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President, PHILIP RUMORE

December 20, 2017

MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: Teachers Being Told to Alter Targets, SLO's, and/or Student Grades

We are beginning to receive reports that teachers are being told to change their SLO targets and/or grades.

Using the required elements of a SLO, the teacher sets the targets for the students covered by the SLO. A target set by the teacher, is the expected outcome by the end of the instructional period.

Teachers, who are using their knowledge of the students along with their professional experience, should not be required to change or alter the targets they set for their students.

Teachers develop their SLO's. You should not be told to change your targets, SLO and/or students' grades.

If you are told/ordered to do so, advise the administrator that you want that directive in writing.

If you are ordered to make any such change, keep a copy of your original SLO or grade and indicate on any change, "I am making a change in this document because I was ordered to do so by _____ . I do not agree with the change." Then, sign your name.

You should also keep a record of any changes made to your grades by an administrator.

PR:su