

News & Notes

VOL. XLIV No. 9 • DECEMBER 2015



www.saanys.org

Educational Conference Board 2016-2017 State Aid Proposal



During the morning of November 9, representatives of The New York State Educational Conference Board (ECB) held a press conference in the state Capitol. The presentation was led by ECB chairman, John Yagielski, who presented the main constructs of the proposal that calls for a \$2.2 billion increase for schools. Of the proposed budget, \$1.7 billion is needed to continue current school services. In addition, \$500 million would be set for targeted funding of critical school improvement initiatives such as expanding prekindergarten access, providing sufficient support for struggling schools and English language learners, training teachers, and opening new pathways to graduation.

ECB's projection for the state increase that is necessary to continue current school services is based on information



Front: ECB Chairman John Yagielski is joined by ECB colleagues, including Jim Viola, SAANYS director of government relations, pictured in the background, in calling for at \$2.2 billion increase in state aid.

from the state Division of Budget and other outside estimates for costs such as salaries, health insurance, and pension contributions. Especially noteworthy is the fact that the Consumer Price Index (CPI), and average monthly CPI have remained unchanged through the first nine months of the year and therefore might limit the local tax levy under the property tax cap to approximately zero percent. For this reason, the proposed state aid increase includes \$700 million to address this short-fall for 2016-17.

Representing the School Administrators Association of New York State (SAANYS), James Viola encouraged public support of the plan, pointing out that "...it fully addresses and ends the Gap Elimination Adjustment that was intended as a short-term fiscal adjustment and has now been in place for six years" and "...significantly advances funding of the Foundation Aid formula enacted in 2007." He also stressed that the state aid proposal is "not exces-

continued on page 7

SAANYS Welcomes New Unit:

– REGION 9 –

Binghamton Administrators and Supervisory Association

Government Relations Committee Meets with Elia and NYSTRS



The SAANYS Government Relations Committee convened for their fall meeting on November 5 and 6. The meeting had three segments:

1. Serving as an advisory committee to the State Education Department in regard to Academic Intervention Services.
2. Meeting with the New York State Teachers Retirement System.
3. Meeting with Education Commissioner MaryEllen Elia.

Academic Intervention Services Committee

At the September meeting of the state Board of Regents it was decided "... that a committee be established during the 2015-16 school year to examine the effectiveness of AIS and to make recommendations about revisions to AIS regulation for 2016-17." For this portion of the meeting, SED Assistant Commissioner Renee Rider met with SAANYS GRC members joined by colleagues from New York City, Buffalo, and Yonkers as well as by school administrators from other nominated school districts. A fast-paced discussion ensued regarding considerations that support the effective provision of AIS, such as the use of multiple measures; challenges to the effective provision of AIS, such as insufficient funding, lack of needed qualified teachers, and late availability of state performance data; and recommended practices, such as development through coaching and co-teaching

continued on page 3

LIFT NY Virtual Learning Series



"Brockton High demonstrates that you don't have to change the student population to get results, you have to change the conditions under which they learn."
Pedro Noguera

The journey of struggling Brockton High, now a "National Model School" featured in the NY Times and Newsweek, was outlined by its former principal, Sue Szachowicz, in the latest keynote webinar in this virtual learning series by LIFT NY (The Magellan Foundation, SAANYS, and NYSFSA) and the International Center for Leadership in Education.

Don't miss the next keynote webinar, "Schools that Work for Kids," presented by Eric Sheninger on December 10. As principal of New Milford High School, Sheninger oversaw the successful implementation of several sustainable change initiatives that radically transformed the learning culture at his school. Sheninger was named to the NSBA "20 to Watch" list for technology leadership in 2010.

All webinars and follow up "Deep Dive" sessions are achieved at <https://saanys.org/professional-learning/lift-ny-virtual-learning-series/> along with handouts. ■

LEGAL BRIEFS

SAANYS Legal Department Update on Important Litigation

There are currently several active lawsuits that may potentially impact SAANYS members. The SAANYS Legal Department is either actively involved in or monitoring these important legal matters. The following is a brief summary of several litigations that are of interest to SAANYS members.

NYSHIP Buyout

SAANYS has reported in the past about the Department of Civil Service's rule that employers who offer health insurance through the New York State Health Insurance Plan (NYSHIP) are no longer allowed to offer a financial incentive to employees in exchange for not taking employer offered health insurance if the alternate coverage also comes from a NYSHIP plan. Such a financial incentive is commonly referred to as a buyout and is a commonly negotiated benefit in collective bargaining agreements. Both SAANYS and NYSUT were involved in active litigation on the matter on behalf of bargaining units. The SAANYS case was dismissed on a procedural violation, namely the concept that the statute of limitations commences once the rule was issued and not when the employer admittedly first notified the administrators' association of the rule. SAANYS appealed this unfair determination that associations have constructive notice of changes to regulations without having actual knowledge of the changes. The Appellate Division, Third Department, disagreed with SAANYS' interpretation that the commencement of a statute of limitations should be when the association has actual knowledge of the change in regulation. SAANYS then attempted to bring the issue to the state's highest court, the

continued on page 6



Executive Viewpoint

Kevin S. Casey, Executive Director

It's Time to Dance Again

It's that time of year again. It's the beginning of the annual state aid to education dance. The time when any number of organizations recommend an amount of state aid that particular organization believes to be appropriate. Moreover, the timing of the recommendation is almost as important as the recommendation itself.

Most organizations are under no illusions that its recommendations will be adopted carte blanche, particularly in light of the significant number of varying recommendations that are made. Most organizations also

realize that not all aid proposals are created equal, so the goal is to have a credible recommendation early enough in the dance to hopefully influence the recommendations of those whose recommendations carry more weight than most. For example, the Board of Regents' (BOR) state aid proposal is given some deference by legislators due to the presumed expertise of the BOR, so many organizations hope to influence the aid proposal of the BOR. More important than the BOR are the "one house" bills wherein both the assembly and the senate each set out aid

proposals that are really opening salvos in the budget negotiations to come. Every interested organization hopes to influence the one house bills.

The Holy Grail, the one target of influence important beyond all others, and most difficult to influence, is the governor's proposed budget. I believe the governor's staff reviews the recommendations of many organizations, but does not acknowledge the influence of any of them.

