



# Nassau Association of District Curriculum Officials

## **President**

Barbara Bauer  
Jericho UFSD  
99 Cedar Swamp Road  
Jericho, NY 11753  
203-3600 Fax 203-3628

## **President-Elect**

Dr. Wafa Deeb-Westervelt  
Port Washington UFSD  
100 Campus Drive  
Port Washington, NY 11050  
767-5040 Fax 767-5007

## **Secretary**

Dr. Stephen C. Lando  
Great Neck UFSD  
345 Lakeville Road  
Great Neck, NY 11020  
441-4010 Fax 441-4992

## **Treasurer**

Christopher Pellettieri  
Rockville Centre UFSD  
128 Shepherd Street  
Rockville Centre, NY 11570  
255-8924 Fax 393-5262

## **Sector Leaders**

### **Northern Sector**

Dr. Charles Leone  
Manhasset UFSD  
200 Memorial Place  
Manhasset, NY 11030  
267-7742 Fax 365-8974

### **Southern Sector**

John Piccarella  
East Rockaway UFSD  
4430 Ocean Avenue  
East Rockaway, NY 11518  
887-8300 Fax 825-1423

## **Past Presidents**

Robert Fenter  
Laura Seinfeld  
Valerie D'Aguanno  
David Flatley  
Helen Cheliotis  
Lydia Begley  
Patricia Sullivan-Kriss  
Anna F. Hunderfund  
Joanne Morgan  
Elizabeth Lison  
Eric Berger  
Marcia K. Knoll  
Ronald Barnes  
Daphne Schuster  
Mary Ellen Freeley  
Kathy Weiss  
Myrna Uhlich  
Robert Root

Web Site:

<http://nadco.nasbores.org/nadco/>



## NADCO Meeting

November 19, 2015

### Agenda

#### 1. President's Report

- The Holiday Breakfast will be held at the Garden City Hotel on Friday, December 11, 2015. RSVPs were due to Chris Pellettieri ([cpellettieri@rvcschools.org](mailto:cpellettieri@rvcschools.org)) before November 18. Please bring a wrapped gift (cute or humorous) costing less than \$10 if you wish to take part in the gift exchange.
- Reminder: survey replies should be made ONLY to the information-requestor. Senders will then compile the information and make it available to all members. Google Forms were recommended as an easy tool for requesting, collecting, and reporting information.

#### 2. President-Elect's Report

- NADCO's January "STEAM Workshop" meeting at the Cradle of Aviation Museum will be extended in length. The event will include keynote speaker Doug Llewellyn and a variety of hands on activities. Members are encouraged to bring with them guest(s) from their science departments and the new science standards.

#### 3. Treasurer's Report

- "Guest Reporter" Janine Sampino reported that our current balance is approximately \$11,000.

#### 4. Sector Reports

Janine also reported out on Southern Sector discussions about:

- On-line testing (conference call with NYSED—sampler to be available in December)
- On-line textbooks
- Rockville Centre's offer to share writing workshop information

Charlie Leone reported out on Northern Sector discussions about:

- Group SLOs
- General approval of hardship waivers
- Regents/Common Core testing and curriculum plans
- Disconnects between Algebra II Trigonometry and Common Core Algebra II, and strategies for sequencing of Trigonometry, an significant SAT topic absent from the CC Algebra II course outline
- Heroin overdose epidemic and curricular strategies to address it
- Middle and High School implementation of RTI



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- AP Capstone—several districts have been approved and are moving forward with ETS's answer to IB. (AP Capstone schools/districts include East Williston, Hewlett, Plainview-Old Bethpage, Levittown, Island Trees, and Wantagh.) Barbara Bauer suggested a capstone presentation for a future NADCO meeting.
5. Legal Updates: Chris Powers and Cheryl Monticciolo from Ingerman Smith LLP
- Opening quote channeling Rosanna Rosannadana: "It's always something with you guys. If it's not one thing, it's another."
  - Slides 3-8
    - NYSUT's past strategy has been to prolong the hearing process. The new regulations expedite matters.
    - At NYSSBA's request, there is now a 125 calendar day limit on the submission of testimony from the time that charges are approved by a board of education. This has created pressure for settlement agreements such as resignations in lieu of charges/§3020-a hearings.
    - Hearing officers are now required to make decisions/move the process along more quickly.
    - Advice: districts are better served by bringing charges in September than in June. The timing of board adoption of charges must be considered carefully.
    - §3020-a provides for unpaid suspension following a probable cause hearing in cases involving the physical/sexual abuse of a student. This hearing must be adjudicated by a 3<sup>rd</sup> party.
    - Holt letters as "notice events" are valuable if there is a sense that charges will not be upheld.
    - The timeline for cases charging student abuse has been shortened and limits on adjournments are now in place.
  - Slide 9: Proceedings for the expedited revocation of certification are now in place. This does not apply to expiration of certification.
  - Slide 10: Alternative methods (such as via video) are now permitted for child testimony. If not granted, the hearing room should be set up to limit/reduce/prevent contact between the child and the accused teacher.
  - Slide 11: Discovery is now reciprocal by statute. This requires the accused teacher and his/her representative to provide information/documents/witness lists prior to the hearing. This facilitates an expedited process.
  - Slide 12: Hearing officers are no longer required to consider a district's attempt to "correct" teacher behavior unless asked to do so. Districts should document everything. Ingerman Smith/Chris Powers recommend proceeding with §3020-a only when termination is a possible outcome.
  - Slides 13-18: §3020-b
    - §3020-b is a new section regarding termination for ineffective teaching.
    - Districts have discretion about whether or not to charge teachers who have received 2 overall ratings of "ineffective."
    - District must charge teachers who have received 3 overall ratings of "ineffective."
    - There is no limit on charging "incompetency" even if a teacher has received "effective" rating(s).
    - The hearing panel has been eliminated in favor of a single hearing officer.



