

Arlington CSD Principal Inducted as SAANYS President




We are happy to announce that Dr. Paul Fanuele, executive principal of Arlington High School in the Arlington Central School District, was inducted as president of the School Administrators Association of New York State at the SAANYS Annual Conference in Lake George on October 24. Fanuele succeeds John McKenna, principal of Fletcher Elementary School in the Tonawanda Central School District. Fanuele, a long time member of SAANYS, will serve as SAANYS' president for 2016-17 until next October.



Fanuele has over 20 years of experience in education serving as a coach, teacher, assistant principal, house principal, principal, and executive principal. Fanuele has served in both a large school setting

(3400 students) and a small school setting (600 students). Leadership and learning have been his passion. He has presented at state and national conferences and written articles on *The Importance of a Growth Mindset*, *Collaborative Leadership that Multiplies Learning*, *Strategies for Personal and Professional Success*, and *The Calm (Un) Focused Leader*. In February 2016, Fanuele successfully defended his dissertation entitled, *Addressing New Challenges: A Framework for Educational Leadership*. He says all of his roles have been rewarding including, most importantly, being a husband and father of two. ■



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.

NASSP Assistant Principal Deadline:
November 16, 2016

SAANYS Application Deadline:
January 31, 2017

2015-16 VIRTUAL PROFESSIONAL LEARNING SERIES

Instructional Leadership Book Study with Dr. Susan Szachowicz

LIVE VIDEO WEBCAST

TRANSFORMING BROCKTON HIGH SCHOOL



See details on page 7!

#saanys16 in review

157 people
Sent 655 tweets to the TweetBeam show
Generating 1,196,606 potential impressions



SAANYS Welcomes New Units:

– REGION 5 –

Clarkstown Occupational & Physical Therapy Association Group

– REGION 6 –

East Greenbush Operations & Technical Supervisory Association

LEGAL BRIEFS

SAANYS Enforces an Employee's Rights

Recently, a probationary administrator's claims were enforced in an arbitration award against a district. A Long Island administrator was hired under a collective bargaining agreement (CBA) that required specific steps to be taken when evaluating probationary employees. The district chose to ignore these steps. This resulted in a grievance arbitration litigated by SAANYS General Counsel Arthur Scheuermann.

In New York it is extremely rare for probationary administrators to successfully challenge a denial of tenure. The last successful challenge to the denial of tenure happened in February 2016 in *Glen Cove Educational Administrators Association v. Glen Cove City School District*, in Nassau County Supreme Court. Previously, the last incidence of a successful challenge was in 2003.

In this case, SAANYS grieved the district's termination decision because the district had failed to follow the CBA evaluation procedure. The CBA required the evaluation of administrators to follow the following procedures: (1) to jointly develop goals by October 15; (2) to provide continuous formative evaluation and feedback throughout the school year in the form of one-on-one evaluation meetings; (3) to document by written memo any serious performance issues that could result in a negative evaluation; (4) to issue a final evaluation on or about June 30th; and (5) to notify an administrator if they would not be receiving tenure no later than April 1 of the year of tenure or four months prior to the effective date of the tenure if the tenure date is other than July 1st (April 11 in this member's case).

For the first year in the district, 2012-2013, none of the administrators'

continued on page 6



Executive Viewpoint
Kevin S. Casey, Executive Director

A Unique Time

We have just concluded a successful, well-attended conference at the beautiful Sagamore Resort on Lake George. It included substantive presentations by SAANYS members, an EdCamp run by SAANYS members, professional presentations, along with representatives of the legislature and SED participating in portions of the conference. There were both learning and networking times, and it reminded me of why people belong to a professional association.

An association is defined as an organization of people with a common

purpose. The mission of SAANYS is to provide direction, service and support to our membership in their efforts to improve the quality of education and leadership in New York State schools. By happenstance, we are currently presented with a uniquely broad opportunity to influence the quality of education and leadership in New York State schools. To what extent will we take advantage of it?

Commissioner Elia addressed conference attendees and outlined the variety of opportunities currently underway for educators to provide

input. Draft ELA and math standards are currently online and available for review and comment. Assessments tied to the new standards are being created with educator input, and Questar Assessment, Inc. (the vendor charged with creating new 3-8 assessments) is soliciting educators to participate in item writing workshops around the state. SAANYS has electronically distributed Questar’s solicitation for those educators that might be interested in participating.

Pursuant to direction from SED, each BOCES is conducting stakeholder meetings to receive input on what should constitute the ESSA state plan (e.g., what do you do with schools that do not reach a 95 percent student participation rate in state tests?; Title II set aside for principal professional development...). Further, public hearings on the draft ESSA state plan are currently anticipated.

There is also an ongoing Principal Preparation Project which includes SAANYS members, a TeachNY initiative designed to address an impending teacher shortage, and the promise of a new Board of Regents proposed evaluation system, to be developed after standards and assessments revisions, that will be developed with input from teachers and principals.

There is clearly a lot going on, and I urge you to participate to the extent you are able. I urge you to resist being dissatisfied with a standard, assessment item...because it may be constructed in a manner different than you would construct it, as long as the process that led to its creation is a fair and inclusive one. There are far too many well-educated and experienced educators with widely varying opinions to expect that there will be complete agreement on all

standards and items. I think policy development is often seen as remote, especially when there are issues surrounding your primary professional responsibilities that require immediate attention. Your voice however is like a vote. One among many, but equally weighted. Circumstances have led us to this unique point in time where much that forms the foundation of our education system is subject to analysis and change at the same time. I believe it’s unique, and hope that if you agree with that premise, you will not pass on your opportunity to influence events. Let’s exercise our common purpose. ■

The Hiatus Challenge

Sponsor Opinion Piece by Dr. Bruce H. Crowder, Educational Vistas, Inc.

As we advance well into a new school year, the challenge of improving student results lingers. Such a challenge is tied to new standards and assessments. While schools are in the midst of a hiatus from an unreasonable accountability law, the end of the hiatus should result in valuable change. Let’s take a look at what such a change might possibly encompass.