On November 9, the Educational Conference Board (ECB), of which SAANYS is a member, released its 2016-17 school finance report which includes its request for an increase of \$2.2 billion in state aid to education over last year [see story on page 1]. A copy of the report is also available at www.saanys.org. Some of the public

reaction was predictable. Why more? Don't we give schools enough already? Like many things, the devil is in the details.

The 2008 recession prompted a freeze to foundation aid. Despite recent foundation aid increases, the state is over \$4 billion behind the original foundation aid schedule, and the aid formula itself does not reflect the costs of imposed accountability systems, standards and curricula updates, and the changing needs of our students. Further, according to the New York State School Boards Association, from 2010-2011 through 2013-2014 the Gap Elimination Adjustment has reduced state aid to schools by nearly \$8.5 billion, an average of \$3.1 million per district over each of those four years. After partial aid restorations, it is estimated that

\$434 million of re-purposed school aid is still owed to schools.

New York's tax cap law makes it difficult to turn to local taxpayers to fund the gap even when a majority would want to. A 60 percent super majority is required to pierce the cap, and the tax cap formula, which is based on changes to the CPI, today results in a zero percent tax cap for 2016-2017 because the CPI is essentially unchanged from a year ago. The limited ability of districts to raise increased revenue makes the level of state aid more important than ever.

There are months to go before the 2016-2017 level of state aid to schools is established, but the dance has begun, and it promises to be an intense one. ■

Closing the Circle on Tech in Schools – There's an App for That!

Sponsor Opinion piece by Scott B. Crowder, CEO Educational Vistas, Inc.

Yes, new cell phone apps are being used in schools to effectively bridge the gap between district websites/parent portals and "smart phones." Since the 1980s, computer technology and cellular telephones have been getting smaller and much more powerful. For computers this trend continues but, with the introduction of the Apple

iPhone, things started to change in terms of cell phone size and purpose.

They have gotten bigger in order to meet the demands of younger and tech-savvy millennials. Today, over 60 percent of that demographic gets their news from Facebook and other online (social) media providers. A full 75 percent of them use their smart phones to look

something up. GenX'ers come in at 51 percent and even 40 percent of baby boomers use the internet for news and information.

For many, the cell phone is now a part of who they are and how they communicate and interact with the world. This brings us to phone apps and their effective use in schools. District websites run the gamut from well-designed and organized to very difficult to navigate. These new phone apps link to your district and school web content and "re-imagine" them in ways that even adaptive web design (AWD) and responsive web design (RWD) cannot.

The cell phone apps now

available are customized for each district's/school's website(s) and reorganize all content in powerful ways that truly make the phone an extension and effective platform for accessing all available information. The text is readable and single-click buttons take the user to any area selected. It all happens quickly, efficiently, and for the first time... naturally. Every stakeholder in the district from administrators, teachers, students, parents, and the general public may download your personalized app from an "app store" and they then

become plugged-in to your schools on the device that they prefer to use.

Beyond the benefits of accessing website information on smart phones, you may create custom groups of users and communicate directly to them individually or as a whole. These apps also link directly to Facebook and other social media sites to become seamlessly connected to all aspects of your educational entity. Information is power and this technology empowers schools and communities. ■

The statements and opinions expressed herein do not necessarily imply or reflect the opinion or philosophy of the School Administrators Association of New York State.

News & Notes

School Administrators Association of New York State

Vol. XLIV No. 9

SAANYS News & Notes (USPS 025-346) is published monthly with the exception of June, July, and August, by the School Administrators Association of New York State, 8 Airport Park Blvd., Latham, NY 12110.

Phone: 518-782-0600
Fax: 518-782-9552

SAANYS is chartered as a professional association by the New York State Education Department and is affiliated with NASSP and NAESP.

A copy of each issue of News & Notes shall be sent to each SAANYS member. \$7.15 of each member's annual dues shall be for a year's subscription to this publication.

Periodicals Postage Paid Latham, NY and additional post offices.

POSTMASTER: Send address changes to News & Notes, SAANYS, 8 Airport Park Blvd., Latham, NY 12110

SAANYS Officers & Staff

President, John McKenna*

President-Elect, Paul Fanuele*

Past President, Christine Foglia*

Executive Director, Kevin Casey

Deputy Executive Director, Don Nickson

Associate Executive Director for Communications, Michelle Hebert

Communications Coordinator, Annika Pfluger

Director of Corporate Services/Advertising, Deborah Taylor

Board of Directors

- | | | | |
|----------|---------------------------------------|-------------------------|-----------------------------------|
| Region 1 | Stuart Pollak
James Cummings | Region 10 | Anthony Cardamone
Dean Goewey |
| Region 2 | Regina Huffman*
Scott Comis | Region 11 | Danielle Dehm*
Joseph Pustulka |
| Region 4 | Paul Fanuele*
Brady Fister | Region 12 | Kathleen Ballard
Larry Badgley |
| Region 5 | Harry Leonardatos
Christine Art | Retiree Representative, | Ron Wilson |
| Region 6 | Linda Klime
Jennifer Drautz | Rochester City, | Timothy Cliby |
| Region 7 | Andrea Miller
Lisa Silver | Syracuse City, | Arthur Grimes |
| Region 8 | Craig Ferretti*
TheriJo Climenhaga | NASSP Coordinator, | Peter Kruszynski |
| Region 9 | Joyce Carr
Michelle Feyerabend | NAESP Representative, | Thomas Payton |

* denotes Executive Committee

Check Out the New SAANYS Facebook Page!



Stay up to date on all SAANYS news and events, as well as education news from around the state. Scan the QR code to the left, to like us on Facebook. ■

CAPITAL UPDATE

At the November Meeting of the State Board of Regents

The Board of Regents convened in Albany on November 16 and 17. Highlights of the meeting are below.

