigher rock of divorce All of these are the breet fin

But What About Here In Maryland?



Student Journalists in Maryland *S.B. 764*





(Anti) Social Media



But What About Here In Maryland?

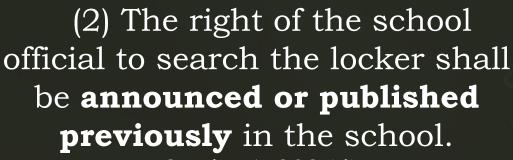


"The right of the people to be secure in their persons, houses, papers and effects, against unreasonable searches and seizures shall not be violated..."

Fourth Amendment

But What About Here In Maryland?

(1) A principal, assistant principal, or school security guard of a public school may make a search of the physical plant of the school and its appurtenances including the lockers of students.



Section 7-308 (d)
Maryland Education Article



SOLITION

Federal Statutes

- Individuals With Disabilities
 Education Act
- Section 504 of the Rehabilitation Act
- Americans With Disabilities Act
- Clean Water Act
- Family Education and Privacy Rights Act
- Title IX





Legal Challenges

- Federal District Court (Trial)
- Fourth Circuit Court of Appeals
- U.S. Supreme Court
- Fourth Circuit Court of Appeals



But What About Here In Maryland?



PROVIDING SAFE
SPACES FOR
TRANSGENDER AND
GENDER NONCONFORMING YOUTH:
GUIDELINES FOR
GENDER IDENTITY
NON-DISCRIMINATION

A guide to laws, regulations, and best practices for use in schools.



October 2015



FERPA

- "Education Records"
 - -20 U.S.C. §1232g(a)(4)(A)(i)
 - -34 CFR 99.3
- "directly related to the student"
- "maintained by the educational agency or institution or any party acting for the agency"

Maryland "Flavor"







SOUND

The Constitution

"No State shall ... deprive any person of life, liberty or property without due process of law."

> Fourteenth Amendment Due Process Clause

Due Process

School Law Overview

Federal Constitution Federal Statutes Maryland Constitution Maryland Statues: Education Article Annotated Code of Maryland Code of Maryland Regulations ("COMAR") **Board of Education Policies** Superintendent's Rules

(Master Agreements)

Md. Ed. Code Ann., §6-202

(1) On the recommendation of the county superintendent, a county board may suspend or dismiss a teacher, principal, supervisor, assistant superintendent, or other professional assistant for:

(i) Immorality; (ii) Misconduct in office, including knowingly failing to report suspected child abuse in violation of § 5-704 of the Family Law Article; (iii) Insubordination; (iv) Incompetency; or (v) Willful neglect of duty.

Appeal Rights

- §4-205 of the Education Article
 - A "decision" of a county superintendent may be appealed to a county board of education if
 - Taken in writing
 - Made within 30 days after the county superintendent's decision
 - The decision may be "further appealed" to the State Board of Education if
 - Taken in writing
 - Made within 30 days of the county board's decision

Hears issues that may later be appealed to the Superintendent's level concerning evaluations, discipline, discharge for certificated and non-certificated employees

Decision (evaluation rating; teacher contract non-renewal; non certificated employee termination

Recommendation

(Certificated Employee Discipline or discharge) Upholds, Rejects or Modifies the Superintendent's Decision, upon appeal

Local Hearing
Examiner makes
recommendations
after fact finding
hearings

Reviews the Decision of the Local Board

Administrative Law Judge makes recommendations

Issues formal opinions

State Board decisions can be appealed to circuit court



Maryland State Board of Education

"the totality of the various statutory provisions concerning the State Board quite plainly invests the State Board with the last word on educational policy or the administration of the system of public education."

Resetar v. State Board of Education, 284 Md. 537 (1979)

Diana Williams Cases



Other Issues...



Maryland Public Information Act

"All persons are entitled to have access to information about the affairs of government and the official acts of public officials and employees."

Md. General Provisions Article, §4-103

WHY PUPIL IS FAILING.

(To Be Filled In Only If Pupil Is Failing)
Improvement would probably follow if attention is given to the point checked.

Poor Attendance	
Homework poorly prepared	
Does not try	
Does not follow directions	
Too many outside interests	

Next Steps For New Administrators

- 1. Familiarize myself with my local board's policies and rules
- 2. Know the Master Agreement's provisions
- 3. Know the organizational chart and Board members
- 4. Know which issues are being discussed at Board of Education meetings
- 5. Improve my writing and communications skills
- 6. Baltimore or Maryland "hello"...

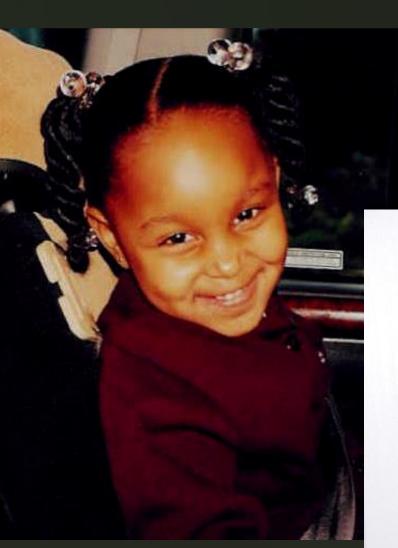


Questions?

COLORED TRAINING SCHOOL







Never forget why you're here...

