

PROFESSIONAL DEVELOPMENT

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Leadership

Growth

Support

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Introduction

Staying abreast of the latest in fresh ideas and innovative practices is not always easy for the busy school administrator who often finds it difficult to travel for high-level programming. Recognizing this, SAANYS offers a menu of quality professional development programming on request – delivered when you need it and where you need it.

Just contact Jim Collins at SAANYS to arrange for a workshop in your school, district, community, or region. SAANYS will work with you to determine needs and plan the event – it's that easy!



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Organizational Leadership

LEADING THE COOPERATIVE SCHOOL: HOW TO ENERGIZE STAFF MEETINGS AND WORKSHOPS

PRESENTER: NANCY ADDRESS

This workshop offers school administrators and supervisors practical, cooperative learning strategies to promote collaboration and communication and energize your school. Simple cooperative learning structures can transform all types of meetings and build professional learning communities.

SHARED DECISION-MAKING AND TEAM BUILDING: GROWN-UP WAYS TO WORK TOGETHER – AND ENJOY IT!

PRESENTER: NANCY ADDRESS

How many meetings, committees, and task force sessions have you attended that are just boring and flat? This interactive workshop will offer tools for creating effective teams and organizing productive meetings. Participants will learn how to develop norms for difference, disagreement, and debate in working together.

LEADING SUCCESSFUL COMMITTEES

PRESENTER: GEORGE J. BURNETT

This workshop will provide a step-by-step guide to the process of committee leadership. It will address all the main areas: the need, the charge, the committee makeup, getting started, the goals, how to make decisions, timeline, final recommendations, and closure.

BASIC MASTER SCHEDULING

PRESENTER: GEORGE J. BURNETT

This workshop will address the basics of master scheduling. The main areas addressed will be: timeline for scheduling; who needs to be involved; contractual issues; what is scheduled 1st, 2nd etc.; class size; room availability; equipment restraints; and lunches.

ADVANCED MASTER SCHEDULING

PRESENTER: GEORGE J. BURNETT

This workshop will address the components of master scheduling using available computer programming. The main areas addressed will be: the types of programs available, identifying constraints, weighting, looking for balance, conflict resolution, and when is enough, enough.

THE FIVE DYSFUNCTIONS OF TEAMS

PRESENTER: JIM COLLINS

A two- to five-hour session, based on Patrick Lencione's best seller, aimed at describing and discussing how teams can be more functional. Effective teamwork is crucial to all leaders because we simply "can't do it all ourselves."

A two- to three-hour session will include reviewing the five dysfunctions (Absence of Trust, Fear of Conflict, Lack of Commitment, Avoidance of Accountability, Inattention to Results) and conducting discussions around each area. An extended five-hour session would include the above, a Strength Finders Survey, and analysis of a group survey.

Participants will leave with a strong reminder of the facets of functional teams and some useful strategies.

PM SCHOOL: ALTERNATIVES IN EDUCATION, NOT TO EDUCATION

PRESENTER: REGINALD STROUGHN

In education, unlike t-shirts, there really is no such thing as "one size fits all," especially if you are a student dealing with academic, behavioral, chemical dependency, and/or social issues. PM (evening or night) school is an alternative educational program designed to provide a supplemental, rather than a replacement, instructional program for those high school students who have problems functioning within the generally prescribed day program. This workshop will explain the rationale and procedures in setting up a successful secondary educational program designed to help students complete their high school education in a supportive environment. Topics will include: determining student eligibility, registration procedures, attendance, grades, credit, disciplinary procedures, staffing, scheduling, facilities and location, resources, as well as problems and pitfalls in setting up a PM School.

Organizational Leadership

RUNNING EFFECTIVE MEETINGS

PRESENTER: JIM COLLINS

A one- to two-hour session, designed to review the attributes of a well-run meeting that allows administrators to make their meetings more productive.

Administrators spend a tremendous amount of time in meetings taking away, in part, their ability to do other important things. Running an effective meeting, therefore, means a lot to an administrator's life. This workshop will highlight the attributes of an effective meeting and provide an opportunity to reflect on practice. Through group input and presentation, participants will leave with many practical strategies.

THE PRACTICE OF CONTINUOUS IMPROVEMENT

PRESENTER: JIM COLLINS

A two-hour session designed to review the key elements of continuous improvement planning. As administrators constantly work on making schools better, there are some generic rules for continuous improvement. Based on the work of quality organizational reform, this workshop will highlight the effective steps of continuous improvement. The workshop will discuss the need to know who we are, why we exist, how we do business now, where we are, where we want to be, what the gaps are, what the root causes are, how we should change, and how we should evaluate our efforts.

Participants will leave with a renewed spirit of knowing what research tells us about going about daily continuous improvements and how to better structure improvement projects.

EVERYTHING A NEW PRINCIPAL NEEDS TO KNOW THAT THEY DID NOT TELL YOU IN YOUR CAS CLASSES

PRESENTER: MARY CURCIO

This workshop will examine what the first three years as a principal are really like. New principals will examine some of the management issues that have to be addressed in order to really lead their buildings. Participants will learn how to organize their calendar, how to keep short and long lists, how to manage the paperwork, mail, emails, etc. Participants will also learn how to develop, balance, and keep relationships with parents, students, teachers, and superintendent.

SMALL LEARNING COMMUNITIES: LESS IS MORE RESTRUCTURING A LARGE HIGH SCHOOL INTO SMALL LEARNING COMMUNITIES

PRESENTER: REGINALD STROUGHN

The overarching objective behind school reform, particularly small learning communities, is to make education better, not different. However, converting a large high school into small learning communities is not simply dividing the school into small groups and expecting immediate improvements in student achievement and college readiness. Understanding and planning is crucial every step of the way. Therefore, this workshop will address the various aspects of creating small learning communities from conception to implementation, including the initial guiding questions and framework; choice of various types of communities; issues and concerns; the strengths and positives outcomes; as well as and potential problems that may be encountered.

REALITY CHECK: NOT YOUR AVERAGE ADMINISTRATIVE COURSE

PRESENTER: REGINALD STROUGHN

Remember those administrative courses that taught you the theory along with some hands-on practice? Now get ready for the real world! Learn from an experienced administrator who has been in the trenches and who has been there; done that. This workshop is designed to offer guidance and support, especially for new administrators as they embark upon a new and often unsettling phase in their career. Through group sharing and use of actual case studies, participants will have an opportunity to discuss and learn various strategies that they will be able to apply to any academic as well as social challenges that they may be facing as newly appointed administrators.

