



# CONNECTIONS

BALDWIN COUNTY PUBLIC SCHOOLS HUMAN RESOURCES NEWSLETTER

ISSUE II | MARCH 2022

## From the Director



We are so excited to announce a new employee recognition program, our Baldwin Proud Employee Award! The purpose of the Baldwin Proud Employee Award is to recognize our amazing Baldwin County employees who exemplify our district vision to foster nurturing and positive environments for students by demonstrating the qualities of kindness, leadership, and service to others. It is our goal to recognize one classified and one certified employee each month. To kick-off this program, the Human Resources Department has selected our first two Baldwin Proud Employees.

Warmest regards,  
Dr. Tiffany Wilson  
Human Resources Director

## Thank you

Thank you to the Alabama Education Association for the donation of a gift card to all Baldwin Proud Award recipients and to the Baldwin County Education Foundations for providing an award for all award winners.



## Jennifer Bedgood, Federal Programs Consulting Teacher

Jennifer Bedgood began her Baldwin County career in August of 1999 as a history teacher and has served the district in a variety of capacities, including school counselor and school technology coordinator before her move to Central Office. She currently holds the position of Federal Programs Consulting Teacher. Her job entails a variety of duties including working with school administrative and leadership teams to ensure ACIPs are complete and documented adequately, serving our homeless families as the Homeless Liaison, collaborating with other departments to ensure documentation is complete for ALS-DE Compliance Monitoring and for the district AdvancedED/ Cognia Engagement Reviews for accreditation. Her dedication to Baldwin County is evidenced by the numerous relationships she fosters while supporting our students and schools. Jennifer is a true example of a #BaldwinProud employee!



*"Jennifer Bedgood is an absolute BCBE Rockstar. She is involved in planning for the future at each of our schools from ACIPs to District Design. I love her spirit and her demeanor. Most importantly, I consider Jennifer a friend. I couldn't be prouder for her."*

-Jon Cardwell  
Fairhope High Principal

## Cynthia Lee, Curriculum & Instruction Central Office Secretary



Ms. Cynthia Lee demonstrates the qualities of kindness, leadership and constant service to our employees. How?? If you have ever attended a Professional Development activity in Baldwin County, then you have met our Professional Development angel. Ms. Lee greets you with a smile as she reminds you to sign in for your PD activities. With kindness, she assists employees with managing their PD hours so that everyone earns all PLU's needed to renew our teaching certificates. Ms. Lee has worked as a Baldwin Proud employee for more than 16 years. She brightens our day with her patience as we forget our account passwords, as we forget to register for our PD sessions and as we always forget to sign out at the end of our day at our annual GRITC conference. Thank you, Ms. Lee, for your service to employees and to Baldwin County Schools. We are Baldwin Proud of you!

*"Ms. Lee is a wealth of knowledge. She never hesitates to assist a teacher or an administrator through the steps for various professional development activities. She is organized and is able to maintain the professional learning information for the entire school system with ease."*

-Misty Wilkinson  
Stonebridge Elementary Principal



## Upcoming Events: Spring 2022



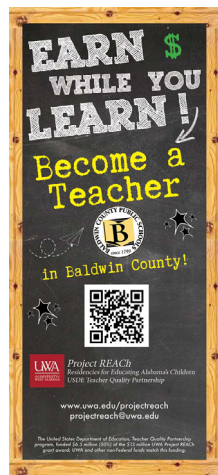
### 2022 Teacher Fair

We will be hosting our 2022 Teacher Fair on April 14th at the Baldwin County Coliseum in Robertsdale. The purpose of this Teacher Fair is for applicants to have the opportunity to meet and interview with school administrators. If you know future college graduates, please share this information with them.

We are also inviting any of our Baldwin County High School students interested in becoming future teachers who would like to attend for the interview experience. If you are the sponsor of one of our Future Teacher Clubs, please email Angie Cooke (acooke@bcbe.org) to register your students and get the event details.

## Continuing to Grow Our Own

In addition to our scholarship program and as a part of our mission to promote the field of education, we are partnering with the University of West Alabama to offer a paid residency opportunity to Baldwin County residents who currently hold a Bachelor's degree and plan to gain a Master's degree in a certified field. This is a unique grant-funded opportunity only offered in three districts in the state.



This 14-month teacher residency program matches interns with our master teachers selected to serve as mentors. In addition to the interns being paid a living wage, our mentor teachers earn a stipend also funded through the grant.

If you know a Baldwin County resident who may be interested in this program, now is the time to apply as the number of interns is limited. For more information, please visit our website [www.bcbe.org/scholarships](http://www.bcbe.org/scholarships), Facebook, or email Tiffany Wilson at [tawilson@bcbe.org](mailto:tawilson@bcbe.org). Thank you for helping us share this information.

## Certificate Renewal

If you are like me, you are running out of time to renew your teaching certificate. Please review the information below so that you meet the deadline!

- **Certificate Renewal Plans** have been sent to current employees by courier and need to be returned to Human Resources by March 15th.



- **HR is currently submitting complete renewals** online through the ALSDE online renewal portal in the order they were received.



