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 McMenna, 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.

SAANYS Welcomes New Units:

- REGION 5 – Clarkstown Occupational & Physical Therapy Association Group
- REGION 6 – East Greenbush Operations & Technical Supervisory Association

SAANYS – Your voice, Your Source, Your 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 Schuesserman.

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’
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 linked 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.

Teach NY, the curriculum we believe is the right one for all students, may not be the right approach for all. The point to be made is that assessment rests firmly in the 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 for more performance 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 unifi ed. This 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. Herein lies the nature of the gift. Prepare your students for success 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 EdVisitas and is currently writing a test 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.
Save a Little, Get a Lot More in Retirement

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.

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 to 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.
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 SANNS Legislative Action Center at saannys.org to make sure Congress hears your concerns.

Also, feel free to join NASSP and SANNS in pushing this message on social media as well. The main hashtag being used for this issue is #MoreTitleIV. Below are some sample tweets 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. #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

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:

- #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. #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

Also, feel free to join NASSP and SANNS in pushing this message on social media as well. The main hashtag being used for this issue is #MoreTitleIV. Below are some sample tweets 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. #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

ACTION CENTER
For more information regarding the SANNS Legislative agenda, the New York State Board of Regents, the Educational Conference Board, or other government relations concerns, contact James Viola, SANNS director of government relations, at JViola@saannys.org.

CONNECTING GREAT LEADERS ACROSS ALL LEVELS

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

Education 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.ev vistas.com
888-999-2554

NYS Scoring™

The ultimate complement to great teachers

SMART Technology

“The ultimate complement to great teachers! SMART is a great tool for the classroom. It is easy to use, affordable and a scale of many different options, which can help in the classroom and many different places. I would highly recommend. The simple, fully “programable with student input” is wonderful. Start your free 30 day trial today.”

Jviola@saannys.org

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

2016 CALENDAR

November

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

December

Dec 1 Beginning of Montgomery Bus Boycott
Dec 1 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

November 2016 3
Another SAANYS Success!

Offering the largest portfolio of products for schools such as ImageStream® CD, LIFETOUCH of advanced, on-level, and at-risk students meet their end-of-year, grade-level personalized instruction. With a mission to help teachers ensure students become classroom solutions for science, technology, engineering, math, and literacy. Learn how LEGO® Education combines the unique excitement of LEGO bricks with hands-on legoeducation.com

Jerry O’Malley | (518) 430-7730

INTERNATIONAL

customized professional development that addresses your specific needs. Our school with disabilities, and early childhood students to develop the reading and speaking instructional practices to help English language learners, struggling readers, students language and literacy solutions. Imagine Learning uses differentiated and innovative writers, artists, programmers, and musicians who contribute to the development of its imaginelearning.com

Marcus Forney | (407) 345-3817

HOUGHTON MIFFLIN HARCOURT

with parents as well as professional books from notable authors. Calkins (Units of Study in Opinion, Information, and Narrative Writing) and Lucy Answers@renlearn.com | renlearn.com

reason@reason.com | reason.com

A leader in assessment technologies 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.

Pam Marklow | 800-338-4204

Renaissance Learning is the world’s leading provider of computer-based assessment technology for PreK-12 schools. Adapted 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.

Renaissance Learning is the world’s leading provider of computer-based assessment technology for PreK-12 schools. Adapted 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.

Richard Meloy | (519) 429-3653

Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Elliott Richardson | (781) 259-1803

residence@thinkstretch.com | thinkstretch.com

The Reading Solution Experience represents the highest quality of blended teacher training and reading and reading software are available today. Research – peer review – published and proven outcome effective in enhancing the reading ability of all of your students, pre-K-12.

Thomas Kelsh | (518) 427-9840 ext. 206

MEASUREMENT INCORPORATED

Thomas Kelsh | (518) 427-9840 ext. 206

NYS Audit

Amy Perry-DelCorvo | (518) 766-3981

nysaudit@nysudit.org | nysaudit.org

NYC State representatives of Sound Reading Solutions and Reading Plus.

The READING SOLUTION

Elleit Reinert | (781) 259-1803

Elliott Richardson | (781) 259-1803

residence@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.

Richard Meloy | (519) 429-3653

Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Residential Home Funding

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.

Richard Meloy | (519) 429-3653

residency@rhfunding.com | rhfunding.com

Our mission is simple. Residential Home Funding Corp.’s goal is “to be the lender of choice for our customers by providing both diversified and competitive mortgage 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.
SAANYS Enforces an Employee’s Rights

continued from page 1

contract procedures were followed. The district was involved in a criminal/State Education Department charging scandal that precipitated the termination of the employment of several district employees, as well as a change in district superintendents. As a result the administrator, an assistant principal, had no choice but to run her school herself for much of the year, as her building principal was one of the implicated employees and had abruptly left the district. That year, she was provided no feedback, no goal setting, and no evaluation for the year.

In the administrator’s second year she had a new superintendent and building principal. However, she did not receive continuous formal feedback, nor did she develop goals with them by October 15. Of note, the administrator was verbally praised by her supervisors and while she did not receive the contractual provisions above, she was told that she was on the tenure track and given an end-of-the-year evaluation that rated her as highly effective. Importantly, this end of the year evaluation noted the administrator’s attendance at the school during school events. In addition, that year, her supervisors recommended her for a doctor of education program.

In the administrator’s third year, the tenure year, while she again did not receive continuous documented feedback, or set goals by October 15, she was verbally praised by her supervisors. That February she received a formal recommendation for tenure from her supervisor. She was notified in a March superintendent’s conference that she would be one of the employees to be receiving tenure that year.

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 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 events and was tardy. The superintendent further informed the administrator that in order for her to keep her position she would need to sign a JUUL agreement giving her another probationary year and circumscribing all her rights under the CBA. During the subsequent negotiations over the JUUL, the member was terminated by the board.

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 district’s sole defense was that they did not do any of these contractually mandated items because there was no need, the administrator was so good at her job that she needed no evaluations, and the board’s denial of tenure was a freak unforeseeable event that did not violate the CBA. The arbitrator’s decision order came down on the side of the administrator and her association. The arbitrator found that the district had violated its contractual responsibilities to the administrator stating, “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.”

Legal Briefs

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

LEGAL BRIEFS

CASE OF NOTE

In New York it is extremely rare for probationary administrators to successfully challenge a denial of tenure.
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 Tweetbeam) 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 Rolfo, 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 story 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 ever 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!

For more information, contact Karen Bronson at 518-782-0600 or kbronson@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 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/professionaled-learning/pd-on-demand/ for more information.
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-payingability.

GE14444/5 (1/16) (Exp. 5/18)

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: ARCHED@nysed.gov

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 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

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.

Renaissance® is the world leader in K-12 learning analytics
Educators use our personalized practice and assessment solutions in over one-third of U.S. schools and more than 60 countries. Learnanalytic®, the data engine inside every Renaissance solution, enables us to unlock, understand, and act on our data so we can support 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.