Welcome to New Educator Orientation



Brewster Central School District

August 18, 2025

Day 1



Tent Card

Write your name in large letters on one side.

Then, follow example below:

Name of the School you are joining	What you love to do outside of work?
NAME	
WHY you went into education.	What you want others to know about you

01

Welcome, Introductions, & Getting to Know Each Other

Board of Education



Kerry Cunningham

Board of Education
President



Cynthia Fox

Board of Education
Vice President



Melissa Finateri

Trustee



Scott Seaman

Trustee



Jennifer Carpiniello

Trustee

Louis Riolo Jr.

Trustee

Thomas Spadaccino

Trustee

Welcome and Introductions



Dr. Michelle Gosh
Superintendent



Maggie Andriello
Asst. Supt. for CIA



Victor Karlsson
Asst. Supt. for Finance & Operations



Dr. Stephen Hancock
Asst. Supt. for Human Resources

Agenda for Day 1

9:00 - 9:15 AM

- Welcome and Introductions
  - Dr. Michelle Gosh, Superintendent
  - Kerry Cunningham, Board of Education President

9:15 - 9:45 AM

- Getting to Know Each Other

9:45 - 10:45 AM

- Vision 2026 & Most Likely to Succeed

10:45 - 11:45 AM

- Bus Tour of our Community

11:45 - 12:30 PM

- LUNCH and Panel Discussion

12:30 - 2:00 PM

- APPR - The Evaluation Process

2:00 - 3:30 PM

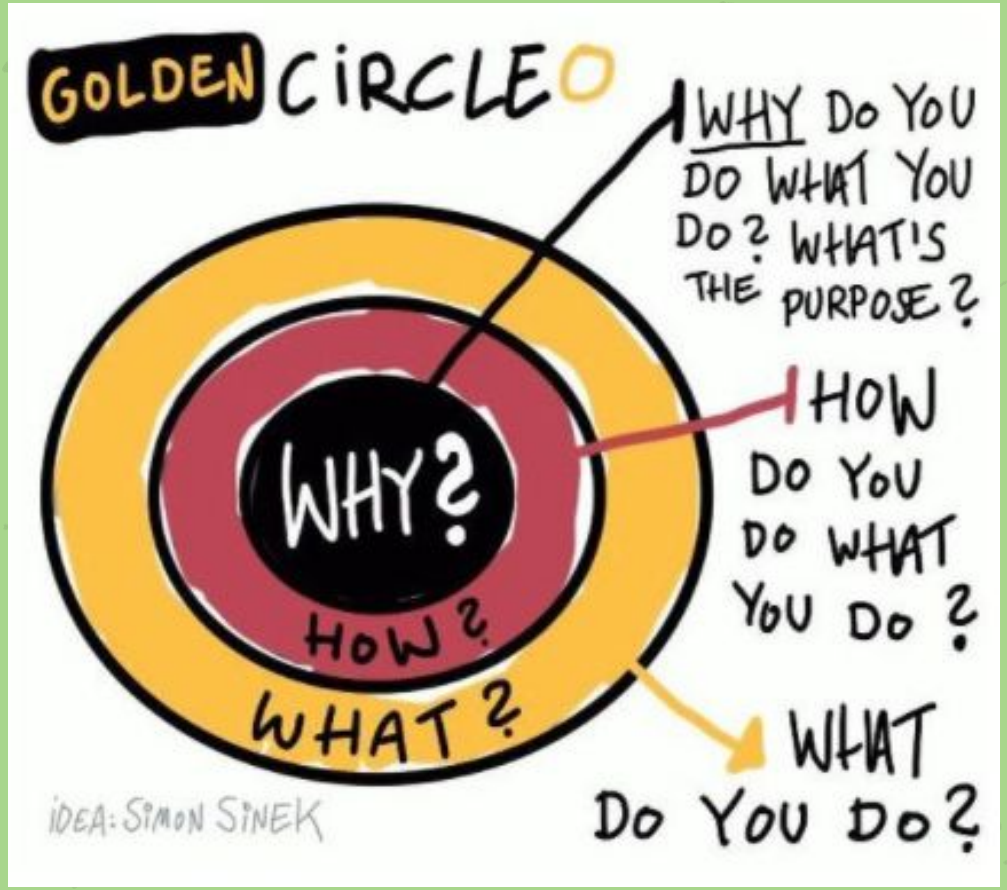
- Time with your building Principal



“First Day of School Feels”

1. Get into small groups *(3–5 people)*.
2. Take turns picking a card from the “deck”.
3. Read it aloud and share why it resonates!
4. Keep going until time’s up or all cards are used.

At the end, choose one you really resonate with to share with the group!


GOLDEN CIRCLE
WHY Do YOU DO WHAT YOU Do? WHAT'S THE PURPOSE?
HOW Do YOU Do WHAT YOU Do?
WHAT Do YOU Do?
WHY?
HOW?
WHAT?
IDEA: SIMON SINEK

"***Every child deserves a champion***: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be."

~ Rita Pierson



Year 1 Google Classroom

Link

Class Code - 4mqe52wx

- One Stop Shop

- Resources
  - Monthly presentations
  - APPR Support
  - Mentoring Handbook

02

Vision 2026 & *Most Likely to Succeed*

The ‘Who’

Senior Map

Class of 2025

What the Future Holds

What a journey it's been, these past four years. Through their hard work, BHS graduates of the class of 2025 have a lot to look forward to! As always, our map reveals the variety of post-high school choices that they are making. Our hope is that each finds a place in the world that is filled with success and happiness.

Armed Forces
Peter Bicsedy - Marines
Aliyah Bilar - Army National Guard
Kevin Cantoral Madrid - Coast Guard
Zuly Espana - Marines
Lizeth Estrada Garcia - Army
Michelle Guerra - Army National Guard
Oscar Lara Castillo - Army
Samantha Miranda - Army
Nicholas Napolitano - navy
Axel Orozco Osorio - Marines
Gavin Ortiz - Air Force National Guard
Karen Peucar - Marine
Dillon Ramirez - Marines
Jacob Stone - Army National Guard

Career/Trade Education
Josue Ayavaca Matute - HVAC
Ryan Brace - Electrical
Yureiry Coronado Asencio - Electrical
German Castenada Ramirez - Auto Mechanics
Victor de Paz - HVAC
Luke Johnson - Electrical
Gjwaiin Karaqi - HVAC
Kevin Rodriguez - Carpentry
James Romero Rojas - Auto Mechanics
Daniel Soto Gaitan - Undecided

