

Human Resources Partner

Volume 10

September 2004

HARMONY HIGH SCHOOL



James D. Parker was appointed and approved by the School Board as the principal of Harmony High School. Mr. Parker has been employed by the school district as an educator since 1973 and while working for this district accumulated an impressive educational background. Mr. Parker taught Social Studies and Gifted as well as worked as a Staff Development Trainer, In School Suspension, Dean of Students, Assistant Principal and Principal. He graduated from Jacksonville University with a Bachelor of Arts degree and from the University of Central Florida with a Master's degree in Social Science. (Picture below)

Harmony High School is located in the east side of St. Cloud at the newly developed area of Harmony. The school colors are Texas Orange, Cream, and Cobalt Blue and they will be known as the "Longhorns." The school's projected student population is 1,200; and at the opening of the school they are expecting 1,260 students.

This beautiful state-of-the-art school offers Honors classes, ESE, Veterinary Assisting, Dental Assisting, and Construction Technology as the main vocational courses. The school will open with a full sports program with 82 students who have participated and trained during spring football under the direction of Tyler Anderson, Head Football Coach, a graduate of Brigham Young University. Coach Anderson played football for LaVel Edwards at Brigham Young University. The school's sport program will be directed by Chuck Hitt, Athletic Director.



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Reaching The Highest Honor

By: Ana D. Smith, Employee Relations Manager

Have you ever wondered what motivates a person to do everything possible to learn and reach the highest honor one can achieve? In the case of Elyse Rasmussen, who graduated from Poinciana High School May 17, 2004 with the highest honor a student can obtain - "**Valedictorian of her class**"- she contributes her accomplishment to the school district and to having been exposed to excellent teachers. In her Valedictorian speech Elyse chose to recognize her Math and Language Arts teachers who inspired her to achieve to her highest potential.



Mr. Tom Hage, a Math Analysis teacher, has worked in Osceola County since 1995. He holds a Bachelor's degree from Rollins College and a Master's degree from the University of Florida. He believes he does not do anything special in his class; he only makes sure he best prepares the students for what will be expected of them after they graduate high school. However, if one

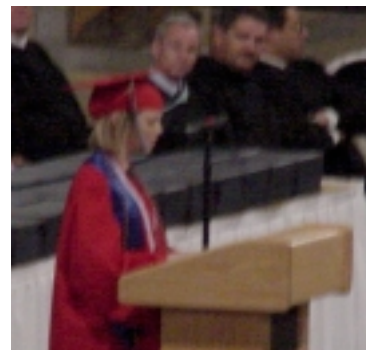


understands his philosophy of education, one would know that indeed he loves teaching and he works hard to provide an excellent education in a way that his students can learn and are comfortable with the subject. His philosophy of education is simple, "*It centers on teaching students to think and getting them over the hurdle that they can't learn math. In order to accomplish this, he thinks using discovery lessons and cooperative learning is the most effective way. When students discover concepts on their own, they have more meaning and a stronger connection. Working in groups enables them not only to interact socially with classmates, but also strengthen their learning as well. Hopefully, this will get them to a point where they apply the math they learn.*" Elyse credits Mr. Hage as a knowledgeable teacher in his field who impacted her education. She said that Mr. Hage explained the subject very clearly, no matter how many questions she or her classmates had asked. Mr. Hage indicated that Elyse is so special because she had a desire to succeed and would not accept mediocrity – perfection was a goal. Getting a "B" was unacceptable and getting an "A" was her aim. She did so in such a classy manner. That is why Mr. Hage believes Elyse possesses another great quality, her humble side – not so cocky with her great grades – that made her well liked by her classmates. She has a great outlook on life, school and she is a model student.