Organizational Leadership

WHY BLOCK SCHEDULING

PRESENTER: GEORGE J. BURNETT

This workshop will address the reasons for using some form of block scheduling. It will identify various forms of block, how it affects teachers, students, and learning.

EDUCATIONAL LEADERSHIP

PRESENTER: CHRISTINE BARRY

This workshop will discuss the underlying principles that you can rely on to guide you through the complex responsibilities of school administration. Adjusting priorities, using support networks, and presenting information in a useful way are some of the techniques that will be discussed.

LEADING WITH COMPASSION AND RIGOR

PRESENTER: TAMMY MANGUS

This program will utilize the character traits of *To Kill A Mockingbird's* Atticus Finch in order to effectively show how positive leaders lead. Participants do not need to have read this Pulitzer Prize-winning novel to participate in the program, but most will rush off to their English departments to get their hands on a copy to learn more once the workshop has ended. This program will take a look at the most important quotes and events in the novel, discuss them, relate to them, and use them to set goals to enhance leadership capabilities upon returning to regular career functions after the workshop ends.

Supervision

WHAT DO WE REALLY KNOW ABOUT EFFECTIVE TEACHING: A FRESH LOOK AT TEACHER EVALUATION

PRESENTER: NANCY ADDRESS

What does research say about the qualities of effective teachers? How does this relate to your teacher evaluation system? Your hiring procedures? This workshop will involve participants in examining teacher effectiveness based on “Qualities of Effective Teachers” (ASCD) by Dr. James H. Stronge.

HOW TO DEAL WITH DIFFICULT PEOPLE

PRESENTER: NANCY ADDRESS

This workshop will offer practical tools for dealing with angry, hostile, troubled staff (can also be tailored to deal with angry parents). Participants will be able to learn new techniques for handling challenging people and will be able to share/discuss their own experiences.

LEARNING TO WALK: A GUIDE TO USING THE WALK THROUGH APPROACH FOR MEANINGFUL SUPERVISION AND INSTRUCTIONAL IMPROVEMENT

PRESENTERS: NANCY ADDRESS AND JAMES DILLON

This interactive workshop will offer administrators and supervisors a different perspective on supervision and evaluation of staff using the Three Minute Walkthrough. Participants will learn the basic strategies for walkthroughs, interact with other administrators, and be able to plan for use of this technique in their own district. Presenters are experienced administrators who will offer practical strategies for learning walks to foster a collective and authentic process to improve student performance.

WHAT IS ADVISEMENT AND HOW TO USE IT

PRESENTER: GEORGE J. BURNETT

This workshop will focus on what advisement is; why have it; when is it necessary; and what it brings to the school, teachers, and students.

RECOGNIZING AND SUSTAINING EXTRAORDINARY TEACHERS

PRESENTER: JIM COLLINS

A two- to three-hour workshop designed to discuss the International Center for Leadership in Education’s new research on the characteristics of extraordinary teachers. As school administrators, one of our goals should be to support the development of extraordinary teachers because of the absolutely critical role they play in enhancing quality instruction. This session will highlight the characteristics of extraordinary teachers and describe how administrators can sustain their expertise and influence.

PATHWISE INTRODUCTION TO A FRAMEWORK FOR TEACHING AND THE FRAMEWORK CLASSROOM OBSERVATION PROGRAM

PRESENTER: JIM COLLINS

Classroom observation is a critical component of many programs designed to enhance the quality of teaching. Yet many administrators and site-based cooperating educators working with teachers, mentors, and peer coaches are not sure what they should look for when they observe classroom practice. The observation program presented in this workshop focuses on teaching skills as described in *Enhancing Professional Practice: A Framework for Teaching*, by Charlotte Danielson (Association for Supervision and Curriculum Development, 2007).

Framework Observation Program replaces observations based solely on personal opinion with evidence-based classroom observations that provide feedback and support teachers. By using this research-based approach, school leaders and teachers gain value from their classroom observations and collaborations. The program provides school leaders with the tools they need to conduct evidence-based classroom observations – and follow them up with meaningful feedback.

Day #1 of this three-day training introduces participants to the Danielson Framework for Teaching and days #2 and #3 focus on using the framework and the principles of effective classroom observation to conduct observations that are more fair, valid, and reliable.

Supervision

DEALING EFFECTIVELY WITH DIFFICULT EMPLOYEES

PRESENTER: DR. MICHAEL JOHNSON

This workshop will focus on: changing employee behavior; understanding how to write “counseling memos” for a staff member’s file (Holt letter of counsel); conducting a “counseling” session with an employee and union representative; and effective follow-up to a staff member’s inappropriate behavior.

UNDERSTANDING THE PROCESS/PROCEDURES FOR FORMAL DISCIPLINE

PRESENTER: DR. MICHAEL JOHNSON

This workshop will focus on: understanding 3020A hearings for professional staff; understanding Section 75 hearings for support staff; and using this knowledge to address inappropriate staff member behaviors in a preventative fashion.

TEACHER ABSENTEEISM: MITIGATING THE NEGATIVE

PRESENTER: DR. MICHAEL ROBINSON

This three-hour session will focus on what school administrators can do to reduce the level of teacher absenteeism and how to mitigate the negative impact on budget and student performance when a teacher is absent.

Topics include:

- How big is the problem? Can an administrator demonstrate a compelling need to address the issue?
- Evidence-based practices to reduce teacher absences for personal reasons.
- Reducing absences for professional reasons.
- Preparing for unavoidable absences.
- Preparing substitute teachers and best practices in using substitutes.
- Making presence a valued commodity – creating a culture.
- School improvement, planning, and absenteeism.

RETAINING GOOD TEACHERS

PRESENTER: ANGELA STOCKMAN

How do we attract talented teachers to our profession, and once they have arrived, what might we do to keep them there? Teacher retention remains a concern for everyone in the field, and participants in this session will explore various ways to support good teachers as they strive to build and sustain their energies over time.

Attention will be paid to the intricacies of collegial relationships, specific components of professional practice, and the importance of reflection and self-assessment. Participants will consider how social networking tools provide important added layers of support for good teachers, and they will be invited to use these tools to create their own personal learning networks and share what they have gained from doing so with their colleagues.

TEACHER OBSERVATION AND SUPERVISION

PRESENTER: GEORGE J. BURNETT

This workshop will address the process of teacher observation and supervision using the Madeline Hunter Model. It will focus on: types of observation, pre-observation information, how to get the most out of the observation, completing the diagnosis, recommendations, and follow up.

