



Buffalo Teachers Federation, Inc.
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President PHILIP RUMORE

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MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: After School "Partners"

Teachers on the site-based teams are being asked to support various after-school providers for their school. Some are receiving the proposals with very short notice and with insufficient time to review them.

Some suggestions:

- If you don't have enough time to thoroughly review the proposal(s) you can refuse to agree to the proposal(s) until you have time to thoroughly review them.
- You can require a meeting with a representative of the organization seeking your support so that they can provide details of how the program will run and explain their budget in detail.
- You can ask for information relating to programs they are running in other schools (and a teacher contact).
- You can ask who will be selected to participate in said program and how they will be selected.
- Since some programs are five (5) days/week, ask whether teachers can teach some by not all days, e.g. Teacher 1 teaches Monday, Wednesday, and Friday – Teacher 2 teaches Tuesday and Thursday.
- You should establish a list of teachers who would, with sufficient notice, be willing to fill in for a teacher who is unavailable (sick, etc.).

Remember, all decision made by the site-based team must be made by consensus.

"Consensus

SBMTs will make all decisions based on consensus.

Simply defined consensus means that all members 'can live with' the decision. Consensus ensures that all parties have involvement in the decision. Consensus is not synonymous with unanimous agreement. When decisions are reached by a consensus it is not unanimous agreement. When decisions are reached by a consensus, it is not necessary that all members completely agree. It is only necessary that they minimally agree. Before consensus can be reached, each member of the SBMT has the right and the obligation to express any disagreement, and to propose a compromise. Through such discussion, team members develop a sense of ownership in the decision, because all parties have had a say in the decision."

This does not mean that if you don't agree with the issue that it can proceed. A lukewarm approval is more like a "Well OK, but I still have concerns".

If you are not ready to support any action, you should indicate that and not support it until you are convinced it deserves your support.