The Open Road Gap Year
Anthony Beejack
Yesamin Bingham
Andy Flores Chay

The Ohio State University
Tessa Boissonnault

Syracuse University
Aleah Cruz
Maura McIntyre
Jordan Ross

SUNY Plattsburgh
Aliyah Villodas
Cody Coghlan
Nicholas Palmerini

Mohonk Valley Community College
Kaden Krempler

SUNY Oswego
Guiliana Maenza

SUNY Cobleskill
Uriel Lopez Navarro

LeMoyne College
Ava Staino

SUNY Polytechnic in Utica
Anna Ivits
Derek Paradiso

SUNY Geneseo
Emma Derrell
Keilee Mojica

SUNY Cortland
Ava Fagin
Mia Irizarry
Emily Jenich
James Perez Melendez
Kacper Stypulkowski
Jillian Wolf

SUNY Oneonta
Kadence Goliash
Dulce Landaverry
Angelina Rothermel
Kaitlyn Sayegh
Skyler Smith

Hartwick College
Joell Drue
Harrison Schmitt

Siena College
Isabel Egan
Noah Gebing
Frank Opromolla

University at Buffalo
Jorge Castellanos
Carly Loguidice
Minh Nguyen
Adrian Palladino
German Recinos Luna
Jamling Sherpa
Michael Wilson

SUNY Alfred State
Samuel Cucinell

Cornell University
Michelle Di Carlo

SUNY Delhi
Noah DiFabbio
Lauren Dunn
Jacob Ercole
Javier Paucar Salazar
Rian Rodriguez
Jason Weiler

University at Albany
Sophia Bisnar
Jeannah Dossous
Leon Nikprelaj
Roisin O'Reilly
Daniel Rosa
Rohan Thomas
William Tierney

SUNY New Paltz
Arianna Clancy
Elijah Dela Cruz
Daniel Knowle
Araceli Morales
Kevin Neziri
Synder Portillo Soto
Aidan Spreter

Marist University
Blake Dalrymple
Hannah Krempler
Andrea Morocho Tacuri
Edith Niemeyer
Andrew Smith
Ariana Vernile Marks

Empire Beauty School
Marizo Gyergji
Gianina Santos

Manhattanville University
Esmeralda Herrera
Roselyn Argueta Cardona
Jana Briceno
Madison Espaillat
Cassidy Fallon
Sherlyn Guerra Guzman
Sam Jameer
Hailey Kutz
Chase Sadowski
Jayron Sandoval Sola
Josephina Vataj

Pace University (Westchester)
Natasha Larenicule
Rubby Quezada
Jaqueline Salazar Romero

Mercy University
Angelo Monroy Blanco
Justin Parodi

Iona University
Alexandra Churyk
Gerardo Guida
Jetmira Mushkolaj

Fordham University
Abelina Repman
Daniella Vernile Manisenovic

Purchase College
Katelyn Conticchio
Dylan MacDonald
Jake Moore

Stony Brook University
Addison Galella

Hofstra University
Jason Restucci

St. John's University
Olivia Francis
Arbnare Hulaj

New York University
Taylor Dudones

Hostos Community College
Enzo Granados

NYC College of Technology
Anglen Qemali

Pace University (NYC)
Sandra Estrada
Tommy Gonzalez
Daniel Inguiza
Yashika Kumar
Katie Mejia Flores
Saylin Morales Lopez
Luke Reyes Whited
Ava Rodriguez

CUNY John Jay College of Criminal Justice
Kristen Calamari
Vanesa Peralta Vanegas

University of Mississippi
Marco Parrello
Abraham Sanchez

Louisiana State University
Caitlin Cremin

University of Alabama
Savannah Fisher

Universal Technical Institute
Jose Perdomo Lemus

Seton Hall University
William Galella

University Of Maine
Skyler Tierney

UMASS Amherst
Zoe Juncaj
Jack Stasi

University of New Hampshire
Abby Clark

Franklin Pierce University
Julia DeRose

Endicott College
Sienna Heim

Clark University
Sebastian Bennizoni

Boston University
Nia Lurin
Rae Miller

Northeastern University
Emanuel Galindo Garcia

Emerson College
Arianna Arocho

Berklee College of Music
Jeremiah Goetschkes

Providence College
Valentina Briones
Kaitlyn Muhihill

University of Rhode Island
William Astrologo
Kiley Brooks
Neha Kakkanattu
Finley King
Emmaleigh Seidel
Jamie Lynn Spennicchia
Nolan Strahley

Western Connecticut State University
Erica Delgado Ramon
Nadia DeMaio
Hailey Feliciano Lleras
Laura Kunlenko
Sofia LaRocca
Yasmin Martinez Miguel
Franklin Monroy Mejia
Brian Navas Argueta
William Pappas
Kayleigh Plutzker
Zachary Simmons
Brianna Soto Lopez
Maia Tassani
Robert Thompson

University of Hartford
Amberly Suchite Brenes

Central Connecticut State University
Ashley Espana Guerra
Alessice Rogers

Sacred Heart University
Ava Trentacoste
Mateo Reyes Ojeio

Fairfield University
Timothy Carlin
Ryan Martin
Courtney Pease

University of Connecticut
Alexandrea Agustin
Giara Martinez
Eric Villavicencio

University of New Haven
Daniel Fernandez
Justin Stano
Ashley-Marie VanKeuren

Quinnipiac University
Ella Martinez

University of Scranton
Cara Winkler

Pennsylvania State University
Liam Ford

Pennsylvania State @Hazelton
Elyse De Saint-Leon

Temple University
Cristian Whitehead

Misericordia University
Anna Kercado

York College
Cameron Taylor

University of Delaware
Raegan Carney
Emma Durante
Hailey Ercole
Alyssa Garcia
Alea Giordano
Aidan Kent

University of North Carolina at Charlotte
Brissia Portillo

East Carolina University
Steven Arenas
Nicholas Smith

Washington Adventist University
Jennifer Cardona Giron

West Virginia University
Alexander Vargas

Clemson University
Adriana Galizia

University of Georgia
Nadia Chtouf

Coastal Carolina University
Donovan Alvord

Rollins College
Mairo Palumbo

Valencia College
Sharif Franklin

Palm Beach State University
Marley Best

University of Tampa
Alessia Casale

Florida Gulf Coast University
Michael Rampolla

Lynn University
Angelina Cardillo
Ella Cowans

Elmira College
Nayha Thomas

Binghamton University
Roderick Cassidy
Victoria De Paz Luna
William Dignan
Angela Lee
Maeve Looby
Giselle Micolta

SUNY Sullivan Community College
Simon Laine

Dutchess Community College
Avery Bishop
Tyler Rodriguez
Dylan Welker

SUNY Westchester Community College
Emma Antalosky
Shayley Barillas Cardona
Hylcko Carey
Gabriel Castro
Chloe Constantin
Andira Cortez Lopez
Stephanie Giron
Elvis Guanuchi Vele
Keyla Guerra Martinez
Dashiell Lustig
Nidia Lopez Sagastume
Merelyn Martinez Confesor
Deysi Mejia Flores
Mariana Miguel Mendez
Maria Monroy Espana
Jefry Morales Melendrez
Jocelyn Ortega Gregorio
Andrea Osorio Sagastume
Maria Osorio Sagastume
Catherine Ramos Fernandez
William Rojas
Elle Rosenhaus (Honors College)
Isabelle Taverez
Cassandra Wise
Kevin Wise