State Aid

Regent James Tallon and Director Brian Cechnicki presented conceptual highlights of SED's state aid budget proposal for 2016-17. SED plans to recommend an overall budget increase of \$2.4 billion, including the following:

- \$2.1 billion for formula aids prioritized to increase Foundation Aid (with full phase-in targeted for 2018-19) and restore the Gap Elimination Adjustment (GEA).
- \$300 million in additional investments including:
 - Expanding universal prekindergarten
 - Support for struggling schools
 - Education of English language learners
 - Family and community engagement

Part 83 Good Moral Character Proceedings

The SED Office of Higher Education presented an item that would "streamline" Part 83 procedures by discontinuing the option for practicing teachers and school administrators (or applicant) to select a hearing panel, and would thereby require that all **Part 83 hearings be conducted before a single hearing officer**. The item, jointly presented by Deputy Commissioner John D'Agati and Director Deborah Marriott, would also expand the State Education Department's authority to remand Part 83 decisions for reconsideration when SED disagrees with rendered decisions. Upon learning of the item the day before the Regents meeting, SAANYS sent letters of opposition to all members of the Board of Regents and to Commissioner MaryEllen Elia – and apparently the letter was successful. Regent Charles Bendit asked whether appropriate stakeholders were provided an opportunity to opine on doing away with the panels. Regents Anthony Bottar, Judith Johnson, Betty Rosa, and Lester Young each asked why this change is being proposed. Regent Bottar said, "panels have served well" and Regent Young said, "I haven't heard anything to suggest this needs to be changed." When Ms. Marriott explained that 25 percent of cases request a panel rather than a single hearing officer, Regent Rosa said, "A choice is a choice." Regents Bottar and Bendit led other board members in roundly rejecting SED's proposal to post the item for public comment. They instead directed that SED meet with SAANYS and other stakeholders. The item will be revised and scheduled for discussion again in December.

Special Education

Assistant Commissioner James DeLorenzo and Coordinator Patricia Geary presented information regarding the requirement to place each student with a disability in the least restrictive environment (LRE). They stressed that special education is a service, not a place; and that the LRE requirement applies to school age and preschool

continued on page 7

Advertisement

Protect their future. Safeguard your school from legal challenges.

School Law is also available in eBook formats. Same trusted authority, added flexibility and portability.

ORDER TODAY
Call toll-free 800.533.1637
Visit www.lexisnexis.com/schoollaw

LexisNexis New York State School Boards Association

sNexis and the Knowledge Burst logo are registered trademarks of Reed Elsevier Properties Inc., used under license. Other products or services may be trademarks or registered trademarks of their respective companies. © 2015 LexisNexis. All rights reserved. OFF03534-01015

Government Relations Committee Meets with Elia and NYSTRS

continued from page 1

approaches. It was interesting to note that approximately 80 percent of schools represented at the meeting implemented a Response to Intervention (RTI) model, rather than an AIS model. Many members pointed out that there is not one AIS model, and that it is implemented differently school-to-school. GRC member Joseph Rainis, from Lynbrook High School, summed it up well by saying: "AIS is like going to the emergency room, but RTI is like going for treatment." Assistant Commissioner Rider was impressed with the quality and quantity of information shared at the meeting, and plans to meet again with a number of participants to continue the discussion and develop recommendations.

New York State Teachers Retirement System

SAANYS met with leadership of NYSTRS in their Albany office building. In August, the Retirement Board adopted a 2015-16 Employer Contribution Rate (ECR) of 13.26 percent of payroll, which is a significant decrease from the 17.53 percent rate set for the prior year. Based on preliminary results from the June 30, 2015 actuarial valuation, an ECR between 11.5 percent and 12 percent is projected for 2016-17. An administrative bulletin will be issued in February 2016 with a more precise ECR estimate.

During the NYSTRS meeting, detailed information was provided in regard to the calculation of pension amounts and the roles and functions of the NYSTRS Board of Trustees. Information was also provided in regard to **two legislative bills that SAANYS plans to support:**

- Bill 16-1: This bill would extend the minimum retirement allowance provided to long-standing retired members of NYSTRS who retired prior to July 1, 1980 and increase the minimum retirement allowance of such retirees to \$550 per year of New York State service up to a 35-year maximum of \$19,250.
- Bill 16-2: This bill would permit employers participating in the New York State Teachers' Retirement System to establish a retirement contribution reserve fund.

Commissioner MaryEllen Elia

The New York State Education Department is completing reviews of virtually all planks of the education reforms that emanated from the Race to the Top program. SAANYS has nominated representatives to serve on committees in regard to common core-aligned Regents

continued on page 7

Advertisement

Open savings that last year-round.

Sprint

#MoveForward

Sprint Discount Program **19%** Discount for members of SAANYS. Applies to select regularly priced Sprint monthly data service.

Call: (866) 638-6354. Click: sprint.com/myeducation. Corporate ID: GAEDU_NY_ZZZ. Go to a Sprint store near you: sprint.com/storelocator. Proof of employment required at point of sale for discount and promotion.

Activ. Fee: \$36/line. Credit approval req. \$500 (downside avail.) for eligible company employees or org. members (ongoing verification). Discount subject to change according to the company's pricing agreement with Sprint and is avail. upon request for select monthly data svc charges. Discount only applies to data svc for Sprint Family Share Pack, Starter Unlimited Data and Unlimited, My Way plans. Not avail. with no credit check offers or Mobile Hotspot add-on. Other Terms, Offers and coverage not available everywhere or for all devices/networks. Restrictions apply. See store or sprint.com for details. © 2015 Sprint. All rights reserved. Sprint and the logo are trademarks of Sprint. Other marks are the property of their respective owners. NYSTRS

Advertisement

Ready for Third Grade!

DIBELS Oral Reading Fluency Assessment

Meets/Exceeds Benchmark 609 second-graders tested

78% 2012 Second graders had Superkids in K, 1, and 2

63% 2009 Second graders had NO Superkids

Superkids K-2 reading program gets results!

Contact: tracy.didio@zaner-bloser.com
518-466-3497
www.superkidsreading.com

End-of-second-grade results from Nesquehoning School District, Langhorne, PA

ZB Zaner-Bloser



For more information regarding the SAANYS legislative agenda, the New York State Board of Regents, the Educational Conference Board, or other government relations concerns, contact James Viola, SAANYS director of government relations, at JViola@saanys.org.

