

President PHILIP RUMORE



October 19, 2015

BUFFALO TEACHERS
FEDERATION, INC

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MEMO TO: All Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: SLOs/LMAs

The New York State Education Department (NYSED) is apparently putting pressure on the District to have SLOs and LMAs completed in October. They obviously (as usual) have no idea of the lack of student information, technical problems, complexity and amount of time required to complete them.

In order to assist us in our battle with NYSED and the District we need the following information from you.

- Any technological problems you encountered.
- Any lack of timely student information (examples).
- Other reasons that such an early completion time is absurd.

If the issues you are citing are subject/grade specific please indicate that.

Please email your information to sumhauer@btfny.org.

Reminder - Do not refuse to complete your SLOs/LMAs. Refusal to follow State Law, State Regulations, and District directives can result in 3020A charges and terminations. Encouraging others to refuse completing their SLOs/LMAs could result in the BTF being charged with a strike.

As per the President's report, we continue to hear that teachers are being told to increase their SLO/LMA targets. Do not be pressured into raising your SLO/LMA goals. You may then be penalized for your students not reaching their targets.

If your administrator wants to raise the targets, let them do so. They will then be responsible for your students not reaching the targets they set. Keep your documentation of your targets you have submitted. The District is not amenable to extending the October 23, 2015 due date for SLO and LMA's. However, they have stated that they will address requests on a case by case basis. If you are unable to reasonably complete your SLO/LMA by October 23, 2015 submit an email request to

the administrator responsible for your evaluation, (Principal, Assistant Principal, Department head) and to the Office of Shared Accountability through the APPR-SLO@buffaloschools.org email address, stating the reasons for the request, i.e. roster has recently changed, haven't met with students yet, I have not been trained, have just returned from leave, etc.)

We have also learned that when some teachers handed in incomplete SLOs/LMAs they were returned to the teacher who was then given more time to complete them. You should check with your administrator first.

Remember, please keep copies of your documents and ask for documentation in writing of directives that are questionable.

If you have questions, call BTF.

Thank you for your assistance and continued solidarity as we continue the battle against this anti-student, anti-teacher insanity.

PR:su