Supervision

STRATEGIES AND METHODS FOR EFFECTIVELY DEALING WITH COMMUNITY SERVICE AGENCIES IN COMBATING TRUANCY AND CHRONIC ABSENTEEISM

PRESENTER: DAVID B. TORRES

This three-hour session will focus on increasing student attendance rates with the help of positive relationships with probation, child services, and the family court.

Topics include:

- Identifying the “key players” in community service agencies.
- Establishing positive relationships with community service agencies.
- Establishing truancy intervention programs customized for your school.
- Improving collaborative efforts between school and government.

EFFECTIVE STRATEGIES FOR DEALING WITH CHRONIC ABSENTEEISM AND TRUANCY

PRESENTER: DAVID B. TORRES

This three-hour session will focus on looking at existing school attendance policies and reviewing and revising policies to meet the needs of students.

Topics include:

- Reviewing proven truancy reduction programs and developing programs for your specific school district.
- Reviewing current New York State education laws relating to attendance.
- Developing an attendance handbook explaining key laws and regulations relating to truancy and chronic absenteeism.
- Developing a successful student truancy program in conjunction with the district attorney’s office.

Leadership**HOW DO YOU SET HIGH STANDARDS FOR LEADERSHIP?
ADMINISTRATIVE EVALUATION RE-EXAMINED**

PRESENTER: NANCY ANDRESS

Evaluation systems for administrators should aim at the development and maintenance of quality leadership. This workshop, based on the research of Dr. Doug Reeves (*Assessing Educational Leaders*) will address the need for leadership evaluation to be proactive, reciprocal, empowering, standards based, truthful, and objective. Time will be allotted for analyzing your district's system and sharing what's working and what's not.

**SUSTAINABLE LEADERSHIP: WHAT YOU CAN FOCUS ON
TO ENSURE THAT YOUR ORGANIZATION WILL THRIVE**

PRESENTER: NANCY ANDRESS

Using the ground breaking book, *Sustainable Leadership*, by Andy Hargreaves and Dean Fink (Jossey-Bass, 2006), the presenter will engage participants in an interactive workshop to review techniques for examining change and sustaining leadership in their school districts. What can we learn from business and the reform movement to recharge leaders in our districts? This workshop will help districts look at renewing energy for administrators and supervisors.

**SURVIVING YEAR ONE: BUILDING A SUPPORT SYSTEM
BY MENTORING NEW ADMINISTRATORS AND/OR TEACHERS**

PRESENTER: NANCY ANDRESS

All school districts are required to have mentor programs for new teachers. What makes for a quality mentor program? How can you mentor new administrators as well as teachers? This workshop will allow participants to reexamine what mentoring means and how their districts can build a better support system for new teachers and/or administrators.

IMPLEMENTING CHANGE

PRESENTER: GEORGE J. BURNETT

This workshop will address the procedure for implementing the recommendations of a committee. It will focus on the major areas of determining what the needs are, who should be the change.

TRANSITION OF CHANGE

PRESENTER: GEORGE J. BURNETT

This workshop will address the procedure for dealing with the effects of the change once it is in place. It will focus on the main areas of: who should be involved, what should be addressed, how to deal with group or individual concerns, and how the evaluation will be conducted.

Leadership

MONDAY MORNING LEADERSHIP

PRESENTER: JIM COLLINS

A 2- to 3-hour workshop, based on David Cottrell's book, designed to overview eight important leadership lessons that help administrators spend more time leading and less time managing. These lessons can be immediately applied to daily life and will form the foundation for the many future decisions.

The eight lessons are: (1) Accepting Responsibility, (2) Focusing on the Right Things, (3) Discovering Reality – Escaping From Management Land, (4) Acting with Integrity – The Do Right Rule, (5) Maintaining High Hiring Standards, (6) Accomplishing More – Do Less and Work Faster, (7) Motivating Your People, (8) Achieving Your Own Goals – Entering the Learning Zone.

The session will introduce the participants to the eight lessons and encourage reflection on current practice.

SEVEN HABITS OF HIGHLY EFFECTIVE PEOPLE

PRESENTER: JIM COLLINS

A two- to four-hour session designed to overview Stephen Covey's *Seven Habits of Highly Effective People*, assisting administrators in becoming even more effective and balanced.

The seven habits of effective people are timely and classic. The Habits – (1) Be Proactive, (2) Begin With the End in Mind, (3) Put First Things First, (4) Think Win-Win, (5), Seek First to Understand, Then to be Understood, (6) Synergize, and (7) Sharpen the Saw – remind all of us of the keys to personal and organizational effectiveness.

Participants will have the opportunity to review the habits through presentation, videos, readings, and discussion.

STANDARDS FOR SCHOOL LEADERSHIP (ISLLC STANDARDS)

PRESENTER: JIM COLLINS

A two-hour overview designed to explore the six ISLLC Standards for school leaders.

This workshop will review the Interstate School Leaders Licensure Consortium (ISLLC) Standards that have been adopted by over 40 states. The Standards center around (1) Creating a Vision for Learning, (2) Establishing a Culture For Learning, (3) Managing the School Environment, (4) Collaborating with Others and Building Relationships, (5) Acting With Integrity, Fairness, and Ethics, and (6) Understanding the Political, Social, Economic, Legal, and Cultural Context of Education.

Participants will leave with a better understanding of the wide range of responsibilities that administrators carry and an appreciation for areas that need attention in education.

GOAL SETTING

PRESENTER: DR. MICHAEL JOHNSON

This workshop will review: understanding the change process, how to set goals that get accomplished, and successful coordination with the superintendent and BOE to reach goals.

THE EVOLUTION OF THE PROFESSIONAL DEVELOPMENT MODEL

PRESENTER: ANGELA STOCKMAN

Few educators perceive professional development as something that happens within the boundaries of isolated events. Learning is happening within communities of practice that come together in schools, in living rooms, and through the use of various social networking tools. Educators are finding that professional development can happen wherever and whenever they choose. Participants in this session will be invited to share their own observations and experiences with the changing model of professional development. They will consider how supporting teachers in the creation of personal learning networks and sustaining new learning through the use of instructional coaching approaches might result in the sort of staff development that “sticks.”

Leadership

LEADING SCHOOLS FROM GOOD TO GREAT

PRESENTER: CHRISTINE BARRY

This workshop will examine concepts from Jim Collins, author of *Good to Great*, and Carol Ann Tomlinson, author of *Leadership for Differentiating Schools and Classrooms*. The application of these factors to achieve organizational improvements in your school district will be explored in this workshop.