Based on student scores on the NYS reading and math tests since 2014, the

needle has barely moved, even with NYS teachers vetting the content and test items. So, to coin a phrase: If I continue doing what I am doing today, I should not be surprised to get the same results I got yesterday. The focus on deeper understanding in reading and math calls for new curricula. In the matter of reading, a basal from yesterday will not suffice today. The inclusion of content knowledge along with skills and process sets up enhanced

expectations in reading. Text complexity within math problems creates a similar challenge.

The move to generate new curricula must first examine its definition. A new definition should state that curriculum is teaching, learning, and assessment within an integrated web. The point to be made is that assessment rests squarely in the web with teaching and learning. To move the needle toward improvement requires the omnipresence of student performance opportunities, whether measured or guided. Too much of today’s curricula is skill and process bound. However, the challenge of knowing how to prepare perfor-

mance opportunities within a curriculum needs to be supported with the time to do so.

This takes us to another area which may be a gift in the long run. The 2017 NYS testing in reading and math will be untimed, as it was last year. And, while this decision may not hold for the period beyond the hiatus, it may bring about a more reasonable time allotment for future testing. Here’s the nature of the gift. Prepare your students

in knowing how to use this time to read, reread, think, rethink, do, and redo. When Commissioner Elia was asked why the addition in time, she replied, “I want to know what the students can really do.”

Dr. Bruce H. Crowder, former New York State assistant commissioner for school improvement, is a senior researcher at EdVistas and is currently writing a text titled, “Curriculum Theory for New Standards, Assessments, and Practices.” ■

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.

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

School Administrators Association of New York State

Vol. XLV No. 8

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, Paul Fanuele*

President-Elect, Joyce Carr*

Past President, John McKenna*

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* Susan Bonner	Region 10	Anthony Cardamone Jeanne Brown
Region 2	Regina Huffman* Scott Comis	Region 11	Danielle Dehm* Joseph Pustulka
Region 4	Hilary Roberto James L. Mackin, Jr.	Region 12	Charles Smilinich Larry Badgley
Region 5	Harry Leonardatos Christine Artt	Retiree Representative, Bruce Gorman	
Region 6	Linda Klime Jennifer Drautz	Rochester City, Timothy Cliby Syracuse City, Arthur Grimes	
Region 7	Andrea Miller Kevin Hulbert	NASSP Coordinator, Karl Thielking	
Region 8	Kathleen Carney Brian Coleman	NAESP Representative, Thomas Payton	
Region 9	Michelle Feyerabend	* denotes Executive Committee	

Statement of Ownership, Management, and Circulation			
SAANYS News & Notes, USPS 025-346, published monthly except June, July, and August. Annual subscription price \$7.15. Mailing address of known office of publication: 8 Airport Park Blvd., Latham, NY 12110. Contact person: Annika Pfluger. Publisher Name and Address: School Administrators Assn. of NYS, 8 Airport Park Blvd., Latham, NY 12110. Editor: Annika Pfluger.			
	Avg. no. copies each issue during preceding 12 months	No. copies Sept. 2016	
Total No. of Copies:	7,640	7,700	
Mailed outside county paid subscriptions stated on PS form 3541	7,110	7164	
Mailed in-county paid subscriptions stated on PS Form 3541	274	274	
Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales, and other paid distribution outside USPS	0	0	
Paid distribution by other classes of mail through the USPS	0	0	
Total paid distribution	7,384	7,438	
Free or nominal rate outside county	0	0	
Free or nominal rate in-county	0	0	
Free or nominal rate copies mailed at other classes through the USPS	0	0	
Free or nominal rate distribution outside the mail	0	0	
Total free or nominal rate distribution	0	0	
Total distribution	7,384	7,438	
Copies not distributed	256	262	
Total	7,640	7,700	
Percent paid	100%	100%	




Action Alert - Convince Congress to Support Title IV in ESSA

On October 20, the Department of Education (ED) released its new non-binding guidance on Title IV in the Every Student Succeeds Act (ESSA). Title IV creates a new block grant that provides a unique opportunity for school leaders to try and acquire more funding for their school. This grant is meant to be flexible so that schools can spend the dollars where they need it most, as long as that usage falls into one of these areas:

- 1. Helping provide students with a well-rounded education. This can be done through the promotion of STEM, college career counseling, music or arts classes, and a variety of other ways.

Save a Little, Get a Lot More in Retirement

 **redefining / standards®**

One advantage of working for a school is knowing you have a pension plan. But a pension doesn't have to be your only source of income in retirement. Luckily, your school district offers another way to save for retirement, called a 403(b) plan. A 403(b) is like a 401(k) for educators, and can be used to supplement your pension to help you enjoy a more comfortable retirement.

It's easy to think of it this way: your pension can help cover some essential expenses in retirement like housing, food and healthcare, while the income you get from your 403(b) account can be used to live the way you want in retirement.



Your Pension Plan

Payments can cover:

- Housing
- Healthcare
- Food
- Other essentials



Your 403(b) Plan

Payments can cover:

- Travel
- Gifts
- Entertainment
- Other non-essentials

Changing jobs? Take your retirement plan with you.

These days, it's not uncommon for educators to change jobs, schools, or even school districts to find a better position. One of the nice things about a 403(b) plan is that it belongs to you. That means you should be able

continued on page 8

Advertisement



INCREASING EFFICIENCY. REDUCING COSTS.

Educational Vistas, Inc.

Let our NYS certified teachers score your 3-8 ELA & math assessments along with 4 and 8 science, NYSESLAT, and Regents!

Contact us now for a proposal.

www.edvistas.com
888-999-2554



NYS Scoring™
®NYS Scoring is a trademark of Educational Vistas, Inc.

- 2. Supporting a safe and healthy school environment. For example, by providing school mental health services, forming drug and violence prevention programs, and many more.
- 3. Supporting the effective use of technology. This area can be used for the professional development of principals and their staff, as well as a number of other uses.

On October 26, NASSP sent out an Action Alert to its members asking that they contact their congressional representatives to advocate for full funding of Title IV in ESSA. It is more important than ever that members reach out to their representatives. Visit the SAANYS Legislative Action Center at saanys.org to make sure Congress hears your concerns.

