



School News

Important Dates Coming Soon

Take flight with First Flight

The application cycle for the 2021-2022 school year is available for parents interested in sending children ages 3 to 5 to the First Flight program at North Point High School. First Flight is part of the Education Careers program and provides children with “learn through play” socialization and experiences. First Flight runs from October to April and is split into two sessions: morning and afternoon. Morning hours are 8:15 to 10:15 a.m., and the afternoon session is noon to 2 p.m. The program does not operate on Wednesdays. Cost is \$425 for the year. Additional information is posted on the CCPS staff web-page, MyCCPS. Parents with questions should contact Lisa Willett, North Point childcare director, at lwillett@ccboe.com.

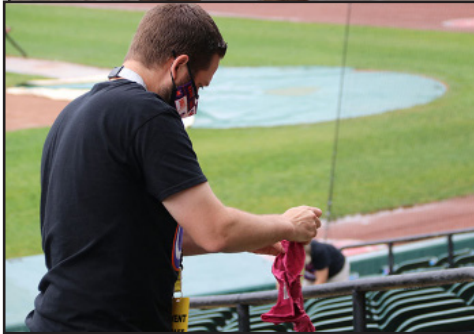
Torch Run shirts for sale

Sgt. Gus Proctor of the Charles County Sheriff's Office will be in the main lobby of the Jesse L. Starkey Administration Building at 2 p.m. Tuesday, June 15, with Torch Run T-shirts for purchase. The Torch Run is a volunteer movement established by law enforcement to support Special Olympics and athletes. Shirts are \$15 and payment options include cash, check, Venmo or credit card. Shirt sizes range from small to 5XL.



Where to watch graduations

In case you missed the Class of 2021's graduation ceremonies held May 28, and June 1-3, [click here](#) to visit the CCPS YouTube channel.



After the storm, before the grads

Before the start of graduations ceremonies on June 3 for Maurice J. McDonough and North Point high schools held at Regency Furniture Stadium, CCPS building service and maintenance workers, along with Blue Crabs personnel had to prepare the field following an overnight storm. Top, Charlie Burch, left, and Ron Brawner cover puddles of rainwater and rake the infield. Other employees used leaf blowers to move water to the outfield. Left, teachers and staff members like Joshua Trice, a social studies teacher at McDonough, took over drying off seats to allow other employees to help on the field, setting up chairs and the stage for graduation.

Westlake's Kaple named Vice Principal of the Year

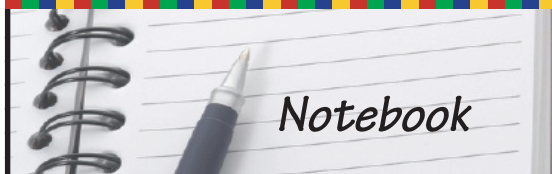
Erin Kaple is in her second term as a vice principal at Westlake High School. As the vice principal who oversees instruction, Kaple is well known among her team as a professional who does her best each day to support students. She is well respected in the school community for her kind and caring demeanor. For her passion about education and support of students, staff and families, Kaple was named the Charles County Public Schools (CCPS) 2021 Vice Principal of the Year.

Kaple is a standout among the administrative team at Westlake. Her peers thought she was a natural selection for recognition and nominated her for the honor. Kaple said she had no idea she was up for an award. During a graduation practice for seniors, Westlake Principals



Erin Kaple

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On the cover

The Board of Education of Charles County honored outstanding support personnel employees at its June meeting including from left, Victor Woodland, building service manager, North Point High School; Stephanie Jackson, reading interventionist instructional assistant, William A. Diggs Elementary School; Kyle Graves, video production specialist, Jesse L. Starkey Administration Building; and Victoria Langley, food service manager, J.C. Parks Elementary School.

First days set for staff

The following is the partial schedule of first days for some Charles County Public Schools (CCPS) employees. Updates will be made as information is provided.