Dominican University
Ethan Lacen

College of Westchester
Victor Bravo

Manhattan University
Anthony Gjuraj

Baruch College
Tristan Fanenholc
Wilian Guzman Cardona

New York Institute of Technology
Joshua Deoraj
Stefan Thomas

CUNY City College
Theo Torres

University of Texas at Arlington
Joshua Walker

Employment
Junior Abaun Urrutia
Marcos Acetun Perez
Maritza Acosta
Gustavo Diaz Agustin
Karen Diaz Roque
Colin Earle
Juan Grijalva Grijalva
Jonathan Hernandez
Gabriel Lopez Perez
Sherlyn Mendez Sagastume
Franklin Meren Perez
Lester Morales Garcia
Katherine Morales Ramos
Gerson Paredes Morales
April Quintero Lopez
Axel Ramirez Coronado
Cristian Ramos Lopez
SeanMichael Roman
Arienson Vega Cardona
Esthefani Velasquez Cruz

Graduates Who Were Undecided
Alaina McMahon

Class of 2025 According to Our Numbers

Class size - 287
Number Attending higher education - 237 (82.5% of the class)
Heading to a 4-year college - 204 (71% of the class)
Attending a 1 or 2-year college - 33 (13.9% of those attending college)
Enrolled in an in-state college - 152 (64% of those attending college)
Entering the Armed Forces - 14 (4.9% of the class)
Most popular non-Community Colleges - Albany (7), Buffalo (7), New Paltz (7), Rhode Island (7), Manhattanville (11), Pace (11), West Conn (14)

Got some updated information or see a mistake? (We did our best!) Let us know, so we can correct the online version! Email us at bearfacts@brewsterschools.org with your correction or addition.
All post-high school plans and destinations are self-reported by the individual listed.
Bear Facts accepts no responsibility for misinformation given.

Making Vision 2026 a Reality

BREWSTER cares

B.P.O.E. Brewster Elks #2101

SECOND CHANCE FOODS

PUTNAM COUNTY

Br;dge Alliance

SUNY WESTCHESTER COMMUNITY COLLEGE

My Brother Vinny
Helping Mankind One Good Deed At A Time

BREWSTER BEARS BOOK BASH
A Community Celebration!

United Way

TOWN OF SOUTHEAST, N.Y. RECREATION DEPARTMENT

Brewster Chamber of Commerce

Ann's Place
COMMUNITY-BASED CANCER SUPPORT
MEN • WOMEN • CHILDREN



CAP PUTNAM Community Action Partnership
WESTCOP Westchester Community Opportunity Program, Inc.

CoveCare Center

FIDELIS CARE

green chimneys

Welcome to SchooLinks!
Representing a college or university admissions office? Join as a college representative instead
Brewster Central School District's network as an industry partner to:
- Schedule events with schools
- Post internships and scholarships for students
- Record short selfie videos answering student questions

Not associated with Brewster Central School District? Create account here instead
Sign up with Google
Sign up with LinkedIn
Sign up with email
Already have an account? Log in

BREWSTER PUBLIC LIBRARY
Serving the Town of Southeast since 1896
et, Brewster, NY, 10509