2015 CALENDAR

DECEMBER

National Native American Heritage Month

Dec 6-14 Hanukkah (Festival of Lights)

Dec 7 Pearl Harbor Day

Dec 10 Emily Dickinson's Birthday

Dec 15 Bill of Rights Day

Dec 16 Boston Tea Party Anniversary

Dec 17 Anniversary of Wright Brothers' Flight

Dec 21 First Day of Winter

Dec 25 Christmas

Dec 26-Jan 1 Kwanzaa

Dec 29 Wounded Knee Massacre Anniversary

JANUARY

Jan 1 New Year's Day

Jan 1 Emancipation Proclamation Anniversary

Jan 17 World Religion Day

Jan 18 Martin Luther King Jr.'s Birthday Observance

Jan 19 Robert E. Lee's Birthday

Jan 28 Christa McAuliffe Day

twitter

FOLLOW @SAANYS

SAANYS New York State



SAANYS Professional Development Update



Classroom Observations

For information on any SAANYS professional development event, contact Karen Bronson at KBronson@saanys.org.

I was recently in a district doing practice with the administrative team designed to hone classroom observation skills. One thing that is crystal clear is how much we have all learned about teacher observation over the last three or four years. Becoming increasingly familiar with the rubrics and gaining a true understanding

of the meaning of evidence-based observation is truly a learning process that takes time. There is little question that despite all of the drama over the last few years, most would agree that the observation process itself, apart from the unfortunate focus on points and scores, is light years ahead of where we were.

Unlike a few years ago, when the rubrics were used for the first time in many districts, many of our colleagues are now seasoned evaluators who are well suited to advise new administrators who are just beginning as classroom observers. With this in mind, I asked the “seasoned” attendees at the workshop what they would share with new administrators as far as the “do’s and don’ts” of classroom observation now that they have been down the road a few years and gained valuable experience. Here are some of their responses:

DO:

- Stick to the facts.
- Focus on student centered learning.
- Encourage risks.
- Know the rubric and keep learning more about it.
- Look for change and improvement.
- Observe STUDENTS as well as teachers.
- Make sure as many of your comments start with “student(s)” as they do with “teacher.”
- Move around the room so you know what’s going on in groups.
- Expect progress.
- Keep opinions to yourself.
- Keep the conversation focused on the observation period.
- Formulate your QUESTIONS ahead of the post observation conference.
- Begin by sharing specific evidence-based positives from the lesson.
- Listen first and try to draw reflection from the teacher.
- Demonstrate support and coaching strategies.
- Have resources to go along with recommendations.

DON'T:

- Dominate the conversation: listen!
- Back down from the plan: don’t avoid accountability.
- Over-write the observation.
- Hold the post conference meeting in your office.
- Make it personal.
- Act like you know it all.
- Lose sleep over it!

It’s clear to see how much we have all learned. Improving inter-rater reliability within administrative teams is at the top of many lists as the greatest need to continue to practice, along with building skills around effective feedback about instruction. Please let me know if **SAANYS can provide some opportunities within your district for your administrative team to practice observation skills** and engage in authentic practice around inter-rater reliability.

On another note, here are a few links that I have come across that I think you will enjoy learning more about. The second two, Kahoot and Plickers, were recommended by principals in a recent workshop as ones to share with your teachers asap:

- George Couros: Blog: The Principal of Change: Stories of Learning and Leading. <http://georgecouros.ca/blog/>
- Kahoot: Make learning awesome - create, play, and share learning games for every subject and age level for free. <https://getkahoot.com>
- Plickers: A powerfully simple tool that lets teachers collect real-time formative assessment data without the need for student devices. <https://www.plickers.com> ■



PLANNING FOR THE EARLY-MID CAREER ADMINISTRATOR

Join your colleagues for this comprehensive retirement planning workshop presented by AXA

4:30 PM - 6:00 PM

LIGHT REFRESHMENTS



Start Saving Early... Start Now

Retirement planning isn't something that should wait until you are ready to retire. By taking steps now, you can work to maximize your benefit opportunities and secure your future without having to “play catch up” later on. Whether you are just starting your administrative career or are in the middle of it, you should be aware of the opportunities that are available to you and craft a plan that will lead to success. Topics for discussion will include pension forecasting, savings strategies, and balancing short term income needs versus long term planning.

AXA Advisors specializes in working with New York State employees, helping them to get the most out of their NYS benefits. AXA will provide specific information on understanding the true value of your NYS Pension, protecting your pension during your working years, how to maximize your 403(b) retirement investments, and making the most of your contract benefits.



COST: FREE

Register online: saanys.org

JANUARY 12 - Watertown

AXA Office
169 Polk Street - The Marcy Building
Watertown, NY 13601

JANUARY 13 - Albany

AXA Office
5 Maxwell Drive, Suite 100
Clifton Park, NY 12065

JANUARY 13 - Buffalo

AXA Office
350 Essjay Road, Suite 300
Williamsville, NY 14221

JANUARY 13 - Long Island

AXA Office
1000 Woodbury Road, Suite 300
Woodbury, NY 11797

JANUARY 13 - Poughkeepsie

AXA Office
85 Civic Center Plaza, Suite 202
Poughkeepsie, NY 12601

JANUARY 13 - Rochester

AXA Office
175 Corporate Woods, Suite 250
Rochester, NY 14623

JANUARY 13 - Syracuse

AXA Office
120 Madison Street, Suite 1900
Syracuse, NY 13202

JANUARY 13 - Westchester

AXA Office
707 Westchester Avenue, Suite 210
White Plains, NY 10604

JANUARY 14 - Binghamton

AXA Office
4100 Old Vestal Road, Suite 105
Vestal, NY 13850



December 14, 2015

Erie 1 BOCES
355 Harlem Road
West Seneca, NY 14224

January 29, 2016

Central Valley CSD
111 Frederick Street
Ilion, NY 13357

March 16, 2016

Minisink Valley CSD
2230 US-6
Slate Hill, NY 10973



Register at nyscate.org



Schedule for the Day

- 8:00 am - 8:30 am Registration
- 8:30 am - 8:45 am Opening
- 8:45 am - 9:00 am Session Presentation
- 9:05 am - 9:50 am Session 1
- 10:00 am - 10:45 am Session 2
- 10:45 am - 11:00 am Coffee break
- 11:10 am - 11:45 am Session 3
- 12:00 Noon - 12:45 pm Lunch
- 1:00 pm - 1:45 pm Session 4
- 1:50 pm - 2:35 pm Session 5
- 2:45 pm - 3:30 pm App Smackdown | Closing Remarks

Topics include but are not limited to:

1. Chromebooks in the Classroom
2. Google Apps Management
3. Google + Hangouts
4. Understanding Google Classroom
5. Going Google
6. Customizing Chrome to make your life awesome!
7. Google Scripts
8. Google Apps for Mobile Devices
9. Deep Dive with Drive
10. Google App Smackdown

What is an Edcamp Format?

