

# Welcome Back Issue



September 2011\*

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Local 1, American Federation  
of School Administrators,  
AFL-CIO

# CSA NEWS

COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS

## LEGAL UPDATE

### New Status for Schools in Transition

BY ANNE SILVERSTEIN

Despite the many changes hitting 14 NYC public schools designated as “restart” schools, staff members in those buildings remain Department of Education employees and all collective bargaining agreements remain in place. The same is true for any “transformation” school.

As most CSA members know by now, 33 NYC public schools deemed persistently low achieving (PLA) by the state must implement a prescribed intervention model as decided by the NYC DOE. Those models are “restart,” “turnaround,” “transformation,” and “school closure.”

Last year, 11 schools were designated “transformation” schools.



■ Fourteen “restart” schools – one of the transformation models – will be run by private, nonprofit organizations.

A new title – Mentor Principal – was created for the city’s schools to bridge the issues created by a change in state law and federal guidelines. Although the state called for the removal of a

Principal, the CSA contract does not allow the unilateral removal of a tenured school leader without due process.

This year, said General Counsel Bruce Bryant, 14 schools

have been designated “restart,” including two of last year’s “transformation schools.” Restart schools are a model authorized by changes in state law last

*Continued on Page 6*

### Report From Albany p5

### In-House Training of Day Care Directors p7



### Subway Ads Usher In New School Year

BY YURIDIA PEÑA



■ Assistant Principal Freddy Budde is one of four CSA members featured in the 2011 campaign.

On Sept. 5, CSA’s “Welcome Back to School” campaign will debut inside subway cars and on the backs of buses; this was just one of many multimedia projects handled at union headquarters this summer to increase advocacy efforts for CSA members and the school communities they serve.

The four supervisors chosen to grace the subway posters this month are Assistant Principal Freddy Budde, (MS 322, Manhattan); Principal Rashid Ferrod Davis, (P-TECH, Brooklyn); Education Administrator Sandy Kassan, (Office of Student Enrollment); and Day Care Director Stephanie Lee, (Chung Pac Chrystie School-

*Annual campaign viewed by tens of thousands.*

Age Day Care Center, Manhattan.) This is the eighth year of the popular campaign that welcomes back students and parents to school as well with familiarize the public as to “who we are.”

#### Award Winners

The union’s newspaper – the CSA News – the union’s website and the union’s Facebook page took home eight Metro NY

*Continued on Page 3*

### Customized Furniture for Special Kids p14-15



## We Need You!

### March on Sept. 10 in the NYC Labor Day Parade

Let the nation know: NYC is still a labor town!

Meet on 45th Street between 5th and 6th Avenues, 9:30 to 10:30 a.m. We'll provide breakfast, T-shirts and hats, and, if necessary, umbrellas and ponchos. We step off at 11 a.m. promptly. We will also have two buses if you prefer not to walk.

**We're offering a prize to every 100th person who signs up**

To register, visit [www.surveymk.com/s/P8DD8JB](http://www.surveymk.com/s/P8DD8JB). For information, contact Anita Gomez-Palacio, Executive Director Operations, at [anita@csa-nyc.org](mailto:anita@csa-nyc.org).



YURIDIA PEÑA

**Expert Advice** State Chancellor Merryl Tisch was among four education leaders who spoke at ELI summer programs during July. They provided insight into how school reform will affect the role of supervisors, and how the current economic crisis will have a longterm impact on the nation's children. *Pages 10-11*

### Unions and Police See Results p16

### What Happened This Summer p8-12



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PRESIDENT'S PAGE

Creative Budgeting For Tough Times

Major First-Aid Kit Needed to Deal With The Cuts. By Ernest A. Logan

As schools were closing in June, you were just receiving your budgets and in some cases learning that you wouldn't have enough money to open your doors in the fall. You scrambled to plug holes and wrangled with the DOE. State and city budget shortages had laid waste to education resources. While the governor and the mayor assured us that they were committed to a child's right to a sound basic education, both expected us to do more with less. This is what most school leaders spent the summer struggling to do. We're going to continue juggling priorities, as we marshal our political efforts to strengthen this fundamental right of children.