PNW BOCES
Service and Innovation Through Partnership

Brewster Chamber of Commerce
All Roads Lead to Brewster

CATHOLIC CHARITIES
ARCHDIOCESE OF NEW YORK
PROVIDING HELP CREATING HOPE 100+ YEARS

OPEN DOOR
FAMILY MEDICAL CENTER

ARCHDIOCESE OF NEW YORK

DELANCEY STREET FOUNDATION

Program Highlights

INCubatoredu®

Manhattanville COLLEGE

Students develop future-ready skills as they build REAL businesses

SCIENCE RESEARCH PROGRAM

PLTW

SYRACUSE

9 Dual Enrollment Courses

BREWSTER, NY NJROTC

ADAPT * IMPROVISE * OVERCOME

Est. 1983



UALBANY

HS Science Labs & Electives

Westchester Community College

State University of New York



PNWBOCES

PUTNAM | NORTHERN WESTCHESTER

Service and Innovation Through Partnership

Career | Tech Center

Bilingual Bears

Osos Bilingües

K-5 Clubs

Reading and Writing Intervention & Supports

Career Exploration Opportunities

BREWSTER OPPORTUNITIES

PATECH

Business / CTE Courses



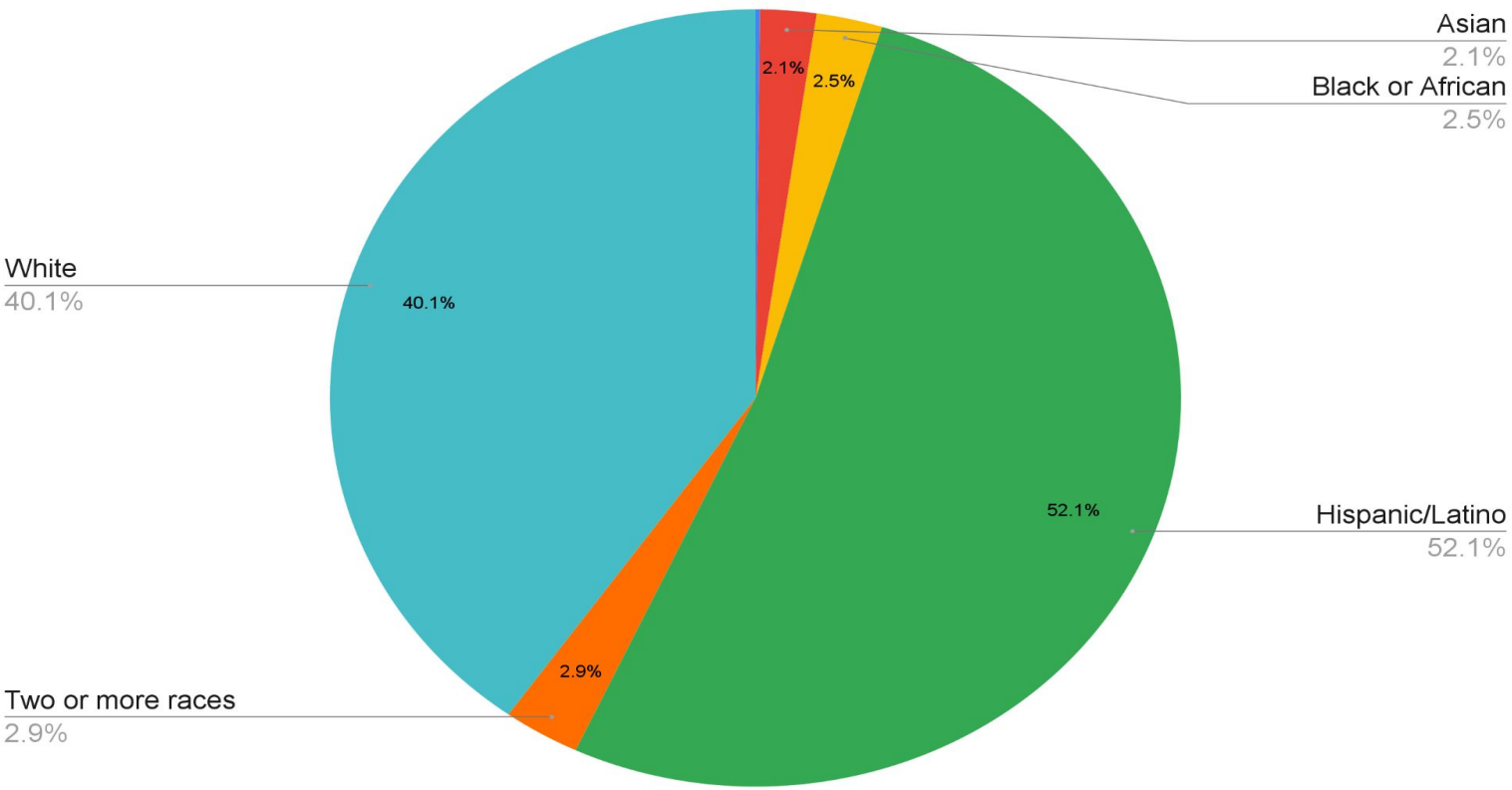


15 Advanced Placement Courses

Math in Focus

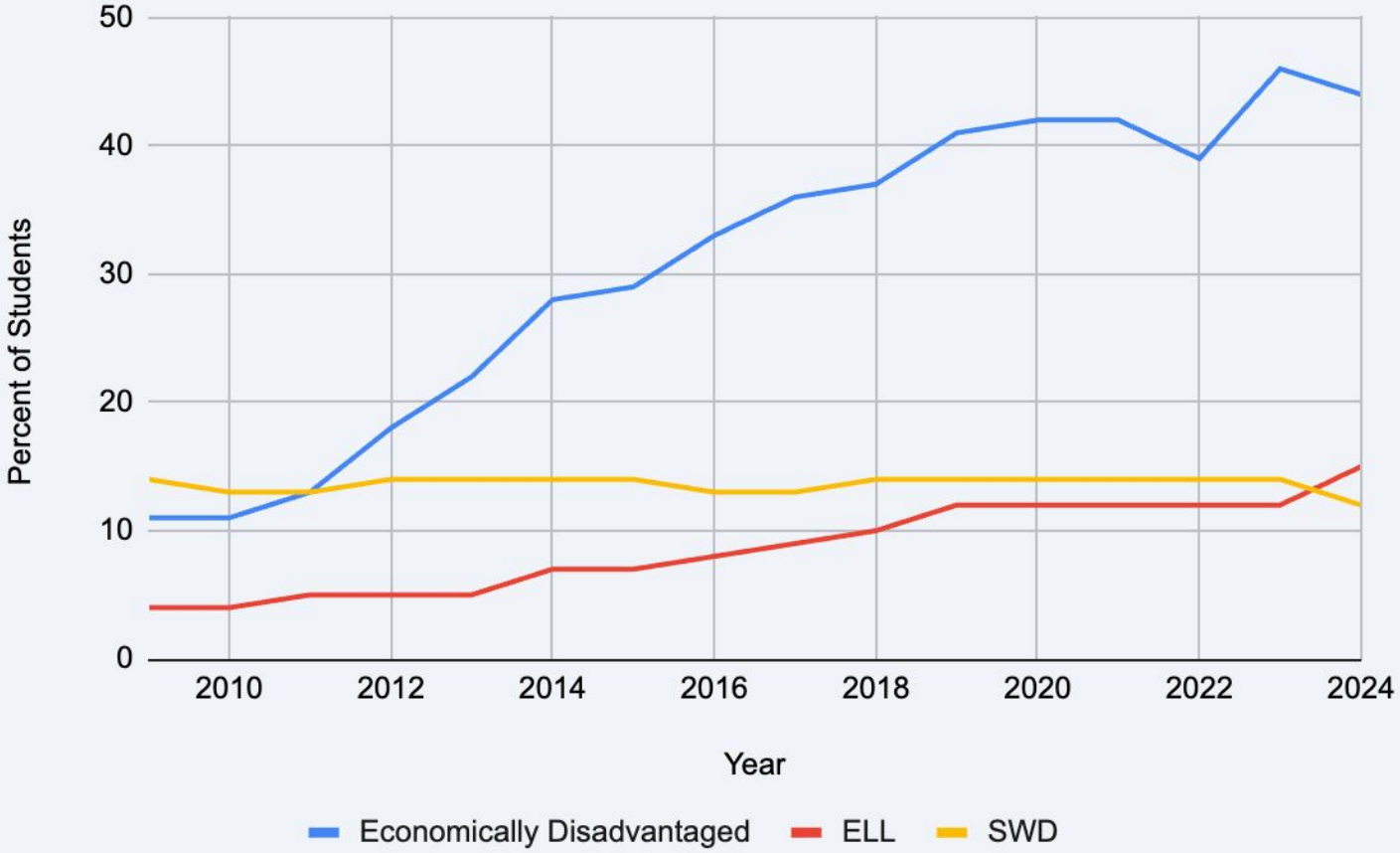
Singapore Math® by Marshall Cavendish®

2024-2025 Demographics

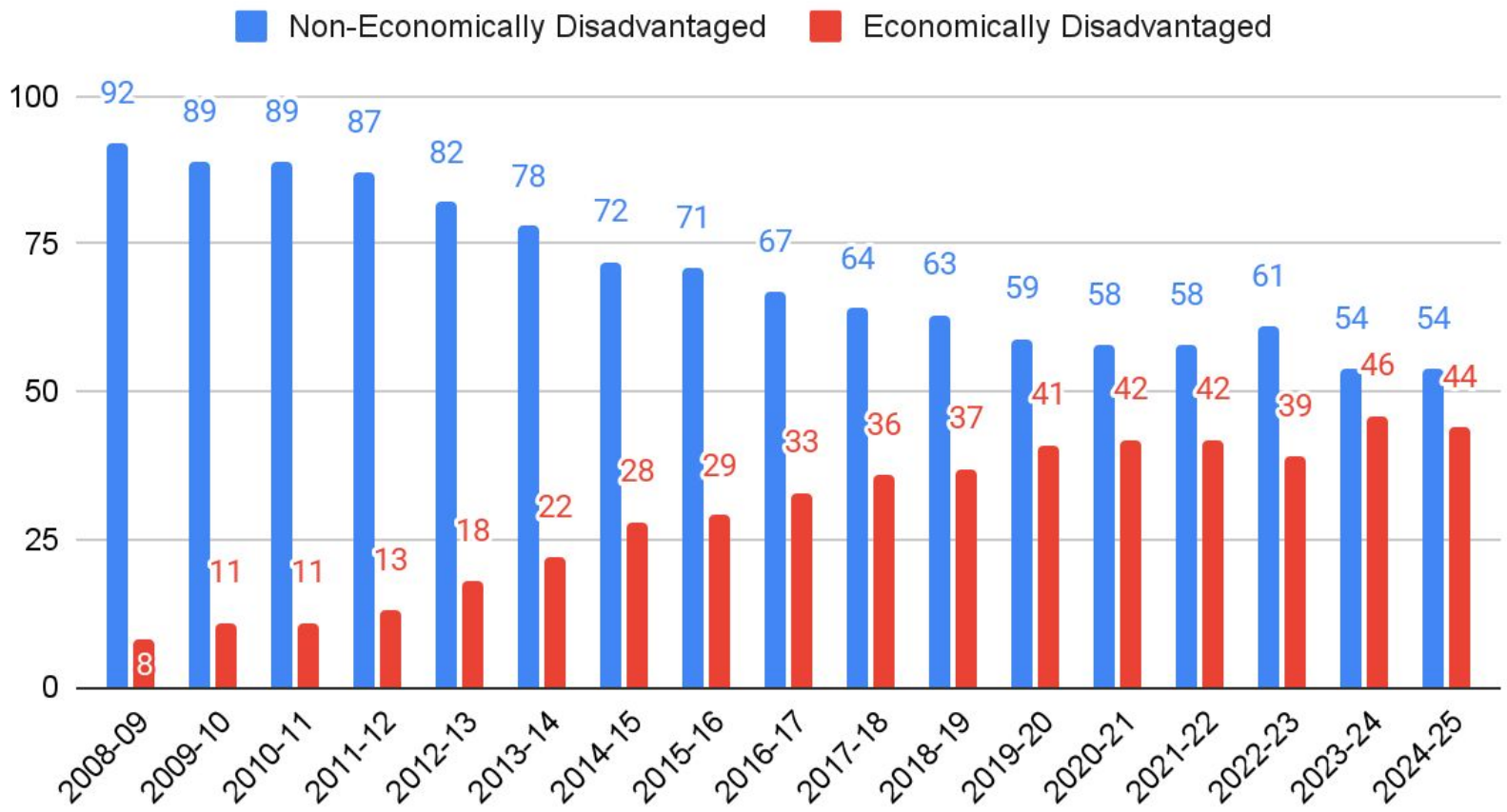


Data as of BEDS day

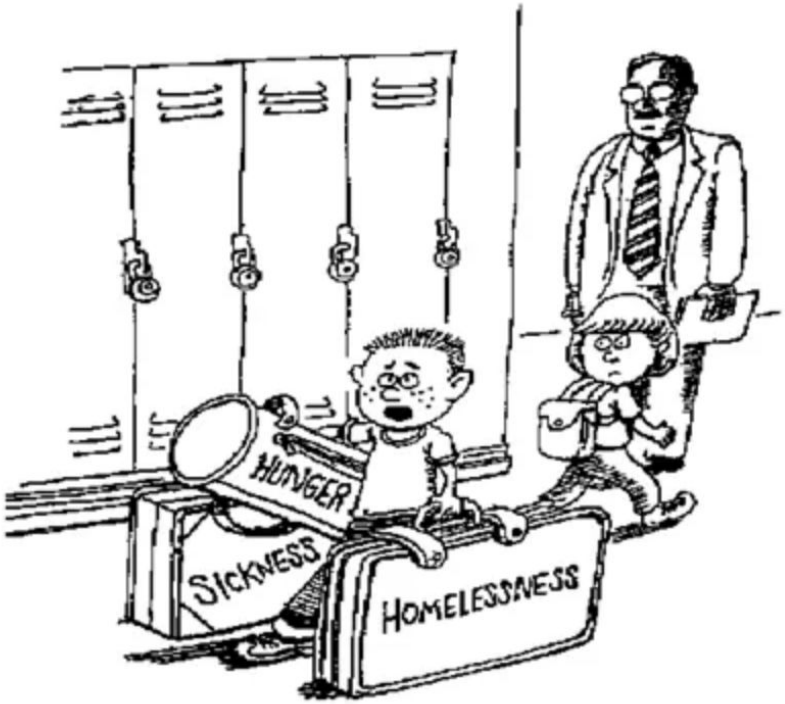
Trends of Economically Disadvantaged, ELL, and SWD Over Time



Percentage Non-Poverty and Poverty



“Could someone help me with these?
I’m late for math class.”