IN THE SOUP

PRESENTER: DR. JOSEPH HOFF

Creating an attitude and culture of continuous improvement all the while juggling the multiple tasks that confront us is one of today's greatest challenges for educational leaders. As leaders, we often deal with the immediate here and now as opposed to taking a longer look at what the future holds in store. We need to do both.

Recognizing this on-going and critical need for professional growth and dialogue, IN THE SOUP (Situations of Unusual Proportion) is a program developed by NYS award-winning principal Dr. Joseph Hoff that provides an opportunity for administrators to learn about, discuss, and/or problem-solve relevant issues or concerns in educational administration.

**UP THE DOWN STAIRCASE:
STRATEGIES FOR NEW DIRECTIONS IN SCHOOL DISCIPLINE**

PRESENTER: REGINALD STROUGHN

This workshop will feature the winner of the 2008 New York State High School Principal of the Year who will discuss the strategies and initiatives that he used to win the battle in one of Long Island's toughest schools. Reginald Stroughn was the twelfth principal in six years at "an inner city school with a suburban address" whose bold initiatives and demanding methods have had their fair share of both supporters and critics. Come learn first-hand what can be and should be done academically, socially, and institutionally to guarantee that "failure is not an option" at your school.

MENTORING THE MENTORS: TRAINING TOMORROW'S LEADERS TODAY

PRESENTER: REGINALD STROUGHN

According to *Making the Case for Principal Mentoring*, a publication by The Educational Alliance at Brown University, and the National Association of Elementary School Principals, "...Much is known about the value of principal leadership as it relates to the success of teachers and students and how effective leaders create school communities where both students and adults are learning. There is an unquestionable connection between the principal's ability to lead learning and the support they themselves receive in their everyday work. Mentoring supplies the necessary support as effective job-embedded professional development." This workshop will explore the topic of supporting newly established principals through a well-developed mentoring program in order to enable them to become these effective leaders. Learn the strategies to train tomorrow's leaders today and discover how mentoring can help new leaders thrive, not just survive.

**HOW PROFESSIONAL BOOK CIRCLES CAN POSITIVELY
IMPACT SCHOOL CULTURE**

PRESENTER: KATHY NICKSON

Professional book circles can fulfill the need for professional collegial conversations that foster both faculty and student achievement. This workshop will focus on how to structure, implement, and facilitate book circles. Recommended book titles, sample agendas, and activities to foster participation and discussion during a book circle will be included.

School Safety

BEYOND THE V.A.D.I.R. REPORT: BUILDING A SAFE SCHOOL COMMUNITY

PRESENTER: NANCY ANDRESS

Research has found that academic achievement increases when students have a safe and non-threatening school and classroom environment. This workshop will address the key elements of social-emotional learning.

What should your school do about bullying, sexual harassment, and disrespect? This presenter, experienced in successful implementation of bullying prevention programs, will offer tools and practical resources for developing community and a safe environment based on brain-based learning techniques.

UNDERSTANDING, ADDRESSING, AND PREVENTING SEXUAL HARASSMENT

PRESENTER: DR. MICHAEL JOHNSON

This workshop will cover: what constitutes sexual harassment, dealing with sexual harassment at the lowest level (informal), dealing with sexual harassment at the formal level, effectively conducting an investigation, and presenting to stakeholders on sexual harassment.

OLWEUS BULLYING PREVENTION PROGRAM

PRESENTER: JILL PENN

This workshop will provide participants with an overview of the Olweus Bullying Prevention Program and the steps that one middle school staff took to put the program in place in their school. It will focus on the key components of the Olweus program and provide a framework that outlines what course of action educators can take in order to begin addressing the serious issue plaguing the youth of our schools today.

LEADERSHIP FOR A SAFE SCHOOL

PRESENTER: JAMES DILLON

Based on an article written for the fall 2010 issue of *Principal Magazine*, this workshop will specifically examine:

- Why it is difficult to mobilize staff to address this topic even when it is such a prominent issue in the media.
- Leadership practices that provide the foundation for positive change.
- Essential elements for creating and maintaining a school climate and culture where there is a shared ownership and responsibility for keeping everyone safe.
- Criteria for selecting and evaluating programs.

THE PEACEFUL SCHOOL BUS

PRESENTER: JAMES DILLON

This program is now being implemented in many schools across the country. It originated at Lynnwood Elementary School where bus referrals dropped significantly once the program was implemented. It was designed to build a sense of community for those students who ride the school bus. By informing and empowering the students as bystanders, information about bullying that went undetected comes to the surface so that problems can be addressed before they become serious and potentially damaging. It also brings together the staff within the school, the parents, and the bus driver to send a powerful and positive message to the students that what happens on the bus is important and integral to their education.

Curriculum, Instruction, and Assessment

BEYOND CURRICULUM BINDERS: BEST PRACTICES IN CURRICULUM DEVELOPMENT

PRESENTER: NANCY ANDRESS

Where is your district in terms of curriculum development? This workshop will offer new strategies for developing curriculum. How do you begin with curriculum mapping, making it a part of the learning fabric of your school? This workshop will help participants tie curriculum development and professional development as a force for creating higher learning, cohesion, and networking in a school district.

LESSON PLAN FORMAT FOR NEW TEACHERS

PRESENTER: GEORGE J. BURNETT

This workshop will address how administrators can use the Madeline Hunter Lesson Plan Format to help new teachers be more effective. This format can be used at any level and for any subject to increase the possibility that learning will occur.

RIGOR, RELEVANCE, AND RELATIONSHIPS: THE KEYS TO THE FUTURE

PRESENTER: JIM COLLINS

This two- to three-hour program will discuss the need for more rigorous and relevant instruction in our schools and the importance of developing strong relationships with students as we prepare for the future. Based on the International Center for Leadership in Education's Rigor, Relevance, and Relationships Matrix, this session will help administrators understand more fully what rigor and relevance should look like in the classroom and how positive, supporting relationships play such an important role in student success in school.

SPECIAL EDUCATION IN TODAY'S SCHOOLS

PRESENTER: DR. MICHAEL ROBINSON

This three-hour session will focus on what principals and assistant principals need to know about special education in today's schools. Each participant will walk away from the session with a self-created handbook for reference. In addition, the goal of the session will be to prepare the administrator who is not certified or trained in special education to communicate effectively with those in their district who have oversight of special education.