Also, feel free to join NASSP and SAANYS in pushing this message on social media as well. The main hashtag being used for this issue is #MoreTitleIV. Below are some sample tweet that can help get you started:

- #MoreTitleIV funding means greater flexibility and more meaningful investments for local school districts! #ESSA
- #MoreTitleIV funding provides schools the ability to give students a more complete, well rounded education.@[Senator or Representative] #ESSA
- Every school would benefit from a fully funded Title IV, A grant, without it districts are forced to choose one program over another. #MoreTitleIV.@[Senator or Representative] #ESSA ■

CONNECTING GREAT LEADERS
ACROSS ALL LEVELS

NATIONAL PRINCIPALS CONFERENCE

New! First-ever joint conference for all school leaders.

NASSP and NAESP are teaming to present a new kind of annual conference. This joint conference for Pre-K through grade 12 school leaders will be an unprecedented opportunity to engage in collaborative conversations across the school continuum as you work together to shape the trajectory for school success.

REGISTER NOW!
principalsconference.org #NPC17






SAANYS and Magellan are now Approved CTLE Providers!

Please add us to your list of approved PD providers for 2016-17!

SAANYS Provider Number – 3084
Magellan Foundation Provider Number – 3085



Advertisement



The ultimate complement to great teachers

SMART kapp iQ™ consists of an interactive display, whiteboard and a suite of education software, all run from an embedded computer. Designed to enhance instruction, the display fully integrates with student devices.

Start your free 30-day trial today.
teq.com/kappiqtrial



*Terms & conditions apply. Offer may vary depending on location. ©2016 SMART Technologies. All rights reserved.



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.

2016 CALENDAR



- Nov 11 Veteran's Day
- Nov 12 Elizabeth Cady Stanton's Birthday
- Nov 14-18 American Education Week
- Nov 16 Education Support Professionals Day
- Nov 17 National Parental Involvement Day
- Nov 18 Substitute Educators Day
- Nov 19 Gettysburg Address Anniversary
- Nov 20-26 National Family Week
- Nov 24 Thanksgiving
- Nov 30 Mark Twain's Birthday



- Dec 1 Beginning of Montgomery Bus Boycott
- Dec 1 World AIDS Day
- Dec 7 Pearl Harbor Day
- Dec 10 Emily Dickinson's Birthday
- Dec 10 Human Rights Day
- Dec 15 Bill of Rights Day
- Dec 16 Boston Tea Party Anniversary
- Dec 17 Anniversary of the Wright Brothers' Flight
- Dec 21 First Day of Winter
- Dec 24-Jan 1 Hanukkah (Festival of Lights)
- Dec 25 Christmas
- Dec 25 Clara Barton's Birthday
- Dec 26-Jan 1 Kwanzaa
- Dec 29 Wounded Knee Massacre Anniversary

SAANYS 45th Annual Conference – Another SAANYS Success

Our exhibits and sponsors provide a terrific way to learn about the latest education-related products and services – from evaluation resources and technology integration, to staff development and more.

ADVANC-ED

Judy Pugh | (888) 413-3669
contactus@advanc-ed.org | advanc-ed.org



Advanc-ED is a non-profit, non-partisan organization that partners with education entities to provide accreditation, certification and continuous improvement tools and services. AdvancED gives every institution – whatever its mission or model – resources to ensure that all learners realize their full potential.

AMPLIFY

Andre Cepeda | (347) 342-2859
acepeda@amplify.com | amplify.com



Amplify is reimagining the way teachers teach and students learn with our next-generation of products for assessment, K-8 curriculum, intervention, and services.

APEX LEARNING

Patty Herbst | (518) 631-3067
Patty.Herbst@apexlearning.com | apexlearning.com



APEX Learning is the leading digital curriculum used by educators for keeping students on-track and getting at-risk students back on track for graduation by driving the highest student achievement, resulting in students who are ready for college, work, and life.

A+ EDUCATORS

Jed Riding | (866) 626-7556
jriding@4aplus.com | 4aplus.com



A+ Educators premier programs, Propel and Beyond TargetEd, are being used across the state in many different configurations. Available through state contract, these resources help teachers and aides differentiate instruction for struggling learners.

ASVAB CAREER EXPLORATION

Faith Durden | (716) 868-7997
faith.e.durden.civ@mail.mil | asvabprogram.com



The ASVAB Career Exploration Program is a free career planning and exploration program that combines a multiple aptitude assessment with an interest inventory along with a wide range of career exploration tools.

AVIGILON

Randy J. Welch | (603) 738-2862
randy.welch@avigilon.com | avigilon.com



Avigilon designs, develops, and manufactures video analytics, network video management software and hardware, surveillance cameras, and access control solutions. Avigilon's solutions have been installed at thousands of customer sites, including school campuses, transportation systems, healthcare centers, public venues, critical infrastructure, prisons, factories, casinos, airports, financial institutions, government facilities, and retailers.

AXA

Jackie Fabitore-Matheny | (703) 298-3570
jacqueline.fabitore-matheny@axa.us.com
axa.com/myretirementgoal



For over 154 years, AXA has been a leader in the financial services industry, offering clients an array of retirement products and services to help meet their needs, as well as to assist them through changing life situations.

THE BIGS PROJECT

Lynn Siegel | (914) 260-0066
lynn@thebigproject.com | thebigproject.com



The Bigs High School Career Exploration Program is an innovative way for students to connect their education to work world careers. It teaches students how to get **great internships and jobs**, do a great job, and be leaders.

BT BOCES CLEARTRACK 200

Carrie Machalek
(607) 757-2887 | cmachale@btboces.org
cleartrack.com | rtiedge.com



ClearTrack 200 Special Education Management and RTI Edge Intervention Management are web-based applications developed by Broome-Tioga BOCES. Our products are very cost effective, powerful, yet easy to use. Both systems are used by hundreds of school districts across NYS.

CAMBRIDGE ASSESSMENT INC.

Aparajita Nandi | (917) 522-2140
nandi.a@cie.org.UK | cie.org.UK



Learn • Discover • Achieve
Part of the University of Cambridge, Cambridge International Examinations is the largest provider of international education programs and qualifications, providing academically rigorous curriculum emphasizing critical thinking and inquiry-based learning to help students develop knowledge and skills needed for college and beyond.

