



## From the Office of the Superintendent

### 2023 - 2024 Press Release

The following Edgemont faculty members are in the final year of the State-mandated probationary period before tenure may be granted:

Paulette Antonicelli	Science	EHS	02/01/2025 *
Kelly Brady	Elementary K-6	SP	09/01/2024
Rebecca Capsuto	Educational Technology Specialist	DW	09/01/2024
Tom Darby	Social Studies	EHS	09/01/2024
Talia Dardis	Science 7-12	EHS	09/01/2024
Sabrina Genco	Special Education	SP	09/01/2024
MaryRose Joseph	Assistant Principal	EHS	07/01/2024
Alexis Langer	Elementary 1-6	SP	01/16/2025 *
Kimberly Lim	Special Education	SP	09/01/2024
Eliana Rojas	Special Education	GR	09/01/2024
Patrick Maguire	Special Education	EHS	09/01/2024
Nir Naaman	Music	GR SP	09/01/2024
Jennifer Wandle	Elementary 1-6	GR	11/23/2024

\* Tenure date subject to change

These staff members will continue to be evaluated by Edgemont administrators using Edgemont's Annual Professional Performance Review Plan. This Plan provides a framework for identifying and commending effective performance in their respective certification areas, for defining areas requiring attention, and for making recommendations that will assist a teacher or an administrator to improve instructional practices in his/her classroom, department, or school. Ultimately, Edgemont's Annual Professional Performance Review Plan provides a framework to help make decisions about continued employment and the recommendation of continued employment which results in tenure for probationary employees.

The evaluation process in Edgemont is lengthy and comprehensive. A minimum of three formal observations of each probationary faculty member is conducted by an administrator each year. These formal observations may be announced or unannounced, and they augment informal observations made by administrators. In addition, I will make at least one unannounced visit to each probationary teacher's classroom/workplace in addition to the three formal evaluation reports to be written and discussed with the teacher. These observations are documented using the *NYSUT Teacher Practice Rubric* or the *Multidimensional Leadership Performance Rubric*, a thorough and rigorous set of standards for evaluating a teacher's or administrator's performance both inside and outside of the classroom. Teachers are encouraged to maintain a professional portfolio of artifacts that may assist with this process that may help to demonstrate their work in areas identified in the rubric as part of the evaluation process. The district and building administrators continue to train on the use of this rubric to ensure inter-rater reliability.



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### 2023 - 2024 Press Release (Continued)

Each year and again toward the end of an employee's probationary period, all reports written by other administrators and all written feedback received about probationary professionals are reviewed. I will then make a recommendation about each probationary employee's ongoing employment to the members of the Board of Education. This year, I expect to announce my recommendations concerning tenure appointments at the public Board meeting of April 16, 2024.

Additionally, I have implemented a Tenure Defense Process whereby principals must meet with me to review and discuss evidence to substantiate the recommendation to grant or deny tenure. Feedback is always welcomed from students and from parents about all members of our faculty throughout the year, both tenured and non-tenured, especially after it has been shared directly with the particular teacher or administrator. In keeping with the purpose of our evaluation process, namely, to follow a carefully designed system to define and measure effective teaching, cause measurable learning, and to stimulate professional growth of our Edgemont staff. I hope that students and parents so inclined have already offered feedback to and about those professionals who are in their final year of probation to their respective principals or in the case of a district administrator, to me directly.