

Baltimore City Public School Administrators and
Supervisors Association



PRINCEPS

President's Corner

Dear PSASA Family,

I am writing to address the concerns and emotions that have surfaced across our members following the results of the recent U.S. presidential election. Regardless of political views or personal affiliations, it is evident that the outcome has affected many of us, students, staff, and families in profound ways. In light of this, it is more important than ever that we come together as a union to support our community and maintain a safe, respectful, and inclusive environment for all.

First and foremost, we must acknowledge the diverse range of emotions that we all may be experiencing — from fear, anxiety, and disappointment to relief or even hope. Given the polarization of the election and the strong opinions it has generated, it is likely that some are struggling to process their feelings, especially if the outcome of the election has deeply impacted their sense of safety, identity, or the future.

In the days, weeks, and months ahead, I encourage all members to remain calm, and mindful of how this election decision may impact the future of public education and unions. The election, while divisive, also presents an opportunity to reinforce our unity and advocacy while engaging others with differing viewpoints in a manner that promotes understanding rather than division. People must understand the importance of public education and the amazing work unions, especially PSASA members perform on a daily basis.

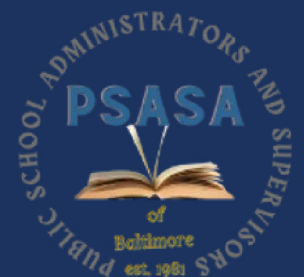
It is also crucial to maintain a strong sense of unity as a union. While we may have differing views ourselves, it is essential that we model the very behaviors we hope to instill in the overall community: kindness, patience, and respect. Our collective responsibility is to create an environment where everyone — staff, students, and families alike — feels supported and empowered to participate in their education with confidence, regardless of their personal or political beliefs.

Finally, I want to remind everyone that our primary mission continues to remain the same: to ensure that every student has access to a high-quality education in a safe and nurturing environment. Let us continue to focus on our commitment to each other and to our shared values of respect, equity, and opportunity for all.

Thank you for your continued dedication to PSASA during this challenging time. Please feel free to reach out with any concerns or ideas on how we can best support each other in the days, weeks, and months ahead.

#TUT
In solidarity,

Karl E. Perry



Officers

- Rhonda Richetta, Vice President
- Donnae Bushrod, Secretary
- Valerie Stamper, Treasurer
- Tanyaneka Lipscomb, Public Relations
- April Myrick, Parliamentarian

KEPerry@PSASA.ORG

443-675-2123

Members-at-Large

- Danielle Henson, K-8
- Kendra Jacox-Paige, K-8
- Kamala Carnes, High
- James Sargent, High
- Christopher French, Assist. Principals
- Kyle Gatchalian, District Office
- Tanya Crawford-Williams, District Office
- Reginald Robinson, Executive Director



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Performance Improvement Plan

If your immediate supervisor indicates that they want to provide support and utilize a PIP, then make sure it is justified and developed as a collaborative effort. It is not an item which is to be developed in isolation by the supervisor and you must be an active participant in the entire process. If a PIP is instituted, prior to you signing it, make sure it is reviewed thoroughly. The intent of the PIP is to provide an employee with support to improve outcomes in identified areas.

We are seeing a growing pattern of PIP's relating to improvement in MCAP data. When developing the PIP make sure that it requires coaching and support from your immediate supervisor and any other related office, including training conducted by MSDE. Also indicate the areas where the district has failed to provide support especially if your staffing needs have not been adequately addressed by HC.

The PIP is not to be used as a punitive measure or as a means of retaliation by your supervisor. If you feel this is the case then make sure to maintain all pertinent documentation and seek Union assistance immediately!

Wellness Strategies

Prioritize Time for Reflection and Mindfulness

- Why: School leaders often juggle multiple tasks, from managing staff to responding to student needs. Without intentional space to reflect, it can be easy to feel overwhelmed and disconnected.
- How: Set aside time each day for mindfulness or reflection. This might be as simple as taking a quiet walk, practicing deep breathing, or journaling about the day's challenges and successes. Creating these moments of pause can help reduce stress, improve decision-making, and maintain clarity.
- Benefit: Regular reflection fosters emotional resilience and enhances the ability to navigate complex situations with calm and focus.



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“ The ability to read, write, and analyze; the confidence to stand up and demand justice and equality; the qualifications and connections to get your foot in that door and take your seat at that table—all of that starts with education.”

—First Lady Michelle Obama