CAMBRIDGE EDUCATIONAL SERVICES

Janey Park | (847) 299-2930
jpark@cambridgeed.com | cambridgeEd.com



Improve student test scores on the NEW 2015 PSAT, 2015 ACT, and the 2016 SAT exams using Cambridge's online or print supplemental curriculum, data reports, and teacher training. Motivation workshops assist with systemic efforts for greater student achievement and increased scholarships.

CASTLE SOFTWARE, INC.

Scott Fischer | (800) 345-7606 ext. 107
sfischer@castlelearning.com | castlelearning.com



Castle Learning Online is an Internet-based review, testing and assessment tool which supports classroom instruction. The site provides a K-12 common core aligned question database in math, English, plus science, social studies, Spanish and French. The resource can also be used by elective teachers. All users can access their account from school and/or home with any internet connected device. Approximately 70 percent of the public school districts in New York State make Castle Learning available to their teachers, students, parents and administrators.

CTE Technical Assistance Ctr. of NY

Gretchen Schwalbach | (518) 723-2137
gretchen@spnet.us | nyctecenter.org



Providing support to Career and Technical Education (CTE) educators across New York State in the areas of data collection, academic integration with CTE, CTE program approval, CTE best practices, expanding CTE programs and student leadership participation, and building relationships to strengthen CTE.

CENTRIC LEARNING

Glen Taylor | (866) 498-3533
info@centriclearning.net | centriclearning.net



HERO is a revolutionary digital learning environment: coupled with a full curriculum that is project-based, cross-discipline, competency and standards-based, and AdvancEd accredited. HERO includes a global content repository and authorizing environment – allowing educators to create, collaborate, and share new content.

COMMITTEE FOR CHILDREN

Kate Tovias | (206) 438-6505
ktovias@cfchildren.org | cfchildren.org



Our engaging, innovative social-emotional learning materials can help improve academic performance and empower children to protect themselves, work through problems, and respect others' points of view. Schools become safer and calmer places where teachers can teach and children can learn.

CURRICULUM ASSOCIATES

Don Masters | (800) 225-0248
dmasters@cainc.com | curriculumassociates.com

Curriculum Associates

Ready i-Ready BRIGANCE

Curriculum Associates publishes research-based, affordable programs to help make classrooms better places for students and teachers. Our newest programs – i-Ready Diagnostic & Instruction and Ready New York CCLS – are widely used throughout New York to help grow student achievement.

DELL

Janell Janczykowski | (518) 982-4842
janell_janczykowski@dell.com | dell.com



Dell is a true end-end solutions provider that can assist K-12 organizations as a trusted advisor from device deployment, security, and best in class data center options. Our solutions support educators as they redefine the learning environment and empower students to make the most out of their personalized learning experience.

eDOCTRINA

Leah Kingston | (716) 931-9110 ext. 5105
lkingston@edoctrina.org | edoctrina.org



Are you interested in saving your staff time and your district money? Check out a NY-based program designed by educators, for educators! eDoctrina's mission is to help all students succeed by making it easier to implement best teaching practices.

EDUCATIONAL VISTAS, INC.

Scott B. Crowder | (518) 344-7022
scrowder@edvistas.com | edvistas.com



The NYS leader in integrated web-based educational management systems, EVI currently provides hundreds of districts with powerful products and services. In areas such as APPR, VADIR, DASA, AIS/RTI, Assessment/Data, ZIS, and Curriculum Management (CD), EdVistas' software solutions help schools meet mandates and realize data-driven decision making!

E-SPARK LEARNING

Josh Bay | (312) 894-3100
josh@esparklearning.com | esparklearning.com



e-Spark Learning is meeting the needs of all learners for life-changing outcomes. Our student-centered products captivate interests, challenge learners at all levels, and inspire creative application. Learn more about our differentiated iPad and web-based solutions at www.esparklearning.com.

EXCELSIOR COLLEGE/ QUESTAR BOCES III

Lynda Holt | (518) 608-8171
lholt@excelsior.edu | excelsior.edu/commoncore



Questar III BOCES, one of 37 Boards of Cooperative Educational Services (BOCES) in New York State, and Excelsior College, a private, nonprofit, distance college located in Albany, NY have partnered together to create online mathematics courses that help K-8 educators explore the mathematics content changes needed to help students reach 21st century skills and expectations.

FOLLETT

Lindsey Pearson | (888) 511-5114
frm@corpcom-events.com | follettlearning.com



Follett provides educationally relevant content, integrated educational technology solutions, and value-added services to PreK-12 schools and districts in the United States and around the world.

GUEST COMMUNICATIONS CORP.

Linda Champagne | (248) 505-5912
Linda.champagne@gcckc.com | gcckc.com

Publishers of the Guide to Emergency Preparedness
My-EOP™ custom mobile apps for administrators

HANDWRITING WITHOUT TEARS/ KEYBOARDING WITHOUT TEARS

Brian Miller | (301) 263-2700
brian.miller@hwtears.com | hwtears.com

Engaging fun activities that form handwriting skills
With grade-level lessons, cross-curricular content
and strategies aligned to learning standards
for K-5 helps students build solid foundations

HAZELDEN BETTY FORD FOUNDATION

Ann Hooper | (651) 213-4654
aHooper@hazeldenbettyford.org | hazelden.org

Hazelden is best known for providing prevention and prevention books, videos, and curriculum programs, schools, hospitals, mental health and human resource programs.

HOUGHTON MIFFLIN HARCOURT

Marcus Forney | (407) 345-3817
marcus.forney@hnhco.com | hnhco.com

As one of the world's longest-established publishers of preK-12 education solutions, we specialize in helping teachers, kids, and parents. As a global leader in interactive, results-driven education solutions, we serve more than 150 countries.

HUNGER SOLUTIONS NEW YORK

Jessica Pino-Goodspeed | (518) 741-0917
jessica.pinogoodspeed@hungersolutionsny.org

Hunger Solutions New York promotes hunger relief through funded nutrition assistance programs for at-risk populations contribute to ending hunger. We also raise awareness of the educational benefits of anti-hunger programs.

IMAGINE LEARNING

Beth Ann Walck | (585) 872-0481
beth.walck@imaginelearning.com
imaginelearning.com

Imagine Learning is an award-winning language program that was founded in 2004 with a single goal: to teach English to the children of the world. The program employs writers, artists, programmers, and musicians to create language and literacy solutions. Imagine Learning uses instructional practices to help English language learners with disabilities, and early childhood students develop the abilities they need to succeed. The program is available in many languages. The company also has a new program, Imagine Learning Espanol.