Ms. Genny Schaedel, Language Arts teacher, earned her Bachelor's degree in English Rhetoric and Composition from the University of New Orleans and a Master's in Educational Leadership/English from the University of West Florida. She has been employed with the school district since 1999 and was awarded a Certificate of Outstanding Merit in May 1997, for the highest percentage of students scoring 3.0 or higher on *Florida Writes*. A former colleague wrote in a letter of recommendation wonderful things about her classroom - "In Ms. Schaedel's classroom it is easy to see how the students have acquired advanced intellectual habits." He describes, "The walls covered with beautifully inked quotations of famous writers and statesmen. Also, abstracts of vital information and directions adorn the walls, interspersed among samples of the students' writings. The class environment is a highly literate and ideal setting for the consistently excellent instruction and inspiration she provides." (William Hammond, Collier County Schools). Her principal, Ms. Debra Pace, also pointed out, "Ms. Schaedel is always working to reach out to the individual needs of her students and she strives to improve her own professional practice. She freely shares what works for her and for her colleagues."

Ms. Schaedel believes that Elyse "is one of those rare young ladies who is exceptional in each and every way. She is intelligent, enthusiastic, intuitive, tenacious and enormously talented. She is an absolute joy to teach because no matter what topic the class is studying or what project we're working on, Elyse is going to give 110%. Excellence is always her goal, and she reaches it time and time again." I asked Ms. Schaedel what she thinks motivates Elyse to be the best? Ms. Schaedel responded. "Elyse's motivation comes from a very strong family who supports her in every endeavor. Also her success motivates her. In addition, she is deeply religious, and I believe that with her strong faith comes a responsibility to make the most of the gifts and talents which have been bestowed upon her." Wow! Students like Elyse keep Ms. Schaedel motivated and wanting to teach those who want to learn. Students in her class are always working. She offers so much to her students that time is limited; therefore students are always busy working on their daily projects. Ms. Schaedel indicated that she does not have discipline problems and it is due to the academic challenges her students face in her class. Furthermore, her lesson plans are used only once. She is constantly changing things to keep lessons current and the students interested.

The soft-spoken Valedictorian had plenty to talk about including her extra-curricular activities which included sports. Soccer, track, cross-country, softball and even cheerleading are among her favorite extra-curriculars.



Elyse believes that Osceola School District offers good opportunities for all students. She experienced satisfaction and was happy with the Advanced

Placement (AP) classes she took. She had the opportunity to take college courses from Valencia. Elyse expressed that participating in AP classes was hard work. However, she is a firm believer that hard work always pays off. She mentioned her hard work throughout her school years is the reason for her current GPA. As a result of Elyse's 4.78-weighted GPA or her 4.0 un-weighted GPA she received a full scholarship to attend Brigham Young University (BYU) where she plans to major in Bio-Medical Engineering.

Mr. Hage wrote about Elyse representing Poinciana High School at BYU – "I am confident she will continue her success next year, and I am positive she will represent our school in the highest and classiest manner."

Mr. Hage and Ms. Schaedel strive to teach their students to reach their highest potential. Perfection can be achieved only if one wishes to reach it. Elyse Rasmussen is a perfect example of wanting to learn and applying the knowledge imparted by Osceola teachers. Teachers such as Mr. Hage and Ms. Schaedel make a difference in their student's lives.

HURRICANE MAKE-UP DAYS



Hurricane Charley kept Osceola teachers and students away from the classroom for six days. Its unwelcome visit was on Friday, August 13th and caused enoumous damage to our school district and community.



Due to the loss of instructional time because of "Charley" Superintendent Muse announced on August 25, 2004 make-up days for Osceola students.

Students will attend classes on Wednesday, November 24th, Thursday, October 14th and Wednesdays will now be extended to full days until December 17th. (Pending DOE approval)