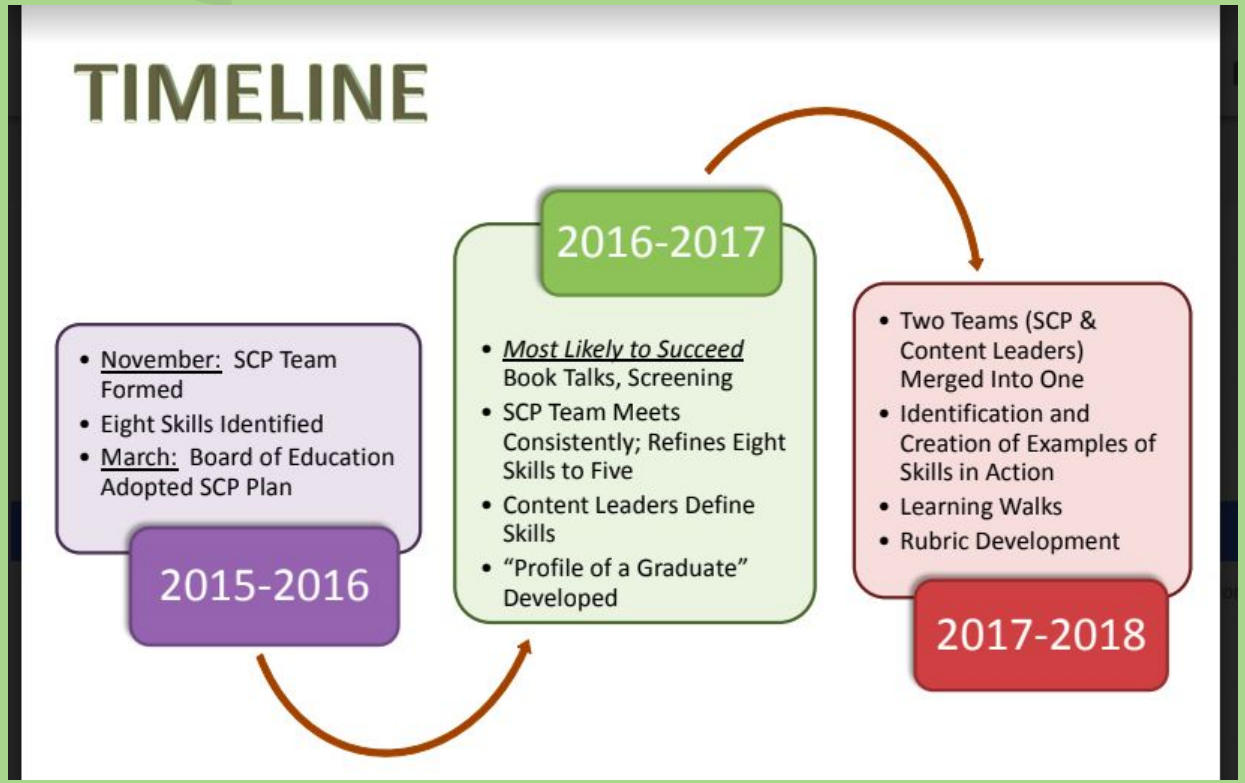
Implications for Practice

- Turn and talk with your neighbor:
  - What did you already know?
  - What surprised you?
  - How does this impact your practice?
  - What support do you need?

The ‘What’

The "What": Our Strategic Coherence Plan

Pre-SCP...



2018-19

- Streamlined SCP Team
- Making the SCP visible
- Professional learning

Profile of a Graduate



Vision 2026

MISSION

*The mission of BCSD, the unifying center of a diverse community that embraces, engages and supports every student, is to **educate, inspire, and create multiple pathways for success** that foster responsible and impactful global citizens through the use of **authentic and dynamic learning experiences** that instill intellectual risk-taking, critical and creative thinking, and nurture student well-being in partnership with school, home and the community.*

BELIEFS

*BCSD believes that learning is iterative; that **students are not defined by a test score**; that all students should be supported and guided towards achieving their full potential; that diversity should be embraced; that **equity** ensures students have access to opportunities to pursue their version of success; that mental, emotional and physical health are necessary for optimal learning; that all students should be known, affirmed and safe; that **strong relationships** are essential to student success; that developing student sense of self and voice is essential; and that a strong home, school and community **partnership** is key to supporting every student.*

STRATEGIC OBJECTIVES



Academic Programming

Students will engage in relevant, meaningful and challenging academic and extracurricular programming that fosters critical and creative thinking, problem solving, collaboration, communication, perseverance, adaptability and civic responsibility



Learning Environment

Students will be part of a dynamic learning environment that is safe and allows for optimal learning conditions and opportunities to develop individual strengths that lead to post-secondary success.



Student Well-Being

Students will be part of a safe, supportive learning community exhibited by a strong sense of belonging, strong student-staff relationships, and mental, physical and social emotional well-being.



Community Partners

Students will be part of a home-school community partnership and support system that allows opportunities for attainment of academic, personal and extracurricular goals.



Human Resources

Students will be part of an educational system in which high-quality staff are recruited, retained and supported to further student learning and growth.

The “What”: Our Strategic Planning Journey

2019-20 & 2020-21

- A continued commitment
- SCP Skills / Profile of a Graduate in action

21-22 & 22-23

- Vision 2026 development
- What does student success look like?
- Five areas of focus

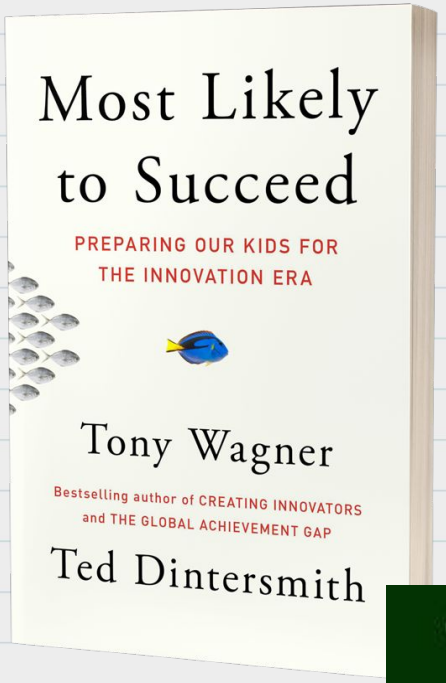
23-24 & 24-25

- Performance Tasks
- Partnerships
- Programmatic

The ‘Why’

“If we teach today’s students, as we taught yesterday, we rob them of tomorrow.”

John Dewey



The “Why”

- After viewing this video and reviewing chapters 1-3, form groups of 3-4.

- In your group, create a mission statement that provides 3-4 reasons as to why, as a profession, we need to look at our practice differently

Reflecting on Our ‘Why’

- Gallery Walk
  - Review your colleagues’ statements
  - Make notes of similarities
  - Submit your thoughts via this Google Form
- RESPONSES

03

Tour of OUR Community

Artie Campbell
Deborah Oswald

What would you name the Brewster Bear?

Are you a Yankees or Mets fan?





04

Conversation Lunch

Panelists

Name	School	Role
Sean Brown	WMS	Soc. Stu./SpEd
John King	CVS	5th Grade teacher
Maria Lopez-Smyth	BHS	SS/Bilingual
Gabriella Pacheco	BHS	English/SpEd.
Samantha Rivera	WMS	Math
Kelsey Stockton	JFK	Dual Language
Samantha Saumell	JFK	Dual Language

Summer Memories

- Find a favorite photo on your phone from the summer.
- With your elbow partner, share the photo and why it is special to you.

05

APPR - The Evaluation Process

Annual Professional Performance Review (APPR)



	a.	b.	c.	d.	e.	
Domain I	Knowledge of Content and Pedagogy	Knowledge of Students	Instructional Goals	Designing Coherent Instruction	Assessing Student Learning	(Planning & Preparation)
Domain II	Environment of Respect and Rapport	Culture of Learning	Managing Classroom Procedures	Managing Student Behavior	Organizing Physical Space	(Classroom Environment)
Domain III	Communicating with Students	Question & Discussion Techniques	Engaging Students in Learning	Assessment in Instruction	Demonstrating Flexibility & Responsiveness	(Instruction)
Domain IV	Reflecting on Teaching	Maintaining Accurate Records	Communicates with Families	Growing & Developing Professionally	Showing Professionalism	(Professional Responsibilities)

First of All...



- This is a collaborative process
- We are committed to your growth and success

Your Success is OUR Success!

Reflecting on Your Experience

New to Brewster, Not New to Teaching

If you have participated in the observation process before describe your experience?

What worked well for you?

What supports were provided?



New to Teaching and New to Brewster

If you are a new teacher who has not been formally observed what do you expect from the observation process?

What can we do to best support you?