Topics covered will include:

- Who is eligible for special education services?
- How do you prevent unnecessary referrals and special education identification?
- What is an IEP and how should it be used?
- What procedural safeguards exist for the school administrator?
- What is the continuum of services available to students with exceptional needs?
- How can parents and families be partners?
- What are effective supervisory practices for the school administrator supervising teachers and/or support staff who work with students with exceptional needs?
- Where can a school administrator find help?
- What are some key issues in special education in today's schools?

Curriculum, Instruction, and Assessment

STRATEGIES AND METHODS FOR TEACHING SECONDARY STUDENTS WITH EXCEPTIONAL NEEDS

PRESENTER: DR. MICHAEL ROBINSON

This three-hour session is based on the theory that poor teachers keep doing the same thing over-and-over, year-after-year, in spite of who is in the class and what happens to those who are there. Good teachers vary their practices and try new methods/strategies without regard to who is in the class and what happens to those who are there. Great teachers vary their practices and try new methods/strategies with the knowledge of who is in the class and what happens to those who are there. The purpose of this session is to provide the school administrator with a set of evidence-based methods and strategies that target specific learning problems.

If the levels of learning such as knowledge, comprehension, application, and analysis can be considered rooms, and if each room has doors to enter and leave such as the ability to acquire information, to become proficient and fluent with that information and to maintain that information, then learning problems can be viewed as locks on those doors. Evidence-based methods and strategies can be keys to opening those locks.

School administrators will be better supervisors and coaches when they can create a workable vision of the learning framework for teachers and provide exemplar methods and strategies to employ within that framework. What administrator would not want their teachers to go from good to great!

GENDER SENSITIVE EDUCATION: WHAT SHOULD WE DO ABOUT BOYS

PRESENTER: DR. MICHAEL ROBINSON

This three-hour session focuses on the current issues with boys in education and presents a compelling story of what is wrong and the critical state of affairs. The participant will leave the session with a better understanding of the issues around gender expectations in schools and practices that will create sensitivity to how boys learn.

Every school administrator should conduct a gender audit of their school's curriculum, program, and practices. The audit will uncover whether there are significant differences between the performance and participation of boys and girls in the academic program, extracurricular program, and opportunities for leadership development. Participants will gain insight in how to go back to their school and conduct a gender audit.

UNDERSTANDING ASSESSMENT TYPES AND PURPOSES

PRESENTER: ANGELA STOCKMAN

Testing and assessment are two very different animals. Confusion around these practices continues to limit the potential that we have to use what we learn about our students to help them grow. Participants in this session will study the ways in which we test students, the power of assessment as a process rather than a product, and strategies for helping teachers understand assessment as a compass and guide for all instruction. Participants will be invited to continue this conversation, share the results of their ongoing efforts, and reflect collaboratively beyond the confines of this session through the use of various social networking tools.

USING FORMATIVE ASSESSMENT TO IMPROVE INSTRUCTION

PRESENTER: ANGELA STOCKMAN

Many educators have begun to embrace formative assessment as a tool that provides predictive value toward future performance on standardized tests. This session will challenge participants to define for themselves how they believe formative assessment might best improve instruction and design processes for including teachers and students in this important work. Participants will be invited to continue this conversation, share the results of their ongoing efforts, and reflect collaboratively beyond the confines of this session through the use of various social networking tools.

Curriculum, Instruction, and Assessment

PRACTICAL CURRICULUM ALIGNMENT

PRESENTER: CHRISTINE BARRY

This workshop is an overview of strategies that have been developed in response to a multi-year, K-12 curriculum project that resulted in significant gains in assessment results. Useful tips on implementation, components of maps, and time management will be discussed.

TEACHING CREATIVELY – THE PROJECT METHOD

PRESENTER: WENDY WELLS

Originally implemented as early as 1914, in recent years the project method approach to teaching has been relabeled “Constructivism.” Within this framework of learning and development, the student participates in the planning or designing of his own education or learning. Under the teacher’s supervision, the student becomes an active participant in the lesson planning rather than being a passive (and often times inattentive) observer.

ART & MUSIC FOR SPECIAL EDUCATION STUDENTS; INSTRUCTIONAL VEHICLES

PRESENTER: WENDY WELLS

Art is one of the most powerful tools we have for touching the lives of mentally challenged children and youth. Art is able to captivate and involve students with a wide range of abilities and needs. These tools support language development, sensory exploration, elementary learning support, opportunities for social interaction, and integration into the community.

LENS: LEARNING EDUCATION FOR NONCONFORMING STUDENTS

PRESENTER: WENDY WELLS

This cutting edge methodology of student-involved learning allows teens to study all areas of learning – STEM subjects as well as language arts, history, geography, and social and world affairs – through a chosen focus or “lens.” Each lens uses the history or evolution of a specific topic, field, or item to study core curriculum areas. This approach is exciting and opens the door to new possibilities.

THE PROCESS FOR IMPROVING LEARNING FOR TROUBLED BOYS

PRESENTER: MARY CURCIO

This workshop will address how, where, why, and when boys become disengaged with school. Participants in this workshop will take a hard look at how to educate and reach boys before it is too late. The first day begins by looking at the data of boys who are disengaged, how to recognize the boys who are headed towards disliking school, and figuring out strategies to keep boys from becoming “troubled boys.” If participants are interested, a second day will have participants bringing back data from their school, analyzing that data, and coming up with specific plans to intervene for those boys before the school year starts.

Information geared to grades 3-12.

TROUBLED BOYS AND READING TROUBLES

PRESENTER: MARY CURCIO

This workshop will address how and why boys become disengaged with learning and school. Participants will examine the data that indicates how boys are losing ground and they will learn how to assess the data on boys in their own building. In particular, this workshop will take a hard look at how to reach boys before its too late. A particular area of focus will be reading and how boys fall further behind when they transition from “learning to read to reading to learn.” Participants will learn how to identify boys who are troubled and what strategies are needed to more fully engage boys in their learning.

Curriculum, Instruction, and Assessment

TRANSFORMING YOUR CLASSROOM ONE DAY AT A TIME

PRESENTER: MARY CURCIO

This workshop will be based on the work of several authors of classroom management and the best strategies for the most success will be presented. This workshop will focus on making your classroom half-full instead of half-empty. If you have been teaching for one year, ten years, or thirty, and find yourself frustrated and empty, this workshop will help you find a new way to deal with non-responsive, disruptive, and disenchanted students. This workshop will give you practical, hands-on, easy, ready-to-use techniques for transforming your classroom into one that you and your students will love learning in. Participants only need to bring a new frame of mind.