Cypress Elementary - Roof Damage



After Hurricane Charley Pictures by: Mark Cavinee

Pleasant Hill Elementary



Pre-K portable at Plesant Hill Elementary



Denn John Middle School - Classroom



Poinciana High School - Roof Damage



Poinciana High School - Portable Classroom



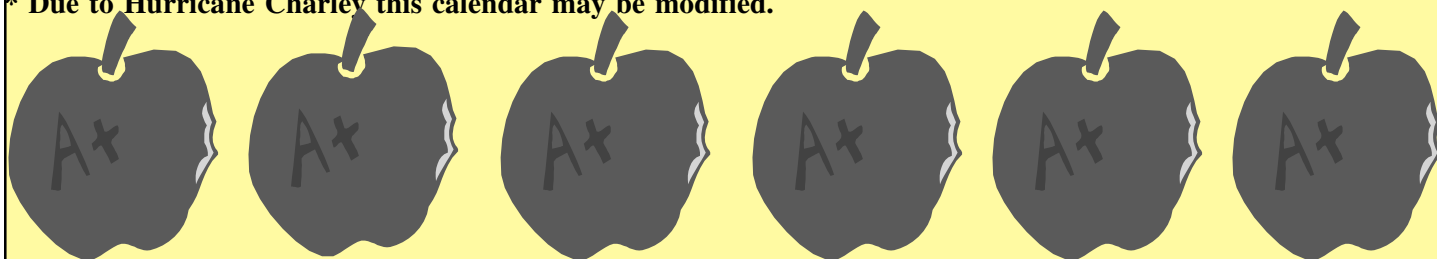
2004-2005 SCHOOL CALENDAR

Back to Class (Board Approved 07/22/03) Back to Class

CALENDAR TO FOLLOW FOR ALL SCHOOLS IN THE DISTRICT

MONTH	DATE	DAY		PUPIL DAYS	TEACHER DAYS	PAID
AUGUST	2-4	MON-WED	TEACHERS REPORT, PRE-PLANNING (3 DAYS)	19	22	
	5	THURS	FIRST DAY OF SCHOOL FOR STUDENTS			
SEPTEMBER	6	MON	LABOR DAY – TEACHER/STUDENT HOLIDAY	21	21	1
OCTOBER	7	THURS	END OF 1 ST 9 WEEKS	19	21	
	8	FRI	FIRST DAY OF 2 ND 9 WEEKS			
	14	THURS	HURRICANE CHARLEY MAKE UP DAY			
	15	FRI	TEACHER INSERVICE DAY/STUDENT HOLIDAY			
NOVEMBER	11	THURS	VETERANS DAY – TEACHER/STUDENT HOLIDAY	18	18	1
	24	WED	EMERGENCY MAKE-UP DAY HURRICANE CHARLEY			
	25	THURS	THANKSGIVING – TEACHER/STUDENT HOLIDAY			1
	26	FRI	TEACHER NON-WORK DAY/STUDENT HOLIDAY			
DECEMBER	17	FRI	LAST DAY OF CLASSES – WINTER BREAK	13	13	1
	31	FRI	END OF 2 ND 9 WEEKS/1 ST SEMESTER ENDS TEACHER/STUDENT HOLIDAY			1
JANUARY	3-4	MON-TUES	TEACHER WORK DAY/INSERVICE DAY/ STUDENT HOLIDAY	18	20	
	5	WED	CLASSES RESUME-FIRST DAY OF 3 RD 9 WEEKS 2 ND SEMESTER BEGINS			
	17	MON	MARTIN LUTHER KING, JR. DAY TEACHER/STUDENT HOLIDAY			1
FEBRUARY	18	FRI	RODEO DAY TEACHER NON-WORK DAY/STUDENT HOLIDAY	19	19	
MARCH	10	THURS	LAST DAY OF 3 RD 9 WEEKS	17	18	
	11	FRI	FIRST DAY OF 4 TH 9 WEEKS			
	14	MON	TEACHER WORK DAY/STUDENT HOLIDAY			
25-APRIL 1		FRI-FRI	SPRING BREAK TEACHER NON-WORK DAYS/STUDENT HOLIDAY			
APRIL	1	FRI	FINAL DAY OF SPRING BREAK	20	20	
MAY	23	MON	LAST DAY OF SCHOOL FOR STUDENTS	16	18	
	24	TUES	POST PLANNING			
	25	WED	POST PLANNING – LAST DAY FOR TEACHERS			
				180	190	6

* Due to Hurricane Charley this calendar may be modified.



