Superintendent's Dashboard
March 4, 2016

- The Organizational Study Committee met on Monday, February 28. Some of the participants requested additional information for various options. We are attempting to gather the information and distribute it to members prior to the last scheduled meeting which will be held on March 17, 6:30 PM HS. A tour of the FH building will be given at 5:30 PM on the same night.

- The Strategic Action Committee will present the plan to the Board on March 22 for your consideration. If acceptable, the Board would take action on April 8 to approve.

- APPR negotiations continue and good progress was made at the last meeting. We have scheduled two additional meetings into May. SED has eliminated the requirement to apply for an additional extension. It will automatically be given. However, they have cautioned that this will be the last extension and that if districts do not have an approved plan by September 1st, they face the possibility of losing State aid for the 16-17 school year.

  The teachers have also formally requested to begin contract negotiations. Bob and I will be putting together a proposal and will share that with the Board representatives, Izetta and Ed, in the near future. We will also be recommending that negotiations be put on hold until after the APPR process is completed.

- I have a copy of the letter sent to Board members in regard to the personal day grievance. They have decided to continue on to arbitration. It will be a number of months before the case is heard and ruled on. I have attached the letter in the event you have not received a copy.

- We have decided that our work as part of the Consortium of Innovation will be to create a Leadership Council, made up of teachers and administrators, to replace the current Curriculum Counsel. The new committee members would be responsible for supporting and implementing all of the District's academic initiatives. They would also have a well-defined job description with specific duties that would need to be completed as a result of their appointment. These teachers would be included in important decisions regarding District programs. The goal of this reorganization is to empower teachers and put them in instructional leadership roles with responsibility and accountability. We all share responsibility for our student results.

  On March 1, we met with our Consortium Advisor, Bill Stavinsky, to provide an overview of our work to date and to discuss next steps. We hope to have this

initiative implemented prior to opening day 2016. We also have a consortium meeting on March 18th to share our progress with other schools involved.

- We need to make some adjustment to the BOE Meeting calendar in order to be compliant with several mandates. As a result, I am recommending we change the April 5th meeting to April 12th. The May meeting will remain on May 10, and will commence directly after the budget presentation. Mr. Bischoping, District Superintendent, and his staff will also be attending the May 10th meeting to present program information. The second meeting in May, May 24th, is a tentative meeting and will only take place if the budget fails.

  I would also ask the Board to consider changing the time period for our budget vote. In the past we have always held the polls open from 12:00-9:00 PM. I am requesting we open at 12:00 but close an hour earlier at 8:00 PM. The rationale is that for the first time in decades we will be using paper ballots and it will take a great deal of time to count the ballots. Over ½ the schools in the BOCES currently close the polls at 8:00 PM and many of those who have previously closed at 9:00 PM are considering a similar change.

- We received notification from the State Education Department that based on 2014-15 assessment scores, the District's academic status was being downgraded to a Focus District (ELL students) and that the middle school would be labeled a Focus School (economically disadvantaged students). This was anticipated but very unfortunate as it increases the pressure on all of us to reverse the trend. We will now be required to do a long list of things required of the label. More information will be presented as it becomes available regarding our district and school status.

  This is another indicator that student academic progress continues to decline. We will be negotiating with teachers soon and will ask for a number of changes in order to increase contact time between teachers and students. Our initiatives will certainly assist us with the improvement process but it is critical instructional time increase moving forward.

  The Board will see a presentation (attached) on the process by our Data Coordinator, Kevin Henry at our next meeting. Melanie Stevenson and I will be presenting to each faculty the information regarding our Focus District/School status. We will also be sending a letter home to parents explaining the classification and their rights under the law.

  The representatives that will be visiting from SED will visit every classroom in the MS. They will meet with teachers, review instructional plans and discuss their programs. In order to insure all teachers have instructional plans in place, the principal will be requiring all teachers to submit instructional plans a week in advance. The reason I am mentioning this is you may hear from teachers

regarding the same. The contract gives the principal full authority to collect plans.

- Before I commenced last January, I received several emails from Hank Hahn regarding changing titles for Bob Magin and Melanie Stevenson. It was my understanding that this would be done prior to my arrival.

  As you know, for whatever reasons, this did not get done. I am advocating for both to be promoted and to receive appropriate raises commensurate with their positions and experience. The money has been included in the spending plan and if the Board agrees, they will be effective July 1.

  During the past year I have worked very closely with both. Having served with many fellow administrators during the past 20 years, Bob and Melanie have distinguished themselves as invaluable members of the team. Both have had opportunities to take other positions in the area but they have stayed. Having a consistent leadership team is critical, especially now, considering the academic initiatives and improvements that need to be done to our facilities.

  Bob and Melanie's job descriptions would be enhanced and additional duties would be added to their current roles. In some cases, I have already implemented additional responsibilities. They both are highly dedicated and skilled and are committed to our academic improvement goals.

If you have any questions or concerns, please contact Ed or me. Also, if you email Ed or me a questions or request for information, please copy the entire Board as another member may have the same question.

Enjoy your weekend.

UPCOMING EVENTS:

3-4&5-16	HS Musical, 7:00 PM
3-8-16	BOE Meeting, 6:00 PM
3-17-16	Organizational Study Team,HS, tour at FH at 5:30PM, meeting at 6:30 PM
3-22-16	BOE Meeting, 6:00 PM
3-25-16	Good Friday, District Closed