Danielson Rubrics

- Danielson 2013 with Critical Attributes
- Danielson SMART Card
- Danielson Psychologist
- Danielson Social Worker
- Danielson Behaviorist
- Danielson School Counselor

Domain 1 - Planning & Preparation

Domain

Teacher Domain 1 - Planning and Preparation

Criteria	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
1A: Demonstrating Knowledge of Content and Pedagogy	• In planning and practice, teacher makes content errors or does not correct errors made by students. • Teacher's plans and practice display little understanding of prerequisite relationships important to student's ning of the content. acher displays little or erstanding of the edagogical suitable to st arning of the con	• Teacher is familiar with the important concepts in the discipline but displays lack of awareness of how these concepts relate to one another. • Teacher's plans and practice indicate some awareness of prerequisite relationships, although such knowledge may be inaccurate or incomplete. • Teacher's plans and practice reflect a limited range of pedagogical approaches to the discipline or to the students.	• Teacher displays knowledge of the im concepts in the disc and the ways they one another. • Teacher's plans and practice reflect accurate understanding of prerequisite relationships among topics and concepts. • Teacher's plans and practice reflect familiarity wide range of pedagogical to the discipline.	• Teacher displays extensive knowledge of the important concepts in the discipline and the ways they te both to one another o other disciplines. cher's plans and reflect ding of relationships and concepts and k to e necess structure students t understandi • Teacher's p practice reflect with a wide range effective pedagogica approaches in the discipline, anticipating student misconceptions.

Component

Indicators

Performance Level

Observation Process

All non-tenured educators will be observed at least 4 times a year, consisting of:

- 3 Announced observations
- 1 Unannounced observation

Lesson Plan Template for Announced Observations

- Template here
- Accessible through My Learning Plan
- Bank of lesson exemplars

What is an Announced Observation?

Pre Observation Conference

- Submit lesson plan prior to the conference
- 40-45 minutes
- A conversation about student learning
- Guiding questions 24-25

Post Observation Conference

- Reflection that you submit
- Your thoughts on the lesson, not a reaction to someone else's
- Post-observation conference should take place by day six insofar as possible
- You will receive the write-up after the post-observation conference

Observation Lesson

- One class period - 45 mins. Max
- Each indicator will be rated, domains 2 & 3 only weighted for points
- Evidence for each domain
  - Domain 1 - 2-3
  - Domain 2 - 4-6
  - Domain 3 - 5-7
  - Domain 4 - 2-3

What is an Unannounced Observation?

- 20 minutes in length, at any point (no notification)
- Domains 2 & 3 only
  - Four indicators will be selected
- No pre-observation conference

Observations begin the first week of October.



You will be observed by both building level administrators and district level administrators.

Overall Rating

5.2) Scoring Matrix for the Overall Rating

		Teacher Observation Category			
		Highly Effective (H)	**Effective (E)**	**Developing (D)**	**Ineffective (I)**
Student Performance Category	**Highly Effective (H)**	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

* If a teacher is rated Ineffective on the Student Performance category, and a State-designed supplemental assessment was included as an Optional subcomponent of the Student Performance category, the teacher can be rated no higher than Ineffective overall (see Education Law §3012-d (5)(a) and (7)).

Supports Available to You

- Your Mentor
- Building Administrators
- Instructional Specialists - book time here
- Liaisons
- Department/Grade Level Colleagues
- January check-in: New Teacher Academy

Questions about APPR

Please take a moment to complete this survey to capture additional questions you may have and supports we can provide about the APPR process in Brewster.

We will be sharing this information with your mentors and building administrators.

Day 1 - Closing Activity

Please write a letter to yourself to be returned to you in January.

- What do you want to remind yourself of?
- What personal/professional goals do you have?
- What is something from today that will stick with you as you enter Year 1 in Brewster?

Place the letter in a sealed envelope with your name on it.





Reminders for Tomorrow

- Brewster Welfare Fund Reminder
  - Bring copies of their marriage license and birth certificates for any dependents
- We will have more staff here as the morning will include all new employees.
- HR and Business Office staff will be here to collect any documents we may be missing from you.
- BTA will be sponsoring a luncheon.

Agenda for Day 2

8:30 AM Breakfast

9:00 - 9:30 AM

- Names & Faces of the District Office

9:30 - 10:30 AM

- Sexual Harassment Training
  - Allison Smith, Attorney

10:30 - 11:00 AM

- Employee Assistance Program
  - Michelle Lieblein, VP of Client Services

11:00 - 11:45 AM

- Safety & Security Training
  - Sergeant Pizzuto, Putnam County Sheriff's Dept.

11:45 - 12:15 PM

- Mentoring Program Overview

12:15 - 1:00 PM

- BTA Sponsored Luncheon

1:00 - 3:30 PM

- Time with Union Leadership

New Employee Tech. Essentials

- August 25, 2025
- August 26, 2025

(These days are paid)

06

Time with your building Principal

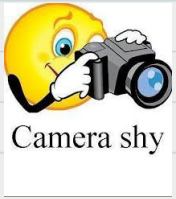
Our Principal Team



John Conroy

JFK





Paul Stellacci

CV Starr



Carlos Rodriguez

Wells MS



Nichole Horler

Brewster HS



Welcome to New Employee Orientation



Brewster Central School District

August 19, 2025

Day 2

Agenda for Day 2

9:00 - 9:30 AM

- Names & Faces of the District Office

9:30 - 10:30 AM

- Sexual Harassment Training
  - Allison Smith, Attorney

10:30 - 11:00 AM

- Employee Assistance Program
  - Michelle Lieblein, VP of Client Services

11:00 - 11:45 AM

- Safety & Security Training
  - Sergeant Pizzuto, Putnam County Sheriff's Dept.