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- The legal standard required for termination is "prima fascia" evidence. Ineffective ratings are just cause for removal absent extraordinary circumstances.
- Shortened time frames for these charges: 90 days for 2 "ineffectives", 30 days for 3 "ineffectives".
- This revised process may increase the number of removals.

-Slides 19-28: §3012-d

- The system is unpredictable. The timeline for implementation was reviewed.
- At present, it would be best for districts to have an approved plan in place by March of 2015.
- The application portal has been simplified. Many requirements for verbiage have been removed.
- SLOs are not subject to required negotiations and can be mandated by the district even if negotiated under prior applications.
- There is a contradiction re State and local use of SLO's with regard to student attendance data—required/used by one, not permitted by the other.
- It is better to start with lower expectations for student growth and to be required to change than to start "high" and risk not being able to make downward adjustments.
- Backup SLOs are required for all teachers.
- Teachers with fewer than 16 rated students will not receive a State score.
- Districts may decide on the "magic number" which triggers the backup SLO.
- "Form H" (re local assessment) does not required districts to submit exams, only assurances that they measure growth appropriately. Many districts already have approvals.
- Some NADCO members suggest using MGPs to establish school measures.
- No new information was available regarding the use of Algebra I in addition to Math 8 for middle school math teacher ratings.
- Base on interpretation of the phrase "to the extent practicable", districts can use a second assessment for 4<sup>th</sup> through 8<sup>th</sup> grade teachers (or other subgroups).
- **A SECOND STUDENT GROWTH MEASURE BASED ON SCHOOL RESULTS MAY BE USED WITHOUT THE "DOUBLE INEFFECTIVE" CONSEQUENCE.**
- The BOCES dashboard allows for adjustment with optional scores.
- **ONE PERSON CAN COMPLETE BOTH OBSERVATIONS IF S/HE HAS A DIFFERENT BEDS CODE THAT THE BUILDING TO WHICH A TEACHER IS ASSIGNED.**

-Slides 29-35: Probationary Appointments

- Provisions are in place to reduce tenure by estoppels, especially in cases where a district is awaiting State growth scores.
- Tenure may ***not*** be granted while awaiting a teacher's final APPR score.
- Districts should ensure that "non-observables" are considered.
- The requirement to consider APPR has been eliminated.

-Slides 36-37: Opt Out Requests—Parents do not have the right to dictate curriculum which includes testing. Local opt outs are strongly discouraged.



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-Slides 38-43 address transgender issues. Time did not permit a review of these slides.

*We extend our sincere thanks to Chris and Cheryl/Ingerman Smith for sharing their expertise and for allowing us to disseminate their slides via the attached PDF.*

## 6. Remaining Meeting Schedule

Date	Meeting
December 11, 2015	Holiday Breakfast
January 14, 2016 at the Cradle of Aviation	General Meeting: Next Generation Science Standards
January 21, 2016	Northern Sector
January 28, 2016	Southern Sector
February 11, 2016	General Meeting: STEAM
March 3, 2016	Northern Sector
March 10, 2016	Southern Sector
March 17, 2016	General Meeting: College Readiness
April 20, 2016	Joint Meeting with NCCSS
<ul style="list-style-type: none"> <li>• 8:30 AM: Implications and Implementation of Transgender Legislation in our Schools</li> <li>• 4:30 PM</li> </ul>	
May 5, 2016	Northern Sector
May 12, 2016	Southern Sector
May 19, 2016	General Meeting
June 2, 2016	Northern Sector
June 9, 2016	Southern Sector
June 10, 2016	End-of-Year Luncheon