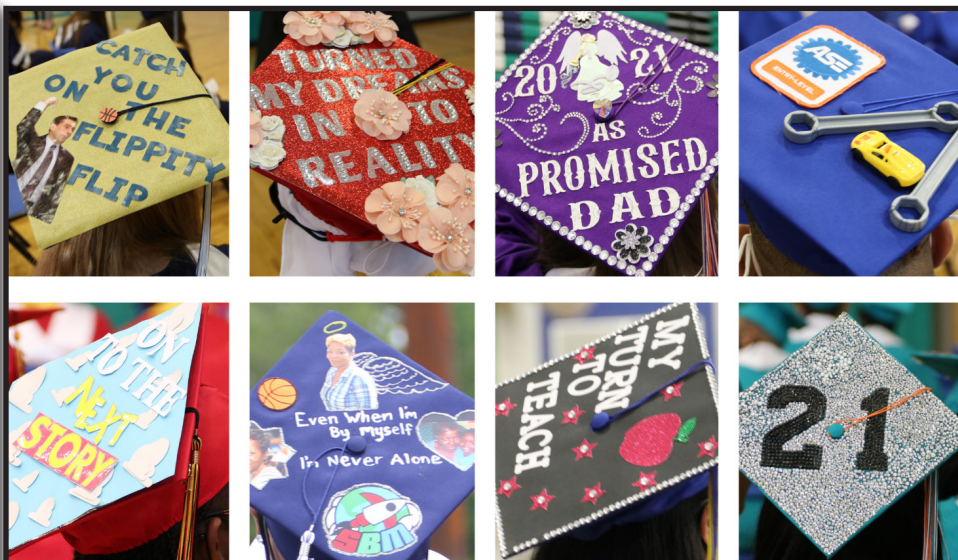
July 1 is the first day for 12-month certificated employees (those who work 261 days) and 12-month support and food service staff; the first day for 12-month teachers (those who work 227 days a year) is July 12; the first day for 11-month certificated staff and 11-month support staff is Aug. 9; those who are 10.5-month certificated employees and support staff have Aug. 16 as their first day date; Aug. 16 is also the first day of new teacher orientation; the first day for 10-month food service managers and assistant managers is Aug. 17; the first day for 10-month support staff is Aug. 18; 10-month teachers/certificated staff and 10-month instructional assistants is Aug. 23; Aug. 25 is the first day back for 10-month food service workers; and students return to school on Aug. 30.

Hourly rate increase

The Board of Education at its June 8 approved a change to some of the daily and hourly wage rates to reflect increases in minimum wage. In January 2022, the minimum wage rate in Maryland will increase from \$11.75/hour to \$12.50 an hour. Information about approved pay rate changes, including a chart that shows current and new rates is [posted here](#).

Keep on truckin'

North Point High School will hold its first Touch-a-Truck event from 10 a.m.-2 p.m. Oct. 9. The school needs sponsors and vendors. To rent a table or become a sponsor, contact 301-753-1759 or nphsevents@ccboe.com.



Hats off to the Class of 2021

Members of the Class of 2021 carried on a tradition started last year with the graduating class by decorating the tops of their mortarboards for graduation ceremonies. The graduates celebrated the milestone with humor, tributes to loved ones, plans for the future and inspirational words.

Employee Referral Incentive Program launches

Charles County Public Schools (CCPS) is launching an employee referral incentive program (ERIP) to attract skilled educators and support staff to the school system.

Current CCPS employees who refer candidates for employment can receive up to \$1,000 if the referred employee is hired by the school system. A payment of \$500 will be made to the referring employee after the newly hired person works for 30 days during the school year under a Board contract. That payment will be issued within 30 days after the newly hired staff member's 30th day of work. At the end of the school year, another \$500 will be paid to the referring employee within 30 days of the last workday for the newly hired staff member.

If the new employee resigns prior to the end of the school year or their contract is not renewed, the second \$500 will not be issued to the referring staff member. If the referred employee is not hired, the current CCPS staff member will not receive the incentive.

The referral date cannot be earlier than the date the job opening is posted and the first day of work for the new hire must be

within 180 days of the initial referral date or May 1, 2022 — whichever comes first.