JP ASSOCIATES

Douglas Blancero | (845) 835-8090
dblancero@jponline.com | jponline.com

JP Associates, with 25 years of experience, provides customized professional development that supports teacher improvement specialists provide support in implementing Common Core, and capacity building.

LEARNING SCIENCES INTERNATIONAL

Brittany Hancock | (724) 459-2100 ext. 120
B Hancock@learningsciences.com
learningsciences.com

Learning Sciences International, a leading provider of performance management in education, provides strategies, evaluation models, and classroom management based technology to foster meaningful growth.

LEGO EDUCATION

Jerry O'Malley | (518) 430-7730
gerald.omalley@lego.com
legoeducation.com

LEGO® Education combines the unique educational classroom solutions for science, technology, and math. Our products can bring innovation to your classroom.

LEXIA LEARNING

Tristan Egan | (978) 405-6239
tegan@lexialearning.com | lexialearning.com

Lexia Learning empowers literacy educators with personalized instruction. With a mission to help proficient readers, Lexia's technology-based programs of advanced, on-level, and at-risk students meet their benchmark.

LIFETOUGH

Belinda Waldron | (518) 767-9947
bwaldron@lifetouch.com | lifetouch.com

Offering the largest portfolio of products for classroom use, allowing ease of adding student images to personalized coded ID cards, Principalm+ allowing image assortment of products and partnerships. Conference.

Success!


development and classroom tools.



Globe Communications Corporation
800-427-4825
www.globe.com

Publishers of: *The Guide To Emergency Preparedness*

paredness™ custom safety flip charts and istrators, transportation, and staff.



Handwriting Without Tears®

ting and keyboarding habits from the start. connections, developmental teaching order ls. Our developmentally based curriculum ons for academic success.




Hazelden

ATION
n.org
ven-effective addiction treatment, recovery, la to individual consumers, treatment n agencies, correctional facilities, churches,



Houghton Mifflin Harcourt

ublishing houses and largest providers of in dynamic learning content for students, der in lifelong learning, we're delivering ons to more than 50 million students in




HUNGER SOLUTIONS NEW YORK
UNITING RESOURCES AND PROGRAMS TO END HUNGER

v.org HungerSolutionsNY.org
nger awareness, participation in federally- ll who are eligible, and public policies that awareness of the health, economic and ms.



Imagine Learning®

guage and literacy software company l: use the power of technology to teach imagine Learning team includes educators, ns who contribute to the development of its e learning uses differentiated and innovative uage learners, struggling readers, students ents to develop the reading and speaking n offers first-language support in 15 roduct for Spanish language literacy called



JP Associates
THE SCHOOL IMPROVEMENT SPECIALISTS


works with your school (K-12) to develop addresses your specific needs. Our school n the areas of instruction, leadership, APPR,



Learning Sciences International
LEARNING AND PERFORMANCE MANAGEMENT


3

provider of professional development and mbines research-based instructional strat- monitoring techniques with advanced web- wth in educators and leadership.



LEGO education

excitement of LEGO bricks with hands-on z, engineering, math, and literacy. Learn how classroom.




Lexia
A Rosetta Stone® Company

om
rs through adaptive assessment and o help teachers ensure students become d reading programs have helped millions meet their end-of-year, grade-level



Life Touch
NATIONAL SCHOOL STUDIOS


or schools such as ImageStream® CD, your administrative software system, bar- ge and data mobility. Ask about our full official photographer of SAANYS' annual



McGraw Hill Education

MCGRAW-HILL EDUCATION
LaVonne Patane | (585) 441-4192
Lavonne.patane@mheducation.com
Mheducation.com/prek-12


McGraw-Hill Education is a learning science company. We help educators and students drive results by delivering technology that harnesses an understanding of how the mind works to make each learning moment more engaging, efficient and effective. We bring a unique combination of high-quality content and personalized technology that's been proven effective – woven together with an understanding of the science of learning.



MEASUREMENT INCORPORATED

Thomas Kelsh | (518) 427-9840 ext. 206
tkelsh@measinc.com | mi-schoolservices.com


Measurement Incorporated's Program Evaluation and School Improvement Services Division designs and conducts rigorous formative and summative evaluation studies of all NCLB initiatives. Our highly-skilled professional development staff offers training in instructional strategies, leadership development, RTI, and bullying prevention.



myON

MyON READER
Bob Bone | (315) 440-5412
Rbone@myon.com | myon.com

myOn is a complete literacy solution that reinvents the ways in which students and teachers interact with text. myOn provides anytime, anywhere access to a library of more than 7,000 enhanced digital books with multi-media supports, real time reporting and assessments, and embedded close reading tools.



NYSCATE

Amy Perry-DelCorvo | (518) 786-3981
aperry@nyscate.org | nyscate.org


NYSCATE is an organization of dedicated technology-using educators, committed to transforming teaching and learning in order to provide children with an education that prepares them to live satisfying and productive lives.



OSC WORLD
ALL THE RIGHT ANSWERS

Mike Richez | 516-247-5321
michel.richez@oscworld.com | oscworld.com


Digital fly monitors social media (Twitter, Instagram) in real time to alert schools when potential harmful content is made. Using GeoLocation (latitude/longitude mapping) and filtered terms/acronyms, data is tracked, analyzed, and ranked for potential threats (bullying, fights, weapons, self-harm) assisting in keeping students and staff safe.



RENAISSANCE LEARNING

Pam Marklow | 800-338-4204
answers@renlearn.com | renlearn.com


Renaissance Learning is the world's leading provider of computer-based assessment technology for PreK-12 schools. Adopted by more than 70,000 North American schools, Renaissance Learning's software provides daily formative assessment and periodic progress monitoring technology for reading, math, and writing.



Residential
Home Funding Corp.
MORTGAGES FOR AMERICA

RESIDENTIAL HOME FUNDING
Richard Melnyk | (518) 429-3633
rmelnyk@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corps.' goal is "to be the lender of choice for our customers by providing both diversified and competitive mortgage financing options with excellent customer service." With a diverse customer base that includes first time home buyers as well as high net worth individuals, Residential Home Funding Corp. can provide the appropriate financing to meet any customer's specific needs. The Mortgage for Champions Program was developed as a special thank you to the heroes of our community and offers special discounts.