An “unconference” without keynoters; a beginner strand is preset, with advanced topics to be determined by the attendees themselves on the morning of the event. Four exciting, interactive, practical sessions will result, with a focus on all things Google.

Register early to reserve your spot!

Select registration option:

\$125 per person includes full program, Google Chromecast, lunch, and breaks

\$99 per person includes full program, lunch, and breaks.

All attendees are eligible for door prize drawings, to be held during the closing remarks.

Registration and Payment

Please register online at: www.nyscate.org or fax registration to: 518-786-3983.

First Name	Last Name	
Email		
Address		
City	State	Zip
Employer		
Check#	Purchase Order #	
Credit Card #	Exp. Date	
Name on Credit Card		

Is Your District Subject to a “A-133 Single Audit”?



In the coming weeks and months, some school districts in

New York State will receive phone calls and letters from the NYS Division of Homeland Security & Emergency Services (DHSES) regarding a federal requirement known as an “A-133 Single Audit.” Jurisdictions expending significant Federal funds (\$750,000; \$500,000 prior to December 2014) are subject to the requirement. A-133 applies to expenditure of ALL federal funds including FEMA disaster recovery programs. The wide-spread damage caused by storms Irene, Lee, and Sandy in particular, mean that many school districts are using these programs for the first time.

“All funding sources” means that the expenditure threshold is not based on just the Disaster Public Assistance funds awarded. The sub-recipient must add up all of their expenditures from federal funding sources whether they are received directly from a federal agency or passed-through a state agency (i.e. – DHSES, Labor, DOT, State Education Dept., etc.) and if the sum of these expenditures is \$500,000 or more (for fiscal years beginning on or after 12/26/2014, the sum is \$750,000 or more), a single audit must be conducted.

As the administrator of FEMA funding, DHSES must ensure compliance with this rule. DHSES has advised SAANYS that it has not received information from a number of districts.

For further information, please contact the DHSES at (518) 242-5072 or e-mail FMU@dhses.ny.gov. ■

Report: Student Test Anxiety Greater on State than Local Exams



Joint School Board-School Psychologist Research Report Examines Test Anxiety

Report finds student test anxiety greater on state than local exams; study also finds adults have a significant impact on student test anxiety.

About three-quarters (76 percent) of school psychologists in New York say their students experience greater anxiety over state tests than for local assessments, according to a new research report issued jointly today by the New York State School Boards Association (NYSSBA) and the New York Association of School Psychologists (NYASP).

Test anxiety appears to physically affect a minority of students overall. When asked what percentage of students in their caseload exhibited adverse physical symptoms during the most recent state tests, school psychologists most often said that fewer than half experienced adverse physical symptoms. This is consistent with previous research studies, which found that about 25 percent of students experience test anxiety, with a range of 10 to 40 percent of students.

One explanation for the increased anxiety is the implementation of exams linked to the state’s new learning standards. Six in 10 school psychologists say the level of anxiety has increased since the state aligned its grades 3-8 assessments with the Common Core Learning Standards.

The report found that test anxiety is more common at the elementary levels, and that students displayed “internalized” symptoms of test anxiety – such as excessive worry and withdrawal – about twice as often as “externalized” symptoms, such as heightened levels of irritability, frustration, and acting out.

The report, entitled “Anxious for Success: High Anxiety in New York’s Schools,” is based on a survey of school psychologists conducted in September 2015. A total of 1,672 school psychologists were asked to respond to the survey, and 222 submitted completed responses, for a response rate of 13.2 percent. ■

Amityville Boys Varsity Soccer Team Named State Champions



Congratulations to the Amityville Union Free School District boys varsity soccer team for claiming the title of Class “A” State Champions (in addition to the Suffolk Class “A” championship and the Long Island Class “A” championship)! Kudos to SAANYS member and Amityville Director of Athletics, Physical Education, and Health Ted Tsigotis for his leadership and support of this outstanding effort. ■

Advertisement

Health and Physical Education questions now available on Castle Learning

START YOUR 60-DAY FREE TRIAL

Let's get started!
(800) 345 7606
sales@castlelearning.com



In an effort to assist members in achieving the 175-hour professional development requirement, SAANYS provides completion certificates for conference and seminar attendees that can be used as verification of professional development hours.

Go to www.highered.nysed.gov/tcert/faqpd.htm for complete information on requirements.



Please add info@saanys.org to your address book to be sure you receive e-mails. If you have difficulty, please ask your tech support person for assistance as blocking software may prevent receipt.

Don't miss another critical announcement.

SAANYS MentorCoach Service



To support, inspire, and invigorate new and mid-career administrators.

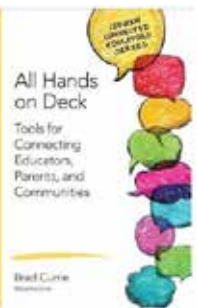
For more information, contact:
KAREN BRONSON
518-782-0600
kbronson@saanys.org
www.saanys.org



January 14, Albany For All Teachers and School Leaders

All Registrants Receive:

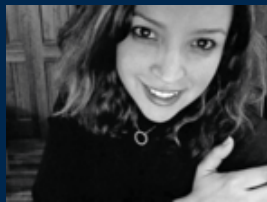
“This book provides educators with a diversified look at the connections schools can make with technology. It will inspire all of us, on a global scale, to stay active in ways once thought unimaginable.”
Salome Thomas-EL,
Award-winning principal & author



Full Day Program Breakfast, lunch, & Book

SAANYS Office
8 Airport Park Blvd.
Latham, NY 12110

COST: \$50
REGISTER ONLINE
AT: nyscate.org



Presented by Blanca E. Duarte, founder of Log-iWing. Blanca works with community leaders, business members, schools, and non-profits to help connect people and create engaging learning environments. She uses technology to empower learners to communicate, create, and innovate. Blanca is also an online trainer for the Intel® Teach Elements courses, a Google Apps Certified Trainer, and a Microsoft in Education trainer.