To be considered to receive the incentive, the current employee must refer a person who has not been previously employed by CCPS. An employee cannot refer themselves, and is limited to three incentive payments regardless of how many new hires they refer.

CCPS staff members who are ineligible to receive the referral incentive payments include — but are not limited to — members of the Superintendent's Operations Team, staff in the Office of Human Resources, managers with hiring authority over the newly hired employee, anyone who represents CCPS recruiting events and immediate family members of any excluded employees. Temporary, summer, contract and former employees are not eligible candidates for the referral incentive program.

The program ends on June 20, 2022. After that, the referring employee is not eligible to receive any referral incentive payments. To learn more, visit MyCCPS at www.ccboe.com.

Honoring La Plata Class of 1969 student activists

The Board of Education of Charles County on June 10 honored members of the Class of 1969 who were instrumental in changing the way La Plata High School selected its Majorettes and Warriorettes.

The Board celebrated the activism of the students, which led to a change in the selection process for the two teams.

The Majorettes were baton twirlers who proceeded the marching band during performances. In 1969 — their senior year — the students were protesting the method of selecting squad members, which they felt was unjust. The students led a sit-in/walk-out at La Plata in the school cafeteria after no Black students were selected for the 20 spots on the two squads.

As a result of the protest, according to the June 3, 1969, Board meeting minutes, the Board unanimously accepted an administrative decision that senior participants in the walk-out would be permitted to participate in the exercises of graduation, but their diplomas would not be given the same night. Diplomas would be mailed to the students on June 12,

at the closing of the 1968-69 school year, according to the minutes. Diplomas were mailed on June 6 to the approximately 20 students who did not receive them on graduation night. Seven diplomas were returned to the Board of Education in late June and marked unclaimed. The Board conferred the seven diplomas on June 10, 2021, to the late Gwendolyn Brooks, Dale Contee, Diane Contee Stewart, Sandra Hall, the late Charles Hawkins, James Mayola and Kenneth Shirriel.

In a June 2, 1969, memo, the Board determined the 1969 selection for the Majorettes and Warriorettes was undemocratic and it abolished the selection, and named a committee composed of both white and Black members. Try-outs were rescheduled for August, which resulted in a more diverse membership among the 20 selected students.

Other graduates honored at the ceremony were Henry Calhoun, Gloria Cooper, Linda Cooper, Sandra Dent, Janice Greenfield, the late Zymena Pickeral, Delores Rosier, Linda Thompson, Lucille Templeman, Wilhelmina Travis, the late Dwight Turner, Theodore



Dale Contee, a 1969 graduate of La Plata High School, speaks during Thursday's ceremony. Contee was one of seven graduates who received her original diploma at the ceremony.

Washington, Paul Wills, Ernest Winters, Benjamin Yates and Hattie Yates. To watch the ceremony, [click here](#).

KAPLE

pal Diane Roberts announced Kaple's award recognition.

Kaple is known in the Westlake community for her passion about education and ability to establish and support positive relationships. Kaple was honored to receive this year's Vice Principal of the Year recognition. "I am so honored for this recognition and humbled. I am fortunate for those I have worked with. I love what I do and really enjoy working with people," Kaple said.

In addition to her role as the vice principal in charge of instruction, Kaple is the principal designee, Advancement Via Individual Determination (AVID) site coordinator, mentor to new administrators and teachers, and acting department chair for guidance. She is the go-to resource at Westlake for staff with questions about teaching and learning.

Additionally, Kaple established school operating procedures when Westlake opened for students returning for in-person instruction this school year.

She creates and manages the master schedule, supervises the grade and credit recovery program, and oversees the disciplinary case management for Westlake.

Roberts said Kaple is a remarkable leader. "Ms. Kaple is serving a second tour as a vice principal in our building. She was previously assigned here before moving to a middle school. When we received the news that she was returning, our staff members rejoiced because Ms. Kaple is an administrator who is well respected for her professionalism, attention to detail and approachable personality," Roberts wrote in a nomination letter.

Kaple began her career with the school system in 2006 as a social studies teacher at Henry E. Lackey High School.