Heinemann
DEDICATED TO TEACHERS

REYNELL EDUCATIONAL RESOURCES
Susan Reynell | (800) 388-3409
sreynell@reynell.net | heinemann.net


Representative for Heinemann, known for outstanding curriculum products researched and developed by Fountas & Pinnell (Leveled Literacy Intervention and Benchmark Assessment Systems) and Lucy Calkins (Units of Study in Opinion, Information, and Narrative Writing) as well as professional books from notable authors.



Right Reason Technologies

Vincent Arezzi | (877) 778-8277
VArezzi@rightreasontech.com
rightreasontech.com

With our collaborative approach to education improvement, Right Reason Technologies is transforming the education landscape. Our student success platform, RightPath™ provides an avenue to incorporate the very best web-based education services into your classrooms.



SIMPLY School Datebooks THE BEST

SCHOOL DATEBOOKS
Ross Larimore | (800) 705-7526
ross@schooldatebooks.com
schooldatebooks.com

School Datebooks serves schools with fully customized datebooks. From PolyFusion covers to the events listed on the day, our standard custom appearances are unmatched. Find out today why we're 'Simply the Best!'



Schooltool/ MINDEX TECHNOLOGIES, INC.

Melissa Judd | (585) 424-3590
melissa@mindex.com | schooltool.com


Schooltool is the only student management system exclusively designed for NYS. All NYSED requiremenmts are built in. Administrators, teachers, parents, and students can easily access data with the mobile app and trend data with our dashboard suite.



SMART
Collaborate Naturally™

SMART TECHNOLOGIES
Kathy Glenn | (403) 407-4044
kathyglenn@smarttech.com | smarttech.com


SMART is changing the way knowledge is shared. Our software and hardware solutions empower everyone – from primary school students to Fortune 500 companies – to come together to explore and expand on ideas, bringing them to life without geographical or technical limitations.



SMP
Bring IT On

Patricia Bascomb | (585) 475-0670
pb@smp-corp.com | smp-corp.com


Serving New York and New England, SMP designs data center, networking, collaboration, end-user computing and security solutions. SMP delivers technology products, along with professional, managed and hosted services to help customers meet their organization's goals and objectives.



Textbook Warehouse

Diane Goldsmith | (800) 796-9152
sales@textbookwarehouse.com textbookwarehouse.com


Educating children is hard work; saving money is easy. We are here to help you with your book needs. Your challenges are where our expertise offers solutions. Experience substantial savings, top quality books, and excellent customer care every time.



THE Learning Connection®
"Voted #1 Literature-based Themes"

THE LEARNING CONNECTION, LLC
Timothy Sasman | (212) 996-5983
TimothyTLC@verizon.net
TLCconnection.com


Common Core solutions. Voted #1 themes – award-winning books; hands-on; media; guides; and parent involvement. Grades PK-12. Experts in after-school; take-home; and bestseller students in temporary housing activity backpacks. Bilingual; ESL; special needs; early childhood.



The Reading SOLUTION

Elliott Reinert | (781) 259-1803
Elliott@theReadingSolution.com | theReadingSolution.com


The Reading Solution Experience represents the highest quality of blended teacher training and reading content and reading software available today. Research – peer review – published and outcome proven effective in enhancing the reading ability of all of your students, pre-K through college. NY State representatives of Sound Reading Solutions and Reading Plus.



THINK STRETCH

THINK STRETCH
Amy Pachera | (888) 777-8182 ext. 501
riacoban@thinkstretch.com | thinkstretch.com

Think Stretch summer learning program represents a unique partnership between parents, teachers, and students. The program is an outcome-driven system that incentivizes students to maximize their school experience while enjoying their summer.



U.S. AIR FORCE

TSgt. Jose E. Santana | (315) 452-9060
jose.santanaortiz@us.af.mil | airforce.com

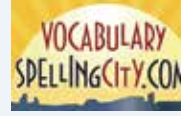
We believe in education. The Air Force pays up to 100% of your tuition for courses taken off-duty. Through the Montgomery G.I. Bill, you can have more than \$35,000 for educational expenses after two years of honorable active-duty service.



VariQuest
Visual Learning Tools

VARIQUEST VISUAL AND KINESTHETIC LEARNING TOOLS
Nancy Johnson | (763) 536-6980
nancy_johnson@variquest.com | variquest.com

VariQuest® Visual & Kinesthetic Learning Tools include the award-winning Perfecta™ full color poster printer, poster maker cutout maker, awards maker, design center, and new Trifecta™ 800 3D printer. Used as visual instructional aids, educators are easily able to differentiate instruction.



VOCABULARY SPELLINGCITY.COM

VOCABULARY SPELLING CITY
Robert Laundrie | (954) 357-1150
sales@spellingcity.com | spellingcity.com

Vocabulary Spelling City allows teachers to create and save word lists. Students can do a variety of activities based on the word lists. Your students will build literacy skills with vocabulary and spelling.

ZANER-BLOSER
Tracy DiDio | (518) 466-3491
tracy.didio@zaner-bloser.com
superkidsreading.com

Zaner-Bloser is an educational-solutions company that specializes in delivering explicit instruction and a solid academic foundation for Pre-K-8 students in reading and language arts.

**A Message From
Arthur Scheuermann
SAANYS General Counsel
AScheuermann@saanys.org**



continued from page 1

In the administrator's second year she had a new superintendent and building principal. However, she did not receive

In the administrator's third year, the tenure year, while she again did not receive continuous documented feedback, or

However, sometime after March, district politics came into play and certain individuals on the district's board of education and teacher's union decided that they did not want the member. On the eve of the administrator receiving tenure, they removed her name from the board agenda. The administrator was not notified of this fact until April 21, 2015 when she was told by the superintendent that she would not be receiving tenure. This notification was past the contractually mandated April 11, 2015 deadline for telling the member she would not be receiving tenure. The reason for not receiving tenure, as told to the administrator by the superintendent, was ostensibly that she had not been attending enough district

In New York it is extremely rare for probationary administrators to successfully challenge a denial of tenure.