BUILDING A MASTER VOCABULARY LIST FOR ALL STUDENTS PRE K-12

PRESENTER: MARY CURCIO

This workshop will examine the need for a master vocabulary list for your school. Based on the work of Robert Marzano, this workshop will cover how to create and teach the list for grades Pre k-12. This workshop will also cover how to get all content teachers involved in understanding and owning the importance of creating and teaching a master vocabulary list at all levels. This workshop is open to all content area teachers, curriculum coordinators, and administrators who wish to increase assessment scores for all students.

USING DIFFERENTIATED INSTRUCTION IN THE MATHEMATICS CLASSROOM

PRESENTER: MARY CURCIO

Using Differentiated Instruction (DI) in the mathematics classroom will improve the learning of mathematics for all types of learners. This workshop helps teachers understand that using DI in the classroom is a new mind-set for teaching. DI moves teachers from thinking about their curriculum to thinking about how students think. This model alone will improve the learning of mathematics for all students and improve state assessments scores for all students. As a teacher of mathematics, using Differentiated Instruction will make the learning and teaching of mathematics engaging for you and your students. Of particular interest is how using DI engages boys and improves classroom management.

This is a two-day workshop designed to get you to think about Differentiated Instruction and how to begin to implement it in your classroom. During the two days, we will examine some of the following items:

- Reflection in the Classroom – Teacher and Students
- Teaching Students How to Think, Compare, and Contrast
- Use of Technology for the Differentiated Classroom
- Constructivism and Cooperative Learning – How They Are Connected
- Assigning Homework
- Use of Distributed Practice
- The Power of Mathematical Vocabulary for Students
- Understanding Learning Styles for Teachers and Students
- Mapping Lessons to the Standards
- Understanding How the Brain Learns

CLASSROOM MANAGEMENT FOR THE 21ST CENTURY

PRESENTER: JAMES DILLON

If a goal of education is to prepare students for success in the world today, then our approach to classroom management should be aligned with this outcome. Many schools and classrooms however, still employ methods of discipline and management with an overreliance on rewards and punishments to control the behavior of students. Even if these methods are successful in managing behavior they do so at the cost of developing students who can make decisions and manage their own behavior based on values and principals rather than rewards or consequences. This workshop will provide practical strategies for a principal to use to promote an approach to management that emphasizes self-discipline, community, and intrinsic motivation.

Communication**ON THE BARRICADES: RESPONDING TO PUBLIC ATTACKS
ON SCHOOL CURRICULUM AND PRACTICES**

PRESENTER: NANCY ANDRESS

This workshop will draw on the experience of the presenter in dealing with public attacks on curriculum materials and instructional practices. Valuable strategies for teachers and administrators for preventing problems and effectively responding to challenges will be shared. Time will be allotted for problem-solving and sharing.

COMMUNICATION IN THE WORKPLACE

PRESENTER: MARY CURCIO

What communication style do you use at work? Is it working? At work, do you say what you mean and mean what you say, without being mean? These and other tough questions will be examined so that the workplace will be open to and able to survive, succeed, and flourish with good communication habits practiced by all.

This workshop will examine (1) why communication patterns are important, (2) how to remove barriers to communication, (3) assessing what communication skills each participant uses, (4) what body language says about communication, (5) what active listening looks like, and (6) how planning communication will send the message you want to send.

**COMMUNICATING EFFECTIVELY WITH VARIOUS STAKEHOLDERS
INCLUDING PARENTS, TEACHERS, COMMUNITY, AND THE MEDIA**

PRESENTER: DR. MICHAEL JOHNSON

This workshop will explore: addressing conflict positively, developing key “must air” points to get your message across to various audiences, winning your audience over, and refocusing negative comments.

School Reform**HIGH SCHOOL AND MIDDLE SCHOOL BREAKING RANKS**

PRESENTER: JIM COLLINS

Two- to three-hour overviews designed to introduce either Breaking Ranks II: Strategies for Leading High School Reform or Breaking Ranks in the Middle: Strategies for Leading Middle Level Reform – recent reports from NASSP that are guiding secondary reform efforts.

In light of the changing world and higher expectations, both reports call for improving middle and high schools around the core areas of (1) collaboration, (2) personalization, and (3) individualization. The workshop will highlight the need for change and overview the recommendations these reports extend to secondary schools.

Participants will leave with a renewed interest in improving middle or high schools and lots of specific strategies, as well as several tools to encourage staff and community dialogue.

21ST CENTURY EDUCATION

PRESENTER: JIM COLLINS

This one- to two-hour workshop is designed to discuss what schools need to address to successfully prepare students for the 21st Century.

The session will discuss (1) the skills necessary to succeed in the 21st Century, (2) recommended 21st Century learning outcomes, (3) the characteristics of the 21st Century learner, (4) the attributes of the 21st Century educator, and (5) how 21st Century learning environments will need to adapt.

Participants will leave with a strong sense of how the changes in the world will require an educational response.

Building Relationships

TRUST CHANGES EVERYTHING

PRESENTER: JIM COLLINS

Several recent workforce studies have shown that the number-one cited characteristic of an effective leader is trust. Great leaders dictate less and influence more. And influence comes from your ability to engender credibility and inspire people to believe you... and believe in you.

Come to this Franklin Covey Inspiring Trust Leadership Series program based on Stephen M.R. Covey's book, *The Speed of Trust*, to:

- Understand how trust will help you produce better results in your school, district, or organization.
- Adopt specific behaviors that build and maintain trust.
- Identify the “taxes” low trust has on your school, district, or organization.
- Identify the “dividends” high trust has on your school, district, or organization.
- Increase attention on critical objectives instead of politics and hidden agendas.

Trust Changes Everything programs are four hours in length, include workshop manuals/tools.

PROMOTING SUCCESS

PRESENTER: CHRISTINE BARRY

This workshop will center on the importance of motivation and communication with the constituency groups that are part of your school community. Learn to recognize success and nurture it. You will learn how to let others know the examples of excellence that take place in your school district.

HOW TO TURN ANY DISRUPTIVE STUDENT INTO YOUR BEST FRIEND

PRESENTER: MARY CURCIO

This workshop is for any educator who works with emotionally disturbed students, ADHD students, or students at-risk. Teachers are trained to teach students who are ready to learn. This workshop will give you many ideas and techniques that work with students who are troubled and *not* ready to learn. This is a learner-centered workshop where many specific classroom problems will be addressed and solved. Each participant should bring specific problems they have faced in the classroom.