Kaple taught at Lackey for seven years before pursuing an administrative role with CCPS. "I loved being in the classroom and helping students, but I knew as an administrator I would have a wider scope to support more students," she said.

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Kaple moved from the classroom to an administrative assistant role at Lackey during the 2013-14 school year. She was then appointed as a vice principal at Westlake in 2014. Kaple spent two years at Westlake in a vice principal role before moving to Piccowaxen Middle School. Kaple served the Piccowaxen community for three years before her transfer back to Westlake in 2019.

Kaple said she is fortunate to have worked with several excellent leaders during her career with CCPS.

"Curry Werkheiser hired me at Lackey, and later in my career I worked on the administrative team with him at Westlake. I have to say things have come full circle for me in my career and I am fortunate for the great leaders I have worked with," she said.

Kaple has a bachelor's degree in education from Miami University (Ohio) and a master's degree in curriculum and instruction from McDaniel College. To read the full release, [click here](#).

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CCPS provides nondiscriminatory equal access to school facilities in accordance with its Use of Facilities rules to designated youth groups (including, but not limited to, the Boy Scouts).

Parks ES goes to great heights for egg drop

J.C. Parks Elementary School held an egg drop recently. Science teacher Deanna Wheeler, right, went up in the bucket of a fire truck from the Indian Head Volunteer Fire Department to drop contraptions made by students and staff to see who had the safest design. Below, special education teacher, Molly Draper and second grader Isaiah Queen watch the drop together.



Schools welcome new principals in the 21-22 school year

Three new principals will take the helm at the start of the 2021-22 school year. Dr. Shannon Finnegan, vice principal of Dr. Thomas L. Higdon Elementary School, will take over as principal following the retirement of current principal, Kathy Morgan. Next door at Piccowaxen Middle School, Wualanda Thenstead, a vice principal at Milton M. Somers Middle School, begins her principalship. Darnell Russell, vice principal at Henry E. Lackey High School, has been named principal at Maurice J. McDonough High School. Steve Roberts, former McDonough principal, took another position with CCPS.

Personnel

Apply for positions online at www.ccboe.com/jobs/currentopenings.php. All teaching positions require a bachelor's degree and MSDE certification requirements.

Job Openings

Behavior Specialist — 11-month position, Jesse L. Starkey Administration Building. Current BCBA or BCaBA certification. Advanced degree in education, psychology or a related field. Apply by June 14.

Certificated Authorized Partner (CAP) — 12-month position, Jesse L. Starkey Administration Building. A bachelor's degree is required and applicants must possess or be eligible to obtain a Certification Authorized Partner (CAP) endorsement from MSDE. Apply by June 14.

JROTC Instructor — 11-month position, North Point High School. A bachelor's degree is required and applicants must have served a minimum of 20 years of active duty or have

retired under the Temporary Early Retirement Authority (TERA). Apply by June 18.

Computer Science/Cisco Cyber Security Teacher — 11-month position, North Point High School. A bachelor's degree is required and applicants must meet certification requirements as established by the Maryland State Department of Education (MSDE). Apply by June 23.

School Bus Driver — 10-month position, Annex I. High school diploma is required. Five years successful work experience as a school bus driver in the State of Maryland preferred. Apply by June 23.

School Psychologist — 12-month position, Jesse L. Starkey Administration Building. Applicants must possess or be able to obtain School Psychology Certification in Maryland. Nationally Certified School. Apply by June 25.

English Teacher — 10-month position, St.

Charles High School. A bachelor's degree is required and applicants must meet certification requirements as established by the MSDE. Apply by Aug. 20.

Mathematics Teacher — 10-month position. Theodore G. Davis Middle School. A bachelor's degree is required and applicants must meet certification requirements as established by the Maryland State Department of Education (MSDE). Apply by Aug. 23.

Diversity and Inclusion Specialist — 12-month position, Jesse L. Starkey Administration Building. A bachelor's degree in human resources, organizational psychology or related field is required, a master's degree preferred. Applicants should have at least five years of human resources or related experience required with at least three years specializing in equal employment opportunity, affirmative action or diversity programs. Position open until filled.