2004 OSCEOLA COUNTY TEACHER JOB FAIR KISSIMMEE MIDDLE SCHOOL



Kim Clark, Rose Kish, Beverly Brizendine, Greg White

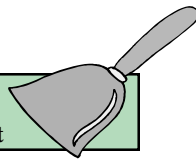


Central Florida Federal Credit Union Representatives
Supporters of the Osceola County Job Fair



RECRUITMENT UPDATE

By: Greg White, Recruitment Specialist



It has been a busy few months on the recruitment front! Our spring recruitment calendar took us to eight different states looking for teachers. Our efforts resulted in over 250 conditional contracts being offered throughout the spring, and it looks like over 150 of those people will be joining us for the first day of school. Both of those figures are new highs for the district. As No Child Left Behind makes it even more difficult to find highly qualified teachers, we'll become more dependent on folks moving here from out of state in the coming years.

Many of those people are moving here without knowing anyone in Osceola County. As those of us who relocated to the area can recall, those first few weeks and months can be pretty lonely. Although there is a lot to do in Central Florida and our jobs keep us busy, it is sometimes not so easy to make new friends. You can easily feel lost in the crowd. That sense of isolation causes many people to pack it in and head back to their hometowns.

Thankfully, Osceola County has the reputation of being a place where you are valued as an individual; you are not just a number in the system. This year, I'd encourage you to extend some of that Osceola County hospitality to your new co-workers. Little things can make a big difference for people. Here are some simple ways you can make new employees feel like part of the family:

- Checking in with them at the end of the day just to see how things are going
- Letting them know about your favorite local restaurant
- Inviting them to come along with you the next time you are doing something with a group of folks from work
- Telling them about good places to get a haircut or their car repaired
- Asking a new employee to join you and your family for Sunday dinner

- Getting some people to attend a football game at one of the high schools

As the year gets underway, just try to remember what it is like being the new kid on the block. You can make a big difference in someone's life by simply taking a few moments out of your day for him or her! Thanks for welcoming all of our new employees to Osceola County!

Do you have friends or family who are considering a career in education? If so, let them know about our weekly "How To Become A Teacher" seminar. Over the course of an hour or so, they can get the inside scoop on the easiest way to get certified and hired to teach! Reservations are required for the meeting. To get signed up, simply call 407-870-4800 for the date and time of the next "How To Become A Teacher" seminar.



Stella Star Awards

Superintendent Blaine Muse honored Virginia Ronan and Jennifer Sullivan with the Stella Star Award. Virginia Ronan is the District Office Receptionist. She is recognized for her initiative in helping those

who she serves. Her polite and warm manner goes above and beyond to assist her customers. She tracks down meeting times for others and when bulk mail and/or packets are delivered she routes them to the respective department.

Jennifer Sullivan, Music Teacher at Pleasant Hill Elementary was recognized for organizing the "Festival of the Arts." This successful program involved the entire community and children from other schools. Congratulations to Jennifer and Virginia!



Florida Teacher Certification Exams

By: Sonya Butler, Supervisor of Certification and Employment

The test registration booklets for all teacher certification exams have arrived. The next regular test administration date is October 23, 2004, and the deadline for the registration form to be received at the testing center in Tampa is September 3, 2004. A booklet may be picked up in the Human Resources lobby or you may send an email to the following address and one will be sent to you through the courier. Please include your name and worksite in the email.

certhelp@osceola.k12.fl.us

or on First Class email, just type:

Certification Help

For information about which exams are appropriate for your area of certification, please refer to your Official Statement of Status of Eligibility that was issued to you by the Department of Education. Please visit the following Department of Education website to view the list of appropriate subject area exams available to qualify to add a subject to your valid certificate:

http://www.fldoe.org/edcert/sub_exams.asp

Dear Ana Column

This column is available to answer questions that School Board employees may have. If you have a question, don't rely on your peers to answer your question, simply write the question via E-mail to Ana Smith and she will respond with an answer promptly. The question and answer will be published in the following H.R. publication.