In the resulting arbitration, General Counsel Arthur Scheuermann demonstrated to the arbitrator how the administrator's contract had not been followed by the sheer lack of evaluative documentation relating to her performance. Tellingly, much of the case centered on what evidence the district lacked, including documentation of evaluations, goal setting, feedback on issues that could result in the denial of tenure, and the timely notification of tenure denial.

The arbitrator's decision and order came down on the side of the administrator

and her association. The arbitrator found that that the district had violated its contractual responsibilities to the administrator stating that, “the [district’s] inaction as well as the board’s late denial of tenure resulted in the violations found above.” Further, “The district’s violations of [the contract] were serious. It deprived the administrator of reasonable notice of her [alleged] shortcomings and an opportunity to improve.” ■

CASE
OF NOTE

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.

Advertisement

Two knowledge and skill building workshops
for administrators and SEAF Central Treasurers
seeking to better understand issues and strategies
January-February, half days

Check our website for dates and locations

>>>>>>>>>>>>>>>>> <<<<<<<<<<<<<<<<<<

Confidential career coaching

James M. Merrins, Ed.D., Executive Program Administrator
716-672-5473 jmerrins@cecomet.net

S A N Y S
Personal
Legal
PLAN



*Rate applies to regular active, retired active, and retired affiliate members.
Associate member fee is \$150.*

**Contact a
SAANYS
Attorney**

274

***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.*



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.**

The National Safety Council's Online Defensive Driving Course

\$27.50

(reg. \$44.95)

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

SAANYS Professional Development Update



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

The 45th Annual SAANYS Conference at the Sagamore Resort on Lake George on October 23 and 24 was an amazing experience in a picture perfect location! In addition to top notch accommodations and creature comforts at the Sagamore, excellent communications (a revamped program, beautiful app, and even a Tweet-beam) and some new additions to the program were enjoyed and appreciated. With the help of Principal Francis Cocozza of Lake George High School, two students, Liam Larson and Nicholas Rollo, provided background music in the lobby (cool sax and classical flute) as attendees registered. Instead of a second keynote, we did our first ever conference EdCamp, facilitated by Don Gately, our award winning middle school principal. Even those who had not ever attended an edcamp and were new to the very different ‘unconference’ format gave it a try and attended home grown workshops that ranged from Twitter 101 to parent engagement and effective feedback. It was fun to do a little informal exit poll and hear such comments as “That was deep! I have never been so engaged in a conversation at a conference!” to “I learned a lot more from talking to my colleagues than I would have at a workshop.” We were happy we tapped into the broad and varied expertise of our members to bring to life a new way of learning and collaborating.

Susan Szachowicz had all of the attributes of an effective keynote: heart, humor, and substance. The story of her role in transforming Brockton High School over ten years is a true study in leadership lessons: build your starter team, persist in the face of resistance, focus focus focus, watch the team grow as the results start to come in, make sure changes have deep systemic roots that continue to grow and flourish after you have left the role, and never never lose your sense of humor. As Sue would say, “Simple, but not easy.” We are looking forward to an upcoming book study to do a much deeper dive into the specifics of this memorable school success story. Check the ad on this page and the SAANYS website for details!

I had the opportunity to attend all of the fifteen member practitioner workshops and found myself wishing I could stay everywhere I went. From Maker Faire How To, Organizing Space to Change Instruction, Standards Based Grading ... the range of topics and expertise of the presenters and their colleagues was impressive to say the least!

The BEST way to enjoy some glimpses of the conference is to go to #saanys16 if you are on Twitter, and to this link if you are not:

<https://storify.com/mbjhebert/ac-16>

These pictures and comments from our attendees over the course of the conference itself tell the story better than anything else! There is already plenty of buzz about next year: October 22 and 23, 2017 at the Otesaga in Cooperstown is going to be even bigger and better (if that’s possible) than this year’s at the Sagamore, so save the date!! ■

Advertisement

INSPIRE
EMPOWER
CREATE
SHARE

Individualized instruction,
Project-Based Learning, and
competency-based assessment
all in one easy-to-use system.

HERO
Learning System

centriclearning.net (866) 498-3533 info@centriclearning.net

International Center for Leadership in Education
RIGOROUS LEARNING FOR ALL STUDENTS

2015-16 VIRTUAL PROFESSIONAL LEARNING SERIES

Instructional Leadership Book Study with Dr. Susan Szachowicz

LIVE VIDEO WEBCAST
TRANSFORMING BROCKTON HIGH SCHOOL

November 17, 28
December 6, 14
3:00–4:00 p.m. Content Webinar
4:00–4:30 p.m. Q&A

Transforming Brockton High School: High Standards, High Expectations, No Excuses
A personal narrative sharing Dr. Sue Szachowicz's implementation of a schoolwide literacy initiative focused on adult learning. Sue details her own experience creating a restructuring committee to improve academic achievement and personalize education for all students, giving educators an insider's perspective on leading renewal initiatives for urban schools with challenging demographics.
\$29.99 #1-938925-21-1
To order, call 877-234-7323, option 1, then option 2

To learn more and to register, visit: <http://bit.ly/2fwDSgP>
You do not need to be a member of SAANYS or NYSFSA to participate.

The world that today's students will enter upon graduation is more competitive and complex than ever before. The key to whether our students will soar or stumble is how we prepare them. Through the NYS LIFT Initiative, SAANYS, NYSFSA, the Magellan Foundation, and the International Center for Leadership in Education are proud to present a virtual learning opportunity to support district and building level leaders in creating learning environments that engage today's learners.

A division of **Houghton Mifflin Harcourt**

SAVE THE DATE
OCTOBER 22-23, 2017
ANNUAL CONFERENCE

saanys.org

This program may now be covered under BOCES CoSer!

SAANYS MentorCoach Service
The Roots of Success

To support, inspire, and invigorate new and mid-career administrators.
For more information, contact Karen Bronson at 518-782-0600
kbronson@saanys.org • www.saanys.org

Learning from and sharing with one another is the best possible way to grow professionally.