As you reflected on what to cut, you preceded each choice with the question: "Is this what's best for children?" Today, many more of our schools provide the social and family structure that kids used to get at home. So, for most of us, a critical priority was and will continue to be how to hang on to the guidance counselors, psychologists, and social workers who give children from K through 12 the emotional foundation and structure they need to learn. Without this support, classes become less manageable, scores go down and chil-

In a time of severe fiscal constraint, the prudent use of time becomes a greater priority.

dren never recoup their losses. These are essential resources in all our schools and particularly in our high-needs schools where every level of government has a special legal obligation. In a time of severe fiscal constraint, the prudent use of time also becomes a greater priority. Most of you no longer have the money for per session and per diem spending. Thoughtful programming that doesn't cost much includes common prepping for teachers at each grade level. Elementary and middle school

Support for Verizon Strikers

CSA President Ernest Logan issued this statement Aug. 9. (It has been slightly edited due to space constraints.)

I urge you to support more than 45,000 union brothers and sisters who are now on strike at Verizon. They are fighting for their 50 years of collective bargaining

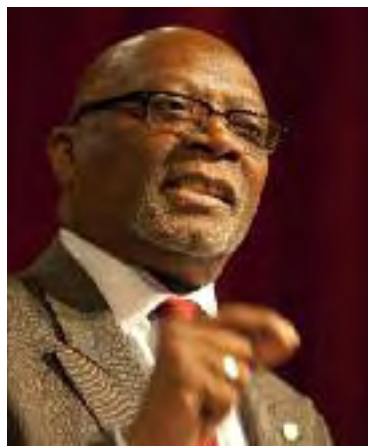
gains and their right to remain in the middle class.

Over the last four years, Verizon's corporate profits have exceeded \$19 billion and its top five executives have awarded themselves more than a quarter of a billion dollars in compensation; yet, Verizon management is demanding that its CWA and IBEW workers agree to 100 crippling new concessions. Management demands include the outsourcing of more jobs overseas, the reduction of sick days for rank and file members and the elimination of benefits for workers who are injured on the job.

The political and corporate effort to eradicate organized labor has surged while the nation's wealth is steadily consolidated into the hands of a few. Mounting tax breaks and loopholes have created a form of welfare for the wealthy while company downsizing, stagnant wages and union-busting have eroded the middle class. As more of us lose our bargaining rights and quality of life today, the greater the threat to all of us tomorrow.



CSA members and officers joined Verizon workers on the picket line in Brooklyn Heights on Aug. 10.



Principals allow teachers to plan their educational strategies together so there is consistency from classroom to classroom. Common prep time can be built in without significant cost and become part of the culture of the school. At the high school level, bringing departments together across the curriculum is often up to strong Assistant Principals. However, the smart use of time isn't a cure-all; it's a Band-Aid on some very nasty cuts.

Another tool in the first-aid kit has always been fundraising. We know that families are often the most gifted fundraisers. You don't have to be living in a wealthy district where auction prizes include dinner for two at the Four Seasons.

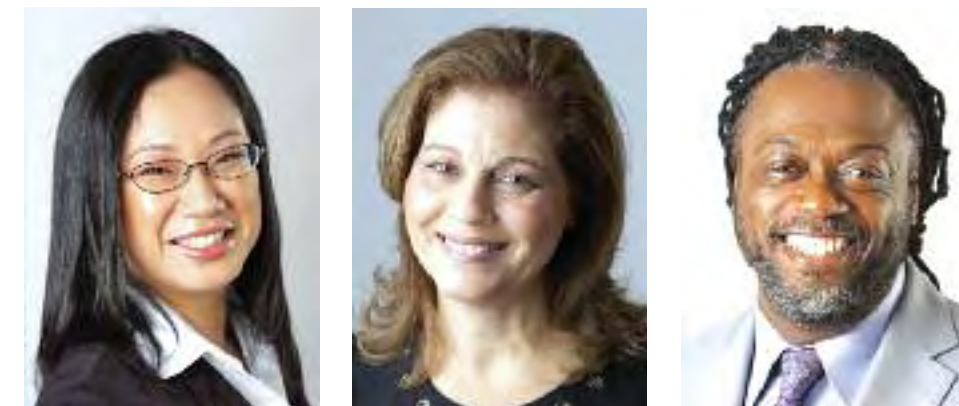
Prizes can include dinner at the local pizza place or free movie tickets. Sit down with your parents and plan fundraising campaigns and grant applications that are consistent with Chancellor's Regulation A-610. Remember: Generous grant money is available in the community through businesses like Target and Home Depot. We have no choice but to raise funds in the worst of times, and we can continue doing it in the best of times, as long as we remember that it's the state that has the constitutional obligation to ensure that children have necessary education services.