- **Once your renewal is submitted by HR**, you will receive an email from Teacher Education and Certification Hub (TEACH) with instructions for fee payment.



- **Online renewal, including fee payment**, must be completed by June 30, 2022.



- **Per the ALSDE**, an individual who holds a valid Alabama Professional Educator Certificate, Professional Leadership Certificate OR a renewable Career and Technical Education Certificate, that expires June 30, 2022, may use this ONE TIME OPTION to continue their certificate without meeting any academic (experience, professional development, coursework, etc.) requirements.



- **Individuals who will be up for their Certificate Renewal** after June 30, 2022 should proceed with completion of requirements as normal.



Please email questions to Marsha Howard (mhoward1@bcbe.org).



## Employee Scholarship Opportunities

Our application period for these scholarships end March 14th. Scholarship application link: <https://bcec.awardspring.com>

### Josh Hall Future Teacher Scholarship

There are two options for this scholarship: Any BCBE employee who is currently enrolled in a college of education pursuing certification may apply for this scholarship. Second, any BCBE employee whose child is currently enrolled in a college of education pursuing certification may apply for this scholarship.



### Baldwin Proud Future Teacher AEA Partner Scholarship

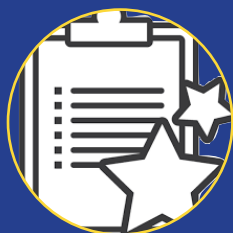
This scholarship, made possible through our partnership with our local AEA organization, is for former Baldwin County Public Schools' graduates who are currently enrolled in a college of education pursuing certification. Our application period ends March 14th.

## Do you know an employee that is #BaldwinProud?

Yes?!? Then nominate your co-worker today by emailing:

[baldwinproud@bcbe.org](mailto:baldwinproud@bcbe.org).

Send an email using between 50-150 words to describe how the actions of the employee exemplifies kindness, leadership, and service to others. Please include their name, job and where they work in the Baldwin County Public Schools system.



## FLEX TIME Reminder

As a reminder, 187-day employees are required to complete 2 FLEX days, or 12 clock hours, before May 31st. Do not forget to submit this time to your principal and bookkeeper.

Our goal is to have 100% of employees to complete all FLEX time so we do not have to deduct pay for these days. Please refer to our FAQ or direct your questions to your principal or bookkeeper.

We will be emailing specific information about the two additional days required for all TEAMS teachers soon.



### Go Online

Locate employment information, forms, documents, job postings, employee assistance and much more by going online to the BCBE Employment website at [www.bcbe.org/employment](http://www.bcbe.org/employment)



## Additional Educational/Scholarship Opportunities

### The Association of Classroom Teachers (ACT)

The Association of Classroom Teachers (ACT) will once again sponsor the Dr. Tyna Davis Innovation in Education Scholarship.

Seven (7) \$500

scholarships for innovative teaching and learning projects to be implemented in Alabama's classrooms during the 2022-2023 school year will be awarded.

One (1) scholarship per ACT district will be awarded. The deadline to apply is April 15, 2022, at 4:45 p.m. You must be a member of AEA to be considered. Please contact Melissa Daniel ([mdaniel@bcbe.org](mailto:mdaniel@bcbe.org)) for more information. <https://form.jotform.com/211885405336154>



### USA Educator Excellence Scholarship

Josh Wooden [joshwooden@southalabama.edu](mailto:joshwooden@southalabama.edu)

USA  
UNIVERSITY OF SOUTH ALABAMA  
COLLEGE OF EDUCATION  
AND PROFESSIONAL STUDIES

EDUCATOR EXCELLENCE SCHOLARSHIP

**Alabama Educators  
Qualify to Receive 20%  
Tuition Reduction**

ENROLL NOW | SUMMER 2022

MASTER OF EDUCATION & EDUCATIONAL  
SPECIALIST APPLICATION DEADLINE:  
MAY 4, 2022

MULTIPLE ONLINE GRAD PROGRAMS

### Auburn Educational Leadership Program

For the 2022-2023 Academic Year, the Auburn Educational Leadership Program for the master's degree will be delivered with your aspiring leaders' personal and professional care in mind by:



- **Conducting classes online with Zoom sessions** to facilitate face-to-face learning, eliminating the requirement to travel to campus, and allowing classes to be taken from home or work.
- **Utilizing a cohort model** that encourages student collaborations and the establishment of a Professional Learning Community (PLC) amongst our students and instructors.
- **Offering most classes on weekends** (typically three weekends per semester). Any classes occurring during the week will be evening classes to accommodate educators.
- **Maintaining expert faculty** with teaching and/or administrative experience to include building-level and central office experience. [Click here to view our faculty.](#)
- **Continually collaborating** with the Auburn College of Education Clinical Experience Committee, The East Alabama Regional In-Service Center, and The Truman Pierce Institute.
- **Increasing the student slots** within our program to produce the increased number of potentially needed future school leaders.
- **Reduced the tuition** for our master's degree and reduced-hour option certificate from \$630 a credit hour to \$450 a credit hour.

*Please direct questions to Alfred Parham at [parhaal@auburn.edu](mailto:parhaal@auburn.edu).*