

## **Press Release**

The following Edgemont faculty members are in the final year of the State-mandated probationary period before tenure may be granted:

Danielle Cacciotti	Special Education	GR
Anthony DeRosa	Physical Education	EHS
Elaine Forgione	Secondary Mathematics	EHS
Brittany Robinson-Chen	Music	District
Jennifer Storck	School Psychologist	EHS

These professional staff members have been and will continue to be evaluated by Edgemont administrators using Edgemont's Annual Professional Performance Review Plan. This Plan provides a framework for identifying and commending effective and highly-effective performance, for defining areas requiring attention, and for making recommendations that will assist a teacher to improve instruction in his/her classroom, department, or school. Ultimately, Edgemont's Annual Professional Performance Review Plan provides a framework to help make decisions about continued employment and the recommendation of tenure for probationary employees.

The evaluation process in Edgemont is lengthy and comprehensive. Building and district administrators collaborate to complete a minimum of three formal observations of each probationary faculty member. These formal observations may be announced or unannounced, and they augment informal observations made by administrators. These observations are documented using the *NYSUT Teacher Practice Rubric*, a thorough and rigorous set of standards for evaluating a teacher's performance both inside and outside of the classroom. Teachers are also invited to discuss and/or to submit artifacts that demonstrate their work in areas identified in the rubric as part of the evaluation process. The district and building administrators continue to engage in their own professional learning on the use of this rubric to ensure inter-rater reliability.

Each year and again toward the end of an employee's probationary period, all reports written by other administrators and all written feedback received about probationary professionals are reviewed. I then make a recommendation about each probationary employee's ongoing employment to the members of the Board of Education. This year, I expect to announce my recommendations concerning tenure appointments at the public Board meeting of April 24, 2018.

I always welcome feedback from students and from parents about all members of our faculty throughout the year, especially after it has been shared directly with the particular teacher or administrator. In keeping with the purpose of our evaluation process, namely, to follow a carefully designed system to define and measure effective teaching, cause measurable learning and to stimulate professional growth of our Edgemont staff, I trust that students and parents so inclined have already offered feedback to and about those professionals who are in their final year of probation.