That's all the more reason to ask our elected officials to help make up for the shortfalls. Post a chart of elected officials wherever the parent association meets listing the phone number and email address for every official on the chart. Sit with your parent leadership and develop a coordinated plan for an appeal to elected officials to fill your school's specific needs. Ask for computers, white boards and library books. Remember: Schools are safe places for electeds to give money. This never gets them in trouble; it gets them accolades in the newspaper.

Speaking of library books, by hook or by crook, you want to find a way to keep your libraries open or reopen them if they're closed. Nothing is more developmentally critical to a child than access to books. If a youngster isn't reading by the end of second grade, he is never likely to read with ease. High schools are required to have libraries. It's in the earlier years that there's the temptation to shut down a library to save an art teacher because the library has no metric attached to it. But we know that literacy is the highway to the critical thinking needed for college and career. Ask a local business to adopt your library. Use parents and school aides to organize books and check them out as long as a teacher is nearby.

As corporate profits skyrocket, corporations employ legions of lawyers to avoid taxes and add virtually no new jobs to the economy. Why are we left choosing between cutting an afterschool program or getting rid of a social worker? We have to channel our indignation and organize our school community as a political force. One practical step is for CSA to cooperate with the Campaign for Educational Equity, a research and policy center at Teachers College, that is embarking on the cost studies that determine the amount of funding actually needed to provide all students with a sound basic education. Over time, the state can be pressured - through litigation if necessary - into reordering its priorities, not just demanding that you reorder yours.

'Welcome Back' Subway Ads Lead CSA Media Campaign



From left: The 2011 poster members are Day Care Director Stephanie Lee, Education Administrator Sandy Kassin and Principal Rashid Ferrod Davis.

Continued from Page 1
Labor Communications Council awards. Awards were distributed at Metro's annual conference at the Murphy Institute for Worker Education and Labor Studies in Manhattan on June 17.

Prizes are awarded in circulation categories. The CSA News' circulation is 13,000.

Second Place, Editorial, Ernest A. Logan for Put Children First in Charter School Debate CSA News March 2010.

Second Place, Best Headline, When You Have to Cut Through the Bone, CSA News March 2010.

Second Place, Best Photograph, Yuridia Peña, Day Care Receives Reprieve, front page, CSA News September 2010.

Third Place, Best Feature, Yuridia Peña, When Bigger is Better, CSA News October 2010.

Third Place, Unique Performance, Special 2010 Conference Report, CSA News December 2010.

Special Mention, Best Graphic Design, CSA News.

Other awards: Second Place, General Excellence, CSA website.

Second Place, Best Social Media for Facebook page.
Unions submitted a wide-range of stories and photos that conveyed information about

political activities, contract struggles and job performance. Entries reflected the scores of writers, editors, photographers, graphic/web artists and radio producers who work for public and private sector trade unions and organizations. (Metro is affiliated with the International Labor Communications Association AFL-CIO and with the NYC Central Labor Council.)

In other news, three staff members were selected to attend a certificate program given at Cornell University's School of Industrial and Labor Relations. CSA President Ernest Logan selected Antoinette Isable, Assistant Director of Communications, Alithia Rodriguez-Rolon, Assistant Director for Governmental Affairs, and David Grandwetter, CSA Counsel as the union's 2012 fel-

lows. They spent a week in classes, workshops and seminars at the Ithaca school, and will continue their studies online and in the city for a year. The Institute's curriculum covers leadership and management skills and tackles economic, political and social questions. Presentations are led by Cornell faculty, union and community leaders.

Three CSA officers were in the 2011 cohort, and finished the program this summer: CSA Executive Vice President Peter McNally, Treasurer Laverne Burrowes, and Vice President Henry Rubio. As part of a culminating project, the three developed a video advocating for city-subsidized Day Care. The video was filmed at the Helen Owen Carey Child Development Center in Brooklyn's Park Slope. (View the video at www.csa-nyc.org.)

Last but not least, CSA has been fortifying its lobbying efforts using new media. To this end, the union launched an "advocacy tool," a new feature on the CSA website and Facebook page. The tool enables members to easily sign petitions as well as email local and state lawmakers. (Editor's Note: The advocacy tool is only available when the union is asking for member participation.)



A still from the Day Care video that advocates for high quality early childhood education. The video was produced by CSA officers Peter McNally, Laverne Burrowes, and Henry Rubio.