Highlight Sessions:

Using Technology to Support Deeper Learning in Personalized Environments

Transitioning to a Digital Curriculum



LEGAL BRIEFS

A Message From
Jennifer Carlson,
SAANYS Deputy General Counsel
JCarlson@saanys.org



SAANYS Legal Department Update on Important Litigation

continued from page 1

Court of Appeals, which declined to hear the issue.

But hope is not lost on the buyout issue. NYSUT's cases were heard by a different judge, who ruled that the prohibition on the buyback was impermissible as a matter of law. The state appealed this decision and oral arguments were heard in October 2015. A decision is anticipated in the next few months and SAANYS will keep its members advised on this issue that impacts many members.

Anti-Tenure Litigation

As SAANYS has reported in the past, there is a group of parents from New York City, Albany, and Rochester who have

brought a lawsuit on behalf of their children in Supreme Court, Richmond County, alleging that the statutes concerning tenure, layoff and recall rights, APPR, and 3020-a due process rights are denying their children to the constitutional right to a "sound basic education." The theory behind this lawsuit is that these challenged statutes are making it too easy for ineffective educators to receive tenure and making it too difficult for school districts to get rid of ineffective older educators, sometimes to the detriment of effective newer educators.

SAANYS, on behalf of two principals, was the only administrative group to intervene as a defendant in

this litigation and become a party in order to protect the rights of administrators. Last January, oral arguments were heard on the defendants' motions to dismiss the case for failure to state a cause of action. In March 2015, the court determined that the plaintiffs sufficiently stated a cause of action and that the case should continue.

Subsequent to that decision, the laws were radically changed by the legislature, including issuing the new APPR system. In response, the defendants, including SAANYS, filed a new motion, seeking to have the case dismissed on the basis that the new versions of the challenged statutes made the case moot. The court recently issued a decision that the changes in the laws were minimal and the matter should proceed. It did recognize that the defendants are going to appeal both decisions in this case and have put a hold on the case until the Appellate Division issues a decision.

SAANYS and the other defendants are currently preparing their appeals for submission to the Ap-

pellate Division by the end of December. SAANYS will continue to keep members apprised of any developments in this important matter.

SAANYS, on behalf of two principals, was the only administrative group to intervene as a defendant in this litigation and become a party in order to protect the rights of administrators.

constitutionally guaranteed right to a sound basic education and that such non-compliance must be fully corrected by the 2016-2017 school year, either through implementation of the statutory funding formulas or through the development of a new educational finance system. Oral arguments on this motion took place on November 4, 2015. SAANYS is eagerly awaiting the

decision on this matter and will inform everyone promptly of the developments.

If you have questions on these, or any other, cases, please contact the SAANYS legal department and we will be happy to discuss these matters. ■

Educational Funding Litigation

SAANYS is also closely monitoring the pending case of *New Yorkers for Students' Educational Rights (NYSER) v. State of New York*. In that matter, NYSER, a group of parents from throughout New York State, are alleging that New York State has failed to implement the educational funding reforms it adopted in 2008. Plaintiffs in this case have filed a motion for summary judgment, seeking a judicial declaration that the state's continuing failure to apply its own funding reforms is denying the students of this state to their



Jennifer Carlson,
SAANYS Deputy General
Counsel

Contract Settlements

NOTICE: Please send copies of your unit's settlements in the event that SAANYS did not negotiate the contract. This information is important and is helpful to fellow SAANYS members.

Administrators Association of Plainedge, Region 2

After one and one-half years of bargaining, including a declaration of impasse, mediation, and fact finding, the negotiating team of Vito Mannino, Tony DeRiso, and Emily O'Brien agreed to a four-year contract with annual salary increases of 1.75 percent for each of four years. The unit enjoys a unique salary schedule in which every individual in the same title gets paid the same amount regardless of years of service in the district. Such a schedule benefits new employees who start at a much higher salary than would be typically found. What was significant during bargaining was that while the union was willing to consider changing the structure, the district's proposals were economically unsatisfactory. Eventually, the team rejected the proposal and accepted the deal that was ultimately negotiated. ■

Advertisement

Engaging language & literacy instruction for 21st century learners



Imagine Learning harnesses the power of technology to provide dynamic language and literacy instruction for today's students. Incorporating the latest engagement methods for optimal learning, our unique software differentiates instruction to meet your students' individual needs.



Watch video case studies at imaginelearning.com

2 Awards Program

SAANYS is proud to honor many exceptional New York State administrators with an annual awards program. This program was established to recognize educators who demonstrate outstanding leadership skills and have made exceptional contributions to the educational process.

For a complete list of the awards and criteria, as well as nomination forms, go to: www.saanys.org/about-us/awards.

For additional information, contact Susan Jaronski at SJaronski@saanys.org

Application Deadline:
January 31, 2016



WE WON'T SELL YOUR INFORMATION!

Your membership and trust are of the utmost importance to us, your staff. Please be assured that SAANYS does not now, and has never, sold its mailing list or e-mail list. Informational material from our corporate sponsors is mailed to you directly by SAANYS to protect your privacy.

If you have questions or concerns regarding the information you receive, please contact Debbie Taylor, director of corporate services, at DTaylor@saanys.org or (518) 782-0600.

Contact a SAANYS Attorney



During normal
business hours,
call 518-782-0600
to speak with a
SAANYS attorney.

After Hours Pager:
1-800-978-6055

Be sure to include your area code
when leaving your number.

Have questions?
Need assistance?
Use the "Ask
SAANYS" button
at saanys.org.

Government Relations Committee Meets with Elia and NYSTRS

continued from page 3

examinations, assessments for students in grades three to eight, and the New York State English as a Second Language Achievement Test (NYSESLAT). Reviews are also being completed for the annual professional performance review (APPR) system by members of the Board of Regents; and, as described above, Assistant Commissioner Rider is leading a review of academic intervention services.