11:45 - 12:15 PM

- Mentoring Program Overview

12:15 - 1:00 PM

- Lunch with Mentors
  - Sponsored by BTA

1:00 - 3:30 PM

- Time with Union Leadership

New Employee Tech. Essentials

- August 25, 2025
- August 26, 2025

01

Names & Faces of the District Office

Human Resources & Payroll



Alisa Ferrara
Certified Staff



Andrea Colombo
Classified Staff



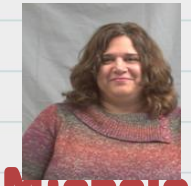
Jennie Alvarado Gonzalez
Attendance



Aliza Trupia
Health Benefits Assistant



Matt Wenz
School Business Administrator



Michele Kolhosser
Sr. Payroll Clerk



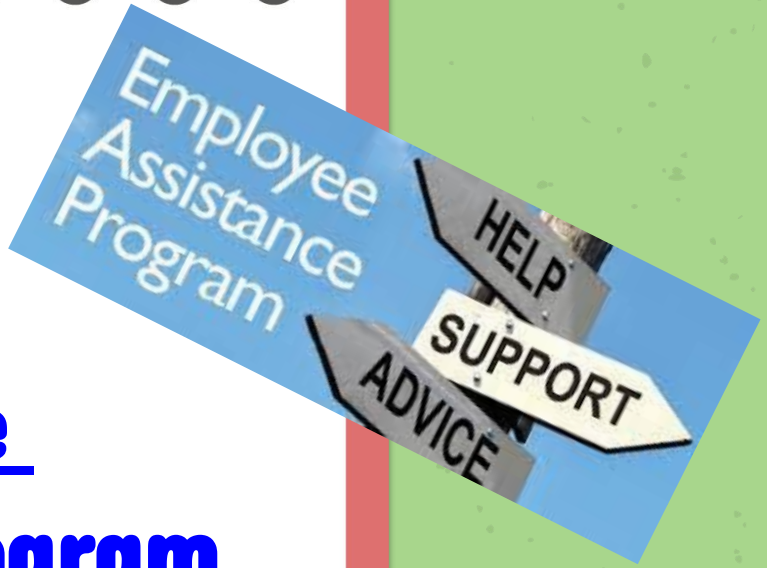
Shona Beal
Sr. Payroll Clerk

02

Sexual Harassment Training

Allison Smith, Esq.

03



Employee Assistance Program

Michelle Lieblein, VP of Client Services

04

Safety & Security

Sergeant Pizzuto, Putnam County Sheriff's Department

05

Important HR Reminders



Compliance Training (GCN)



- [ ] Employee Handbook
- [ ] Bloodborne Pathogens
- [x] Sexual Harassment
- [ ] DASA Overview
- [ ] General Harassment
- [ ] Digital Security and Protection
- [ ] Student Data Privacy
- [ ] Epinephrine Auto Injector Training
- [ ] Hazard Communications
- [ ] Workplace Violence

Due November 30, 2025

Monthly HR Newsletter

Recognize & Celebrate Staff

- Wedding Announcements
- Birth Announcements
- College & High School Graduation

Important Dates & Responsibilities for staff

- GCN
- Graduate Credits
- Health Insurance
- Payroll

Points of Contact Reminder

- HR
- Health Benefits
- Payroll

Shares Valuable Information

- School Closing
- Holidays
- National Monthly Recognitions
- Updates on District Initiatives

New Employee Tech. Essentials

- Monday, August 25th
- Tuesday, August 26th

06

Mentoring Program Overview

Brewster Teachers Mentoring Program

1. Mentee and Mentor Characteristics
2. Expectations
3. Interclassroom Visits
4. New Teacher Academies

Your Mentors are ROCKSTARS!



Your Success is OUR SUCCESS

- Mastery of pedagogy, skills, and curriculum
- Instruction is highly effective
- Committed to professional development
- Understands the importance of student and teacher relationships
- Exhibits strong professionalism and ethics.
- Tenured & Highly Effective - Effective educators

Expectations

Mentee

- Meet 2 times a month (minimally) with your mentor
- Participate in inter-classroom visitation
- Complete the digital mentor checklist each month
- Attend monthly New Teacher Academies
- Attend Summer New Teacher Orientation

Monthly Meetings

- Complete monthly checklist
- A completed & signed DIGITAL checklist to be submitted by the Mentee via Google Classroom at the end of each month.

Inter-classroom Visitation

- Classroom visits provide opportunities for modeling, thoughtful discussion, and genuine reflection.
- Not evaluative-Confidential between mentor and mentee.
- Mentee visits mentors class.
- Mentor visits Mentees class.
- Post visit reflection meetings should follow the adapted protocol included in Appendix C.

New Teacher Mentoring Academies

Month	Topic	Presenter	Details
September 17, 2025 **4 - 5 PM**	***Growing Our Instructional Practice: APPR Next Steps***	Assistant Superintendent for Curriculum, Instruction, & Assessment Assistant Superintendent for Human Resources Director of Literacy & Professional Learning	• Best practices/Danielson Framework
October 29, 2025 **4-5 PM**	***Strategies for Classroom Management*** ***Culturally Responsive Educational Practices***	Assistant Principals	• Reporting and recording discipline and establishing expectations. • Restorative Discipline Practices • Connections between CRSE & Danielson Framework Domain II • Effective strategies for classroom management. • Deescalation strategies

November 19, 2025 **4-5 PM**	***Strategies to Support ELL Learners and Reaching all our Families***	K-12 ENL Specialist Community Outreach Specialist	• Department structure and personnel roles, and responsibilities • FAPE, LRE, MTSS & CSE Referrals • Parent University and building partnerships with our Spanish-speaking families
December 17, 2025 **4-5 PM**	***Contract Overview***	Assistant Superintendent for Human Resources Secretary to the Assistant Superintendent for Human Resources BTA President & Vice President	• Graduate Credit Approval Process (Human Resources) • Work Day/Work Conditions (BTA Leadership)
January 21, 2026 **4-5 PM**	***Using Data to Inform Your Instruction***	Director of Literacy & Professional Learning Director of PPS	• Using formative and summative assessment to drive your instructional practices
February 25, 2026 **4-5 PM**	***Mentor and Mentee Mid-Year Check-in***	Mentor Committee	• Check in with both mentees and mentors • Participate in a mentor/mentee building activity

March 18, 2026 **4-5 PM**	***Technology Tools and Apps - How They Can Help You Be A Better Teacher***	Director of Technology Instructional Tech. Specialists	• A deep dive • Tools to use in the classroom to support differentiation • Using digital tools to support learning, not replace teaching
April 15, 2026 **4-5 PM**	***Continuum of Services under PPS***	Director of PPS Assistant Directors of PPS	• Continuum of services overview • FAPE, LRE, & CSE Referrals • Co-teaching strategies
May 13, 2026 **4-5 PM**	***Successes and Challenges***	Assistant Superintendent for Human Resources Various Teaching Staff	• Mini review session on topics • Veteran Teacher Panel - What I wish I knew then, what I know now
June 10, 2026 **4-5 PM**	***Time to Celebrate!***	All administrators and mentors	• Ice Cream Social and celebrating highlights

07

Lunch

Sponsored by the Brewster Teachers Association

Time with Mentors

- Introductions
- Review of the Mentor Handbook
- Discuss
  - Meeting Times (When and where)
  - Expectations
  - Initial tasks (Monthly Checklist)



Have a GREAT Year!

Do you have any questions?

shancock@brewsterschools.org
Ext. 6125

mandriello@brewsterschools.org
Ext. 6119

jphilosoph@brewsterschools.org
Ext.6145

Phone Number to DO: 845-276-8000

CREDITS: This presentation template was created by Slidesgo, including icons by Flaticon, and infographics & images by Freepik.

SURVEY

Paper Airplanes

On the piece of paper provided write an interesting fact about yourself.

Then fold your paper into an airplane and throw it across the room.

Lastly pick up a random airplane, read the fact on it, and try to find the person who wrote it.