SAANYS is fortunate to have a wide range of practitioners with proven expertise and experience to support your professional development needs. Let SAANYS help you plan everything from an administrative team meeting during the school day, to an after-school or full-day workshop, to an administrative retreat or superintendent's conference day for you or your teachers. These are all options that can take shape with SAANYS PD Your Way.

Visit <https://saanys.org/professional-learning/pd-on-demand/> for more information.

THE 2017 NEW YORK STATE SUPERINTENDENT DEVELOPMENT PROGRAM



New York's recognized, yearlong leadership program for those interested in becoming a Superintendent of Schools.

Taking enrollment for our next program year starting **January 21, 2017** next program year starting Application deadline: **November 17, 2016.**

Highlights:

- **Weekly sessions** with your superintendent faculty
- Authentic learning opportunities dealing with **real-life issues**
- **"Special Topic Sessions"** to key superintendent-level understandings
- **Confidential interaction** with superintendents across your region
- **175 graduates** current or past superintendents

For more program information and application:
www.nyssuperintendentdevelopmentprogram.com



Contact: Mr. Douglas Hamlin, Program Director
 (518) 281-0739 • hamlin.doug@gmail.com



New York State Archives

The New York State Archives presents historical records (1630-present) and standards-based learning activities selected and developed by New York teachers. Search or browse for documents and lessons. Using the Archives' lesson format, all learning activities may be customized online, then downloaded or printed.

More information: ARCHEDU@nysed.gov

Dollar General Afterschool Literacy Award



Kids must gain vital literacy skills to succeed in school, career, and beyond. The Afterschool Alliance and the Dollar General Literacy Foundation are now welcoming nominations for the \$10,000 Dollar General Afterschool Literacy Award for the third year.

This year's award focuses on English language learners and the ways afterschool programs ensure these students have the reading and writing abilities they need to thrive. **Nominations are due by Dec. 16, 2016.**

The award is intended for strong afterschool programs that provide integral literacy support to English language learner students. Nominate a program today.

More information: https://www.surveymonkey.com/r/Dollar_General_Afterschool_Literacy_Award_2016-2017

Save a Little, Get a Lot More in Retirement

continued from page 3

to take it with you wherever you go – even if you change careers and decide to do something different than work for a school district. You may even be able to roll over your account to your new school, but you should check first since transfer rules can vary between districts.

The sooner you start saving, the better.

From day one, your contributions and any earnings are yours. The sooner you start saving, the better, because your savings can grow tax-deferred; any interest earned can also earn interest. This can help your money grow faster than it would in a taxable account – which can give you additional income to spend however you want, once you're ready to retire.

Withdrawals from a 403(b) plan are subject to ordinary income tax treatment and if taken prior to age 59 ½ may also be subject to an additional 10% federal income tax penalty.

Issuer: AXA Equitable Life Insurance Company (NY, NY) ("AXA")

Distributors: AXA Advisors, LLC (member FINRA, SIPC), and AXA Distributors, LLC.

AXA Equitable, AXA Advisors and AXA Distributors are affiliated companies and do not provide legal or tax advice.

"AXA" is the brand name of AXA Equitable Financial Services, LLC and its family of companies, including AXA Equitable Life Insurance Company (NY, NY) and AXA Advisors, LLC. AXA S.A. is a French holding company for a group of international insurance and financial services companies, including AXA Equitable Financial Services, LLC. The obligations of AXA Equitable Life Insurance Company are backed solely by its claims-paying ability.

GE-114844 (5/16) (Exp. 5/18) ■

Thousands of Discounts Available to SAANYS Members

SAANYS provides members with an elite collection of local and national discounts from thousands of hotels, restaurants, movie theaters, retailers, florists, car dealers, theme parks, national attractions, concerts, and events through Abenity.



Go to saanys.org under the "Membership" section.

Advertisement



OSCWORLD
ALL THE RIGHT ANSWERS

digital fly Social Media Awareness Software provides real-time data to assist in preventing bullying, self-harm, and threats to students. The "Fly-Paper" engine also allows districts to tune into the sentiment of their community regarding pertinent issues.

For more information please contact Michel Richez, Executive VP of Business Development, at (516)247-5321 or Michel.Richez@oscmworld.com.

OSCWORLD.COM • 170 EARLE AVENUE LYNBROOK, NY 11563
 800.227.0672 • P: 516.247.5300 • F: 516.247.5301

Advertisement

Blended by Design

- ✓ Diagnostic and Monitoring
- ✓ Whole Class and Small Group Instruction
- ✓ Personalized Learning

A complete blended learning program with components that work together seamlessly as well as separately.

i-Ready

For more information contact your local sales representative:
 Eastern New York | Patrick.Auguste@icinc.com | 518-424-5533 | pauguste@icinc.com
 Western New York | Jennifer.Foegen@icinc.com | 585-590-4200 | jfoegen@icinc.com
 Long Island | Jennifer.Paul@icinc.com | jpaul@icinc.com

Curriculum Associates i-Ready.com/TakeTheTour

*A message from a
 SAANYS corporate
 sponsor*

RENAISSANCE

Renaissance® is the world leader in K12 learning analytics

Educators use our personalized practice and assessment solutions in over one-third of US schools and more than 60 countries. Learnalytics®, the data engine inside every Renaissance solution, enables us to unlock, understand, and act on our database of nearly 3 billion practice and assessment data points. We provide key insights to help you drive phenomenal student growth.

Helping teachers shine in every classroom

Teachers are the heart of education. They determine student outcomes. When teachers know what students already understand, they can plan what to teach next. Renaissance K12 assessment and practice programs include learning progressions based on every state's standards. This enables every teacher to deliver the right instruction at the right time.

Turning data into insights that guide growth

Renaissance shines a light on the learning path for every student. Educators have screening, progress, and growth data to differentiate instruction, boost achievement, and close gaps. District leaders have at-a-glance insights to know precisely what's happening in their schools.

Delivering innovative, problem-solving solutions

Renaissance recognizes the pressure on educators to ensure every student is ready to succeed in college, career, and life. We provide assessment, practice, and instructional resources through a digital platform, adapting to the needs of today's educators.

Enhancing student-teacher relationships

Teachers bring learning to life every school day. Renaissance nurtures that important relationship—providing technology that gives teachers time back to create those energizing learning experiences and aha moments in the classroom.

For more information, visit www.renaissance.com. ■