

President PHILIP RUMORE



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January 15, 2014

MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: APPR Bullying

We continue to receive complaints from teachers who believe they are being pressured by administrators to agree to student growth/achievement goals that are unrealistic.

Once again, (see my emails [January 10, 2014](#) and [October 17, 2013](#)) you must be in agreement that what is in your SLO/LMA is appropriate and attainable.

Remember, your evaluation designation, Highly Effective, Effective, Developing, Ineffective is based upon reaching the goal(s) to which you have agreed.

If the principal/administrator refuses to sign/approve the SLO/LMA that, in your best judgment, is appropriate, so be it. That is their choice.

You should complete the form contained in my October 17, 2013 memo. You can then indicate on the form that your principal/administrator refused to sign/approve the SLO/LMA that in your judgment and based upon your experience was appropriate.

If the principal/administrator refuses to accept the form that explains your reasons for not signing the SLO/LMA, on your copy (that you keep) indicate:

“ _____ on _____ refused to accept this document
(principal/administrator) (date)

explaining my reason(s) for not signing my SLO/LMA.”

(your signature)

(date)

PR:su