

President PHILIP RUMORE



October 17, 2013

BUFFALO TEACHERS
FEDERATION, INC

271 PORTER AVENUE
BUFFALO, N.Y. 14201
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MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: SLOs/LMAs

Reminder as per the APPR document submitted to and approved by NYSED, **“As per the Student Learning Objective (SLO) (LMA) procedures, the teacher and principal (or agreed upon BPS administrator) will mutually agree upon the academic goal for their students.”** Please review the APPR Tab on the BTF website (www.btfny.org).

That means that you do not have to sign an SLO or LMA with which you do not agree. Do not let your administrator force you to sign something with which you do not agree. Can the District prevail in charges against you for not signing an SLO/LMA with which you do not agree? As confirmed by our legal counsel, no, it cannot.

Once again, apply in writing, for sufficient release time to complete your SLO/LMA and request a written response. (See BTF website, APPR Tab SLO/LMA - Update October 1, 2013 - As per Council of Delegates...)

If you cannot sign the SLO/LMA, please include the following and keep a hard copy.

To whom it may concern;

I cannot sign my SLO/LMA for one or more of the following reasons:

- Required student information was not accurate, accessible and/or provided in a timely manner.
- The District did not provide me with sufficient and/or any training on the development of the SLO/LMA.
- The District did not provide sufficient and/or any training on the use of the PGS (Professional Growth System).
- Technological problems prevented teachers from accessing PGS and/or from saving data entered into PGS.
- In violation of the APPR document submitted to and approved by NYSED I have been pressured by an administrator to agree to growth/achievement targets that in my professional judgment are inappropriate.
- The District did not provide sufficient release time to complete my SLO/LMA.

Teacher's Name (Please print)

Teacher's Signature

Teacher's School