CHARACTER AND INTEGRITY IN THE WORKPLACE

PRESENTER: MARY CURCIO

Schools teach character education to students but what about what they teach and practice themselves? With economics as they are and stress as it is, character and integrity is needed. Research documents that ethical behavior improves the working culture, especially when a code of ethics is clearly documented for all employees. Integrity at work builds trusts, builds working relationships, increases profits, decreases absenteeism, and improves communication. So how do you show up at work? What kind of workplace behaviors do you participate in that may or may not add to the culture of your workplace? Do you operate out of respect or rigidity? In this day of corruption, personal integrity is possible in systemic corruption. The golden rule works when we remember to practice it. Studies show that 50 percent of workers report seeing specific ethical and policy violations at work. It's time to know what integrity at the workplace looks like.

Building Relationships

CIVILITY IN THE WORKPLACE

PRESENTER: MARY CURCIO

Civility in the workplace is like “The Emperor’s New Clothes.” The lack of civility exists in the workplace, but no one is willing to talk about it. Civility is not about being nice or sickly sweet. It is about making the workplace a better place and a place in which employees enjoy working. A civil office is a safe place to work and play. Civility fosters a workplace of openness and inclusion that allows organizations to do well and be more productive. The civil workplace also promotes good customer relations since the quality of service is improved with happy employees. A civil culture promotes employee loyalty and trust. With the growing threat of the economy, there are things you can do to help improve the economics of your school. Civility in the workplace will increase creativity, decrease absenteeism, decrease wasted time, and increase productivity.

EMOTIONAL INTELLIGENCE IN THE WORKPLACE

PRESENTER: MARY CURCIO

Many of your staff come to work and upon entering the workplace, they leave their minds and hearts in the car. They are disengaged and go about their day’s work with little emotional involvement. According to the latest research, only three out of ten people are using their hearts and minds at work. Those three are passionate, but what about the other seven? What happens to a workplace that engages ten out of ten people, where they are all using their hearts and minds at work?

This workshop will look at the work of Daniel Goleman and “How Working with Emotional Intelligence” will dramatically change your school. According to Dr. Goleman, there is a new way to measure intelligence and according to the presenter, the adults who are running the schools “don’t want to be left behind.” Come and see how being cognizant of your own emotional intelligence level will help you transform your school. See how respect, honor, caring and “smart hearts” will accomplish much more than ever.

DEVELOPING EFFECTIVE RELATIONSHIPS WITH SUPERINTENDENT/CENTRAL OFFICE

PRESENTER: DR. MICHAEL JOHNSON

This workshop will look at: understanding superintendent/central office roles and needs, understanding BOE perspective, communicating effectively and in a timely manner with the superintendent, and developing an effective building level administrator-superintendent communication plan.

Data Analysis

DATA ANALYSIS AND CURRICULUM MAPPING AS TOOLS FOR SCHOOL IMPROVEMENT

PRESENTER: FRANK SUTLIFF

This session will describe the process of data analysis that the presenter uses to facilitate ELA 3-8 and Math 3-8 improvement. It will show the wealth of information that is received from the regional information center, break it down, and demonstrate how to use it within grade k-12 professional learning communities. Also discussed will be how this process began with a renewed commitment to professional development and how it has led to excellent professional discussion and the growing of other initiatives.

In addition, the session will facilitate discussion on curriculum mapping and how this initiative grew out of data analysis. The web-based product that is used for mapping – *Curriculum Mapper* – and the linkages between the data analysis and curriculum development will be discussed.

One of the backdrops for this session will be the theme of increasing internal capacity for professional development and utilizing existing staff in different ways.

PERCEPTUAL DATA

PRESENTER: CHRISTINE BARRY

Critical issues such as expectations and test ownership need to be factored into a comprehensive analysis of school achievement. Perceptual data does not appear on the New York State Report Card but it can impact statistics that do. In this workshop you will learn how to collect and utilize this perceptual data to your advantage.

Legal and Legislative

LEGAL AND LIABILITY ISSUES FOR SCHOOL LEADERS

PRESENTER: SAANYS LEGAL STAFF

A two-hour workshop designed to review key legal and liability issues all administrators need to explore. The objectives of this workshop are to: (1) Understand the professional protection provided by federal and state laws and regulations coupled with the legal services provided by SAANYS. (Find out why Professional Umbrella Liability Insurance may be a waste of your hard earned money). (2) Learn about a systematic approach to your professional responsibilities that can minimize liability problems and risks for you and your employer. Hear practical suggestions for operating within this framework. (3) Participate in a question/answer/discussion session regarding concerns and issues from you and your colleagues. (4) Review current hot legal topics and issues facing administrators. (5) Review actual scenarios faced by SAANYS members and discuss the practical application of the strategies presented (time permitting).

This workshop was developed by a SAANYS attorney and an experienced administrator. Presenters vary depending on availability.

NEGOTIATION WORKSHOP

PRESENTER: SAANYS LEGAL STAFF

A two-hour workshop designed to outline the negotiation process and provide effective strategies for preparing to negotiate, as well as bargaining at the table. This workshop will be presented by SAANYS staff.

Retirement

PREPARING FOR RETIREMENT: A PRE-RETIREMENT PLANNING WORKSHOP

PRESENTER: JIM COLLINS

Planning for retirement is increasingly more important considering possible changes in the New York State Teachers Retirement System and in longevity rates. Understanding retirement system benefits and other pre-retirement considerations should be of concern to all educators of all ages. The workshop will cover the following topics: (1) new and pending retirement system legislation, (2) pre-retirement planning considerations, (3) steps to take in filing, (4) calculating your benefit, (5) reading your annual statement, and (6) explaining retirement options.

Technology

DIGITAL RESPONSIBILITY IN THE 21ST CENTURY – ARE WE HINDERING OR PROMOTING STUDENT LEARNING?

PRESENTER: FRANK SUTLIFF

In education, we espouse the concepts of the global economy and *The World Is Flat*; however, we put obstacles in the way of students as they utilize technology and the worldwide web. Instead of running away from technology, we need to include such things as *Facebook*, *My Space*, *YouTube*, and online learning in our schools. For instance, while blocking sites such as *YouTube* is necessary to comply with the Internet Protection Act, we need to have processes in place to unblock technology for student learning.

During this presentation, the thesis of needing to utilize technology more will be discussed, how to convert various media formats will be described, and incorporating videos into presentations will be reviewed.

Time Management

SO MUCH TO DO, SO LITTLE TIME TO DO IT

PRESENTER: JIM COLLINS

A 90-minute workshop designed to overview major time management principles that, when applied, help create a more productive and well-balanced life.

Based on the work of Stephen Covey, this workshop will help participants (1) focus on the balance between personal and professional lives, (2) understand how their time is currently spent, (3) understand the importance of getting away from daily planning, and (4) review some keys to an effective time management system.