COMING EVENTS

Events are at CSA's Brooklyn Headquarters, 16 Court Street, unless otherwise noted.

AUG. 31, 4:30 PM: CSA District Chairs meet

SEPT. 8: NYC Public Schools open

SEPT. 10: NYC Labor Day Parade, Fifth Avenue, Manhattan

SEPT. 12, 5 PM: Association of Assistant Principals

SEPT. 13, 4 PM: NYCSPA Executive Board

SEPT. 19, 5 PM: Irish American Heritage and Culture Committee

SEPT. 22, 9 AM: CSA Retiree Chapter Executive Board

SEPT. 24, 8 AM: All day CSA Executive Board meeting and training

SEPT. 27, 9:30 AM: CSA Retiree Chapter Outreach Workshop (See P. 18 for details.)

OCT. 5, 4:30 PM: CSA District Chairs meet

OCT. 13, 5 PM: CSA new member reception

Please check with the event organizer to confirm times and dates.

Help a Colleague

Anita Mannied-Felix, the Principal of Murray Hill Academy has exhausted her Cumulative Absence Reserve balance due to a serious surgery and needs more time for a second surgery. Members may donate CAR days to Ms. Mannied-Felix to help her out. To donate days, your CAR balance must have at least 40 days in it or less than 180 days. For every day you donate, two days are deducted from your CAR. You may download the CAR donor form from the CSA website at http://bit.ly/p4Xs7t. Please send it to Esther Shraga, Assistant Principal at Murray Hill Academy.

CORRECTION

An article on Page 13 of the June CSA News referred to an article on Page 22, which, in fact, did not exist. Thus reading it would have proven difficult! The article appears in this issue on Page 19.

HALF CENTURY OF UNIONISM

Celebrating 50 Years of CSA

CSA officially turns 50 on Jan. 30, 2012. To commemorate this occasion, the union will hold a number of special events culminating in a gala dinner/dance April 27 at the Waldorf Astoria. Each month, the CSA News will highlight a milestone in the union's history. We begin this series, well, at the beginning: a meeting that resulted in the concept of a unified voice for NYC school supervisors. This information is taken from an article by the late Howard L. Hurwitz that ran in the very first issue of what would become the CSA News, printed in February 1964.

On January 30, 1962, the CSA came together as a federation of supervisory groups. Initially, 11 groups agreed to come together during a meeting at Manhattan's High School of Art and Design. The seeds for the concept of a union are planted in 1960 when salary committees from these 11 supervisory groups agree to fight together for a salary index. Prior to that time, the groups



met with the Schools Superintendent individually and had very little power to negotiate anything.

Many of the founders of CSA had been members of the fledgling UFT. Since the UFT was not interested in including supervisors in its ranks, these former teachers - now Assistant Principals and Principals - saw the advantages of a union and felt that unity among supervisors was "imperative if our interests and the broader goals of school improvement were to be served."

A "long-smouldering" salary controversy was the basis for much of the resentment.

Supervisors wanted a salary that was higher than the teachers whom they supervised. They also wanted a salary schedule that reflected the relationship between supervisory levels. In June 1962, CSA helped secure the highest single salary increase received in many years.



October 1968 school strike: CSA President Walter Degnan, NYC Schools Superintendent Bernard E. Donovan and UFT President Albert Shanker.

# The Grievance Corner | Bob Reich

## Knowledge of Chancellor's Regulations Is Not Optional



**Failure to comply with these rules can result in actions that may jeopardize your job.**

Where has summer gone? Just yesterday, it seems, you were saying good-bye for the summer and yet staff – and students – will soon return to your building. I hope you enjoyed the rays, relaxed and regrouped, took some time to plan for the future and are now ready to face tomorrow.

Frequently, supervisors and administrators find themselves the subject of complaints to SCI, OSI and OEO. We cannot stop the complaints no matter how frivolous they are, but we can prevent citations for careless or foolish mistakes.

If an investigator from any of the aforementioned offices stops in to “chat” with you, do not speak to them without a CSA representative present. There is no such thing as an off-the-record chat with investigators. The investigator has the right to request documentation (ie. time records, attendance records, etc.) and you must provide that material. If originals are requested, however, make copies for your school and have the investigator sign a receipt for what he takes.

Familiarize yourself with all the Chancellor's regulations even if they are not highlighted in the Principals Weekly. Make sure that all your school's administrators review the regulations as well and share those that you deem appropriate with staff.