Send your questions to Dear Ana via email to: smitha@osceola.k12.fl.us

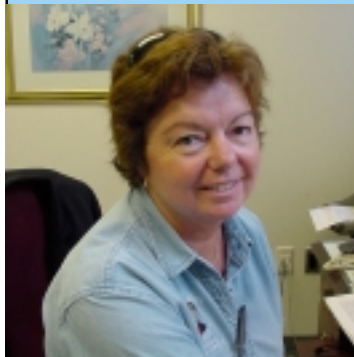
Dear Ana:

I am a new teacher in Osceola County. When do I start earning sick leave and when can I use my sick leave? *West Kissimmee*

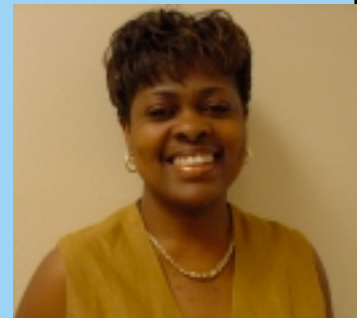
Dear West Kissimmee:

Full time teachers receive four (4) days of sick leave as of the first day of employment and credited with one additional day of sick leave at the end of each month of employment to a maximum of ten (10) days for ten (10) month teachers, eleven (11) days for eleven (11) month teachers, and twelve (12) days for twelve (12) month teachers. One can use sick leave soon after your start date of employment. For more information see Teacher Contract 10.02.

On The Spotlight



Carol Somers is a Technology Technician at the Information Systems Department. She is responsible for supporting educational technology at the school and district level.



Hope Pope, Supervisor of Personnel Relations and Recruitment is a graduate of Bethune-Cookman College in Business Administration. She assists with the recruitment of personnel and supervises the day to day function of substitute teachers. Hope also assists with supplements and front desk operations in the personnel department.

Human Resources announces our newest employee Ms.

Ligia Soto, Receptionist. Ligia's experience includes data entry, officer controller, and program assistant for the Head Start Program in the California educational system. Welcome to our team!



**The Human Resources Department
2004-2005 School Year**

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**Teachers
Grant Alert!
2004-05 Kids In Need Teacher Grants**

Eligibility:

K-12 Certified Teachers

Grant Purpose:

To recognize, promote, and support initiatives that foster educational excellence. Funds will be provided for classroom teachers who have innovative, meritorious ideas, but lack the budget to bring them to life.

Application Information:

- Estimated range of awards: \$100 - \$500
- Each teacher interested in receiving a grant application must visit a Publix Supermarket. Applications will be available between July 18 – September 30.

Narrative Components:

- Applications must be typed (handwritten applications will be disqualified).

- Complete applications must be no longer than three (3) pages including the budget.
- Describe sequentially what the students will do. The description should communicate the quality of the project and justify its funding.

Recommended Project Ideas:

- Creative use of common teaching aids.
- Approach curriculum from an imaginative angle.
- Trying nontraditional concepts together for the purpose of illustrating commonalities.

If you are interested in applying for this grant, please let Grant Management know by e-mailing, faxing, or calling Zina Schubert. We will forward you the Application Guidelines provided for this grant. We can assist you in developing the proposal, editing, etc. via e-mail, fax, or schedule to come into the Grant Management work area.

Your proposal (e-mail or provide a disk in WORD) will be due in Grant Management by Thursday, September 16, 2004 at 4:05 p.m. Please note that the due date is absolute for competitive grant funds.

Grant Management Contacts: Zina, Jose, or Marieliz
Phone: (407) 870-4058
Fax: (407) 870-4055
E-Mail: schuberz@osceola.k12.fl.us



**Employee Announcement
Equity Statement**

No person shall, on the basis of race, color, religion, gender, age, marital status, disability, political or religious beliefs, national or ethnic origin, be excluded from participation in, be denied the benefits or, be subjected to discrimination under any education program or activity, or in any employment conditions or practices conducted by this School District, except as provided by law. (School Board Rule 2.70)

Contact Persons:

Ana D. Smith, Equity Coordinator
Stuart Singer, Director of Human Resources
Linda Callahan, Student Services - 504