The workshop will be a mixture of presentation, videos, and group discussion. Participants will leave with a strong reflection of the value of their time.

Presenters

ANDRESS, NANCY — Former assistant superintendent for instruction, elementary principal, director of instructional services, and teacher. Nancy is currently working with the Capital Area School Development Association (CASDA).

BARRY, CHRISTINE — Ms. Barry is a retired K-8 principal, administrative assistant, and teacher.

BURNETT, GEORGE J. — Mr. Burnett is a former assistant principal and teacher, is currently acting in the role of educational consultant.

COLLINS, JIM — Former principal, assistant principal, teacher, and BOCES instructional resources supervisor. Jim is currently SAANYS' director of professional development.

CURCIO, MARY — Ms. Curcio is a former grade 6-12 principal and current superintendent.

DILLON, JAMES — James Dillon is currently a retired elementary school principal and consultant.

HOFF, JOSEPH — Dr. Hoff is a former principal and educational consultant.

JOHNSON, MIKE — A former superintendent of schools, assistant superintendent of schools, middle school principal, assistant high school principal, and teacher. Mike is currently interim superintendent of schools.

MANGUS, TAMMY — Tammy Mangus is currently the principal at Roscoe Central School District.

NICKSON, KATHY — A retired English teacher who has joined the Partnership for Literacy at The University at Albany's Center on English Language and Achievement (CELA).

PENN, JILL — Ms. Penn is an associate principal at Sand Creek Middle School, South Colonie Central School.

ROBINSON, MICHAEL — Dr. Robinson is a retired school administrator and adjunct professor at St. John Fisher College.

STOCKMAN, ANGELA — Angela Stockman is currently a coordinator of curriculum and staff development at Erie 1 BOCES.

STROUGHN, REGINALD — Retired principal of Hempstead High School and 2008 NYS High School Principal of the Year.

SUTLIFF, FRANK — For the past 21 years, Frank has been the high school/middle school principal at West Canada Valley. Prior to that, he held the position of school library media specialist K-8 for Saranac Central School.

TORRES, DAVID B. — David Torres is currently the attendance supervisor k-12 at Saratoga Springs Central School District.

WELLS, WENDY — Ms. Wells is an educational consultant.



PROFESSIONAL DEVELOPMENT ON DEMAND PROGRAM

CALL FOR PRESENTERS

Overview

It's been said that when you are through changing, you are through. As professional leaders, we understand the constant need for administrators to be learners in an ever-changing world and school environment. Professional learning, therefore, will always be connected with effective leadership.

Understanding that our members have intensely busy schedules, SAANYS is working to provide professional development programs, most of which are two to three hours in length, that can be offered locally upon request. Through short, concise professional development programs, members can remain current and engage in professional dialogue without leaving their district or area for extended periods of time.

Current Status of Program

Since its inception in January 2007, over 70 workshop titles have been added to the catalog. The programs have been well received and have played an important role in on-going administrative professional development programs or administrative retreats.

Next Steps in Program Development

Because of the interest that members have shown in the Professional Development On Demand Program, and the success it has seen, SAANYS wishes to expand the program to include an even wider variety of topics to be presented by qualified and knowledgeable professionals. Please see the Call for Presenters form on the following pages.

Program Details – How It Works

1. All programs will be advertised in SAANYS *News & Notes*, on the SAANYS Website, and through distribution of program brochures, all on a regular basis.
2. Requests for programs and arrangements will come directly to SAANYS.
3. SAANYS will act as an intermediary between units/districts and presenters to coordinate delivery of programs. Once accepted as a presenter, presenters will work directly with SAANYS.
4. Evaluations of each session will be sent to SAANYS immediately following each program.

Call For Presenters

Selection of future presenters will be determined by a Professional Development On Demand Committee.

Selection will be based on the following criteria:

1. Potential interest and/or value of topic.
(Does the topic help meet the needs expressed by school administrators/leaders?)
2. Proven knowledge of content/topic area.
3. Past presentation experience(s) and references.
(In some cases, an observation or video may be requested.)
4. Willingness to be available at least 5 days per year on a statewide basis.
5. Willingness to distribute and collect session evaluation forms that will be sent to SAANYS.
6. Willingness to work directly with SAANYS in scheduling sessions.



PROFESSIONAL DEVELOPMENT ON DEMAND PROGRAM

CALL FOR PRESENTERS

PRESENTER INFORMATION:

Name: _____ Current Position: _____

Current School or District (or role): _____

Current School or Business Address: _____

City: _____ State: _____ Zip: _____

E-mail: _____ School or Business Phone: _____ Fax: _____

Home Address: _____

City: _____ State: _____ Zip: _____

E-mail: _____ Home Phone: _____ Fax: _____

Topic(s)/presentation(s) you are interested in delivering, including anticipated length of each session and a 1-2 paragraph description on a separate sheet.

1. _____ (Length) _____

2. _____ (Length) _____

3. _____ (Length) _____

4. _____ (Length) _____

Evidence of knowledge in each topic area (Describe how you have become an expert in each area)

Topic/Area 1

Topic/Area 2

Topic/Area 3

Topic/Area 4



Past Presentations (List most recent presentations made on listed topics in the last 5 years.)

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

References (List 2-3 people who have first-hand knowledge of your content knowledge and presentation skills with telephone numbers.)

- 1. _____ Phone _____
- 2. _____ Phone _____
- 3. _____ Phone _____

Agreements

- I am willing to present a minimum of 5 times per year on a statewide basis, based on availability.
- I will distribute, collect, and forward evaluations for each session.
- I agree to work directly with SAANYS before each session is conducted.
- I understand my continuing status with the program is based on satisfactory feedback and evaluations.

Signature _____

Date _____

Please send to:

Jim Collins, *Director of Professional Development*

SAANYS

8 Airport Park Blvd.

Latham, New York 12110

Telephone: (518) 782-0600

Fax: (518) 782-9552

E-mail: jcollins@saanys.org

Questions can be directed to Jim Collins at jcollins@saanys.org or **518-782-0600**.



Magellan
FOUNDATION



SAANYS MentorCoach Service

To support, inspire, and invigorate new and mid-career administrators.



For more information,
contact:

Jim Collins

518-782-0600

“One of the hallmarks of districts that have succeeded in moving from low performing to high performing is an intensive long-term investment in developing instructional leadership capacity at the school and district levels.”

(Leithwood, Louis, Anderson & Wahlstrom, 2004)

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