

## 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. Attorney Wayne Vander Byl 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, and 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. He is also NYS certified as a School Business Administrator and has 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

***Rochester Area New York***  
**Tuesday, October 6, 2009**  
**Holiday Inn Rochester Airport**

Supported by  
**Monroe County School Boards Association and  
Genesee Valley ASCD**  
Sponsored by  
**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](http://www.SuperintendentOfSchools.com)

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**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](http://www.SuperintendentOfSchools.com)

Please register by September 29,  
2009.

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

No refunds for cancellations after  
September 29, 2009. Substitutions  
permitted at no cost.

## **Questions**

Dr. James M. Merrins  
Executive Program Administrator  
**Educational Leadership Institute**  
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