

Structuring the Tenure Culture In Your District for Quality and Accountability

Why This Workshop is Important

The common wisdom is that New York's tenure law entrenches mediocrity and protects incompetence. Once a teacher has tenure, a proceeding under section 3020-a is so difficult, costly and time-consuming that it should be avoided at all costs except in the most egregious cases. Is this true? No! By understanding and working with the tools the law gives them Boards of Education can set and enforce high standards for probationary and tenured teachers. They can use section 3020-a as a practical and effective method of discipline and dismissal.

This workshop will review the legal standards and procedures for conferring and denying tenure, and for disciplining and dismissing tenured teachers. We will discuss some of the common myths that prevent administrators and Boards from acting. He will present the steps to establishing and maintaining a positive tenure culture. Mr. Vander Byl will draw on this experiences to present the cost/benefit argument for action. Information will be practical and useful.

Workshop Faculty

Wayne A. Vander Byl, Esq.

Mr. Vander Byl has been advising and representing New York school districts in labor and employment matters since 1979. He has represented districts in discipline and dismissal proceedings under section 3020-a, section 75, and contractual just cause provisions. Wayne is an active member and director of the New York State Association of School Attorneys and a member and former chair of the School Attorneys Committee of the Monroe County Bar Association. He has been a program chair and presenter at law conferences sponsored by both organizations. Mr. Vander Byl is an adjunct instructor of Education Law for SUNY College at Brockport. He is known for the clarity of his presentations and the practicality of his advice and recommendations.

Workshop Administrator

James M. Merrins, Ed.D.

Dr. Merrins is Executive Program Administrator of the Educational Leadership Institute, SUNY Oswego. He administers the statewide *Transition to Superintendency Program*, and numerous workshops, programs, and conferences for superintendents, school administrators, and district officials, including *Everything is Negotiable*, *At-the-Table Negotiating Skills*, the *Summer Leadership Conference*, and the *School Business Officials Training and Support Program*. Jim has 36 years experience in school administration, including 16 years as a Superintendent in Fredonia and Honeoye, New York. Dr. Merrins is also NYS certified as a School Business Administrator. Dr. Merrins taught school finance and school law at SUNY colleges for several years.

Structuring the Tenure Culture in Your District for Quality and Accountability

For:

Boards of Educations, Superintendents of Schools, and School Administrators seeking to establish a district culture of teacher quality and accountability

Fall 2009

5:30 PM to 9:00 PM

Registration 5:30 PM

Buffet dinner 6:00 PM to 7:00 PM

Program 7:00 PM to 9:00 PM

Finger Lakes New York
Thursday, October 8, 2009
Club 86, Geneva, NY

Co-Sponsored by
**The Four County
School Boards Association**
and
**Educational Leadership Institute
SUNY Oswego - School of Education**

Tenure

Developing a Culture
of Quality and Accountability

Workshop Topics

Tenure is not the problem

Using tenure to create a culture
of quality and accountability,
not just job security

Making better tenure decisions

Competence and efficiency
aren't good enough

Improving teacher performance

A rationale for progressive
discipline
Managing the problem teacher

Choosing achievable results

Calculating the cost/benefit
ratios of doing nothing,
charging, going to hearing, and
settling and buying out

Building and sustaining the culture foundations

Standards
Training
Support
Review/Consistent of Action
Quality Decisions

Questions and Answers

Workshop Materials

Each workshop participant will re-
ceive workshop-related materials and
guides.

**A light buffet dinner will
be provided and is
included in the cost.**

Costs

The cost of the workshop is \$95 for
one participant. Plus \$85 per person
for the second and subsequent
participants from the same school
district.

Web Address

www.SuperintendentOfSchools.com

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**The Four County
School Boards Association**
Sharon Sweeney, Executive Director
and
Educational Leadership Institute
James M. Merrins, Ed.D.
Educational Program Administrator
SUNY Oswego - School of Education
Linda Rae Markert, Ed.D., Dean

Registration Information

Registration for this workshop can be com-
pleted in any one of three ways.

1. Complete and submit the
Registration Form accompanying
this brochure.
2. Request a *Registration Form* from
the Program Administrator at the
telephone number 716/672-5473.
3. Download the *Registration Form*
from:
www.SuperintendentOfSchools.com

Please register at least one week prior
to the program date.

Registration confirmation and a location
map will be mailed to you.

No refunds for cancellations less than
one week prior to the event. Substitu-
tions permitted at no cost.

Questions

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