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President, PHILIP RUMORE

March 14, 2018

MEMO TO: Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: Administrators' Grievance – Teachers' APPR

The Buffalo Administrators have filed a grievance seeking to have the District prohibited from implementing our APPR (attached).

They are objecting to:

1. restricting the time periods during which evaluations can occur, i.e.

“Observations will not occur during the months of September, the day before or after a holiday², or during the last three weeks of instruction”.

“² For the purposes of this document, holiday shall be defined as Thanksgiving, the day of Halloween only, Winter (Christmas) Break, Mid-Winter Break and Spring (Easter) Break.”

It is pathetic that any administrator would have a problem with this. They hereby demonstrate that rather than evaluating a teacher during a normal day to see the teacher at his or her best to provide positive feedback and constructive suggestions, they are looking to tear the teacher down.

2. limiting the administrators' ability to conduct unannounced observations. “The administrator will select a month in which the observation will occur and the teacher will be notified of the month” (emphasis added). Advising the teacher of the month during which unannounced observations will take place is a hardship? Please!
3. allowing for the postponement of unannounced observations – “The teacher will be allowed one (1) postponement of the unannounced observation prior to a commencement of the observation, which shall be re-scheduled no sooner than five (5) school days and no later than thirty (30) school days after the postponement.”

Even though there has been a disruption that day e.g. a student has had a death in the family, there is a fight in the class, etc., the evaluation should proceed?

Apparently administrators do not view evaluation as a way of providing positive feedback and constructive suggestions but rather as a “gotcha”.

I will be testifying at the March 16, 2018 arbitration in defense of our APPR.

Stay tuned.

PR:ls

[Click Here to View the Administrators' Grievance Prohibiting APPR](#)