During her meeting with the GRC, Commissioner Elia focused most intently upon the common core standards survey that was available to communities at www.NYSED.gov, which closed at the end of November. She asked for the assistance of school administrators to “get people to the common core survey, even for one grade level or for one content area.” She said that feedback is needed for the “2000 standards” and that as of that time 17,000 individuals looked at the survey and 3,500 individuals provided feedback. GRC members described actions taken by their respective school districts to encourage participation in the survey, but said that the survey is overwhelming for most parents and for some educators as well. For this reason, the SAANYS members suggested that focus groups may be formed to discuss the common core standards in detail according to grade levels and/or content areas.

In terms of annual professional performance reviews, **the commissioner posited that “SLOs are a problem,”** she recognized field concerns regarding “the matrix” and the approximately equal weighting of student performance and educator observation; and she also indicated that the department is reviewing the methodology used to generate state-developed growth scores. She stated her conviction that student performance will remain an APPR criterion; furthermore raising the idea of a possible three-year rolling average for student performance calculations, but rejecting the suggestion to use student portfolios.

Christopher Richardt, a principal from the Hampton Bays High School was invited by SAANYS to present information regarding programmatic and fiscal considerations associated with **increasing numbers of English language learners that must receive services** pursuant to the new Part 154 requirements; and the programmatic and accountability considerations associated with students arriving in the United States near the end of their eligibility for a free public education. On the behalf of 35 Long Island school districts he presented data regarding increasing student counts along with their staffing, budget, and program implications. Deputy Commissioner Angelica Infante-Green did not feel that a CDOS ESEA Waiver request would succeed, but pointed out that her office is currently working with the US Department of Education to develop different accountability procedures for students with interrupted education. She also pointed out that for ELL students it is permissible to re-assign their cohort and thereby gain an additional year. Assistant Commissioner Ira Schwartz pointed out that federal regulations require that students be assessed in “language arts” (not necessarily English language arts) in grades three to eight. SED is planning to ask the legislature for funds to develop a Spanish language arts assessment and is partnering with three other states in this regard. Finally, Assistant Commissioner Lissette Colon-Collins indicated to Mr. Richardt her intention to meet with him and his colleagues, on Long Island, to discuss these issues further. ■

Board of Regents

continued from page 3

students with disabilities. The PowerPoint document used for the presentation includes statewide and regional data summaries that may be helpful for local level benchmarking.

National External Diploma

Deputy Commissioner Kevin Smith presented information regarding the National External Diploma Program (NEDP) – a program that leads to a local high school diploma through the demonstration of 70 competencies. Eight states currently participate in this program. Although the program is normed for individuals 18 years of age or older, New York State currently restricts participation to adults who are at least 21 years of age and receive a minimum score of 9.0 (i.e., grade 9) on the Test of Adult Basic Education (TABE). The deputy commissioner explained that the program is suited to individuals who do not perform well on standardized tests, and that approximately half of the participants in this program formerly had individualized education programs (IEPs). Commissioner Elia expressed that this program may potentially be used as another high school graduation pathway for students with disabilities.

The letter sent by SAANYS in regard to contemplated revisions of Part 83 requirements is posted on the SAANYS website. Also posted on the SAANYS website is the PowerPoint presentation containing statistical breakouts pertaining to Least Restrictive Environment. ■

Educational Conference Board

continued from page 1

sive and not extravagant” but is necessary for New York State schools and New York State as a whole to meet the constitutional obligation to provide quality educational services to all students.

“The state’s financial condition is in markedly better shape today than in previous years,” Chairman Yagielski said. “We believe this can be a period of great progress, and the recommendations in the report provide a road-map for how the state can lead the way.”

The New York State Education Conference Board is comprised of the Conference of Big 5 School Districts, New York State Association of School Business Officials, New York State Council of School Superintendents, New York State PTA, New York State School Boards Association, New York State United Teachers, and SAANYS.

The ECB report budget proposal is posted on the SAANYS website. ■



Visit SAANYS’ Career Center at www.saanys.org. Simply click on the “Career Center” button on the homepage to search jobs for free.

Does your district need to post a job opening? Call 866-376-0949 and use member code MEMDIS001 to receive a 20 percent discount.



SAANYS has always been there for members who need advice or assistance from legal counsel on job-related matters. Now, SAANYS has partnered with the law firm of Feldman, Kramer and Monaco to help when you need *personal* legal advice and assistance.

\$85 annually provides a simple will, power of attorney, health care proxy, living will, and unlimited advice via telephone. Enrollees will also receive certificates good for two free hour-long office consultations with a local referral attorney. For services beyond this package, discounted rates apply.

Contact Feldman, Kramer and Monaco, the law firm that administers the plan for SAANYS members, at

1-800-832-5182

Be prepared to present your membership ID #.

Advertisement



The road to college can be financially challenging for many. AXA Advisors is here to help.

AXA Achievement™ provides scholarships to students in communities across the country. It is funded by the AXA Foundation, the philanthropic arm of AXA Advisors.

For years, AXA Advisors has been helping families and individuals develop strong financial strategies to prepare for their educational needs. Because education is too important to ignore.

For more information on AXA Achievement the complex process of college financing, contact us at (800) 628-6673, option 5 or email us at SAANYSMembers@axa-equitable.com to be put in touch with a knowledgeable financial professional.

“AXA Achievement™” is a service mark of the AXA Foundation. The “AXA Achievement™ Scholarship” program is not associated with the National Merit Scholarship Corporation’s “Achievement Scholarship®” program. Securities are offered through an affiliate, AXA Advisors, LLC (NY, NY 212-314-4600), member FINRA, SIPC. GE-108140H (10/15) (Exp. 10/17)



The National Safety Council's
**Online Defensive
Driving Course**

**SAANYS
Member Price
\$27.50** (reg. \$44.95)

DDC-NY Online provides the flexibility for you to work at your own pace, on your own schedule.

For more information or to register, go to saanys.org.

- Learn Life-saving Driving Skills
- Reduce Insurance Premiums (for 3 years)
- Diminish Points

Search Your Site

Find regional events throughout the year at saanys.org/events.



SAANYS Exclusive Member Benefits

Supporting your professional and personal needs.

Legal Advice and Assistance

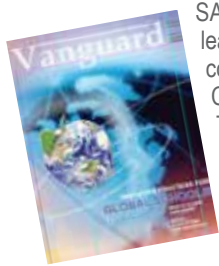
SAANYS' Legal and Labor Relations Department offers comprehensive, aggressive representation on job-related matters, with no dollar cap. Attorneys are available directly and immediately. A 24/7 pager is available 800-978-6055 for access to an attorney, even during the evening and on weekends.

Labor Relations Services

Services include advice, assistance, and representation throughout the entire negotiation process. Negotiators and teams are provided with extensive resources, including multiple research databases of salary and benefit information.

Professional Growth

SAANYS helps members meet their continuous learning needs and requirements through a year-round, comprehensive professional development program. Certificates for completed hours are available. This includes access to the SAANYS PD Your Way program. In an effort to keep members current and informed, membership also includes two award-winning publications (*News & Notes* newsletter and the *Vanguard & Practices* magazine), and various online communications and services.



Government Relations

Members can be assured that their voices are heard loud and clear on issues such as education funding, tenure, mandates, retirement issues, education reform initiatives, and federal policy. A member-composed government relations committee establishes the legislative priorities for the association and lobbies those issues on behalf of fellow educators.



\$10,000 Term Life Insurance Policy
Plus, Voluntary Group Insurance Options and a Free Financial Profile

Through an exclusive partnership with AXA, members can receive competitive rates on life, disability, long-term care, and more. In addition, a full array of retirement services is available, including a complimentary financial profile and comprehensive financial planning services.



Career Center at saanys.org

This online database of school leadership positions is free to job seekers. Members receive a monthly email alert highlighting recently advertised vacancies. Members also receive a 20 percent discount on job vacancy postings.

Amenity Discounts

Amenity is a national discount provider partnering with SAANYS to bring members savings from leading manufacturers such as Sears and Brooks Brothers. Also save on travel, restaurants, home and garden, apparel, movies, theatre, and sporting events.

Travel to China

Travel to China at great discounts via Rewards Travel China. Great rates for 2015-16 travel.



Personal Legal Services Plan

This program offers members significant discounts on non-work related legal issues through a national legal services provider. The plan includes a free simple will and unlimited phone advice and consultation upon enrollment.

Online Defensive Driving Course

A discounted defensive driving online course provided through the National Safety Council. Members are eligible for up to a 10 percent discount on auto insurance and a reduction of up to 4 points.

National Affiliation

SAANYS is the official state affiliate of both the National Association of Elementary School Principals and the National Association of Secondary School Principals and their state/national principal of the year programs.



Auto and Home Insurance from Liberty Mutual

As a member of SAANYS, you can receive exclusive savings on your auto and home insurance. To learn more about Liberty Mutual insurance or get a free, no-obligation quote, call 800-524-9400 or visit www.LibertyMutual.com/saanys.



Residential Home Funding Corp. – Mortgages for Champions Program

No lender closing costs for educators. No application fee, no processing fee, no underwriting fee, no commitment fee. For more information, contact 888-814-8406.

BOSE Discounts for Educators

BOSE offers special pricing on select products for educators – call 1-800-277-5014 and mention the "educators' program."



A message from a SAANYS corporate sponsor



Your Partner in Total District Success

With our collaborative approach to supporting educators, Right Reason is transforming the education landscape.

Help Your Students Succeed

Credit Recovery and eLearning

Our blended-learning approach combines traditional classroom learning with virtual learning. The result is a high-tech, one-room schoolhouse with a flexible learning environment geared toward success, supported by differentiated instruction and face-to-face educational support.

Uses include:

- Suspension / Homebound
- Credit and Learning Recovery
- Alternative Education
- AIS
- Regents Prep

Help Your Teachers Succeed

Evaluation and SLO Management

Our APPR and Teacher Evaluation tools help you manage state requirements. But beyond this, it's our goal to help your staff improve. We provide a wide range of professional development tools and services to increase staff effectiveness and ultimately improve student success.

Become a Master Planner

Lesson Planner and Curriculum Mapping

Our planbook makes the daily task of lesson planning intuitive and more effective by combining powerful tools for organization with ease of use.

Take Control of Your Assessments

Item Bank and Assessment Creator

This is the tool educators have been asking for - existing content at their fingertips with the ability to modify and/or create items and assessments to meet the needs of each individual class and learner! This module is a high quality resource that can be used to develop rigorous and aligned assessments which are an integral component of a comprehensive curriculum process. ■

For additional information, visit www.saanys.org/membership/membership-benefits.

Advertisement

Special Savings
For All Educational Employees

Call Now To Start Saving On Literally Hundreds Of Everyday Products & Services

888-60-BENEFIT

EMPLOYEESAVINGS.ORG

As a special thank you to our nation's educators, we provide "0" LENDER CLOSING COSTS LOAN PROGRAM

Mortgages For Champions

Call Now, For More Information
(855) 584-9234

Residential
Home Funding Corp.
MORTGAGES FOR AMERICA
147 J Route 9, Suite 212
Clifton Park, NY 12065

Advertisement

As a member of SAANYS, you could receive exclusive savings on auto and home insurance from Liberty Mutual.¹

Along with valuable savings, you'll enjoy access to benefits like 24-Hour Claims Assistance.

Contact me for a free quote or visit www.libertymutual.com/SAANYS

Matthew Breiskin
Liberty Mutual Insurance
Client # 121560

Liberty Mutual Insurance

¹Discounts and savings are available where state laws and regulations allow, and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 77 Berkeley Street, Boston, MA 02116. ©2015 Liberty Mutual Insurance valid through February 5, 2016.

"Optimism is the faith that leads to achievement; nothing can be done without hope and confidence."
– Helen Keller

Now, just released in its Second Edition –
A must-have desktop reference for school administrators from the Magellan Foundation and the School Administrators Association of New York State



After extensive input from administrators with a variety of experiences and job titles, the Magellan Foundation and SAANYS offer this guidebook to give readers the advice that they really need. This practical and informative text offers answers to those questions that often only experience can answer.

The easy to browse Q&A format includes chapters on:

- ✓ Student Discipline
- ✓ Student Activities
- ✓ Health and Safety
- ✓ Parent-School Connection
- ✓ Curriculum and Instruction
- ✓ Athletics
- ✓ Supervision and Evaluation
- ✓ Special Education
- ✓ Transportation



To order, go to www.saanys.org or email mgavin@saanys.org.