It is crucial that you read, and understand, the following Chancellor's Regulations:

- **Chancellor's Regulation A-830 – Filing Complaints of Alleged Discrimination/Harassment:** “Supervisors are also required to report instances and any oral or written complaints of such discrimination or discriminatory harassment to the Department's Office of Equal Opportunity (OEO).” Failure to do so can result in a finding that you have failed to comply. This, in turn, can result in disciplinary action against you. Share this regulation with all staff.
- **Chancellor's Regulation C-105 – Background Investigations of Pedagogical and Administrative Applicants and**

**Procedures in Cases of the Arrest of Employees:** If you are arrested, you must immediately notify, in writing, your immediate supervisor and the Office of Personnel Investigation and you must provide a copy of the criminal complaint. In the instance where OPI has advised you that an employee should be removed from contact with children, you must do so immediately. Do not wait for the day's end and do not wait until you find a substitute – remove the person immediately. Failure to comply will result in disciplinary action against you. This regulation should be shared with all staff at the start of the school year.

■ **Chancellor's Regulations A-420 Pupil Behavior and Discipline – Corporal Punishment and A-421 Verbal Abuse:** When an allegation or violation of either

*Make sure you share the regulations your staff needs to know.*

regulation is received, the Principal or his/her designee must “verify the name(s) of the employee(s) and student(s) involved and the nature of the violation alleged.” Report to OSI at [www.nycenet.edu/offices/osi/CPRForm/form.aspx](http://www.nycenet.edu/offices/osi/CPRForm/form.aspx).

The system generates a confirmation number that you should keep for future reference. If you have questions about the reporting process, call OSI directly. When you report an incident to OSI, you must also enter it into the Online Occurrence Reporting System (OORS).

Assistant Principals and Education Administrators should note that if they are reporting the incident, they must also notify the Principal or site supervisor.

If the parent/guardian is the complainant, “the Principal must notify the parent/guardian that the complaint has been filed and inform the parent that he/she will

be provided with a determination after appropriate investigation.”

If OSI directs the Principal to conduct the investigation, OSI will provide guidance and instruction at any stage of the inquiry, as needed.

You should immediately contact the NYPD and the Office of the Special Commissioner for Investigations. Stop the investigation if, during its course, you have reasonable suspicion that the corporal punishment may be sexual in nature. Immediately inform OSI that this action was taken.

The Principal must notify an employee if the allegation is not substantiated by the Office of Special Investigations (OSI) or the Principal. If, on the other hand, the allegation is substantiated, you must, in consultation with the Office of Legal Services, decide whether to bring 3020A charges against tenured employees. When dealing with probationary employees, you need only consult with your Superintendent to determine if the employee should be discontinued or denied completion of probation.

■ **Chancellor's Regulation A-610 (fund-raising):** In these dire financial times, fund-raising is most important, but be certain to comply with this rule. “Fund-raising activities that involve the students during school hours should be limited to a maximum of one per year by the school and two per year by the parent association or parent-teacher association.” Also note that “direct solicitation of charitable donations from children in the public schools on school property during regular school hours is not permitted.”

Be certain to review the Standard Operating Procedures Manual that delineates the procedures to account for money collected, deposited and disbursed. Please do not put the money in a desk drawer or store it in a cigar box in a cabinet for safe-keeping.

*Additional regulations will be highlighted in future columns. And always remember: Do not speak with an Investigator without union representation. If you have any questions or concerns, email me at [bob@csa-nyc.org](mailto:bob@csa-nyc.org).*

## Letters

### The Broad Shoulders of Assistant Principals

**To the Editor:** Kudos to our President, Ernest Logan, for his fabulous column in the May 2011 issue of *CSA News* entitled *Bigger Broader Shoulders of Assistant Principals*. It was right on target.



Jeff Engel

Many Assistant Principals have expressed the same sentiments. The myriad supervisory and other diverse duties placed upon Assistant Principals have been enormous and continue to grow. Assistant Principals in “transformation schools” and other select schools have been observing teachers using the new and very specific four-part rating system which consists of rubrics across various domains. Apparently, this will be the norm in all

schools in the very near future.

As eloquently stated in President Logan's column, the new method demands significantly more time to conduct an observation, increases the frequency of observations, and requires a more precise rating of the lesson, eventually leading up to an end-of-year rating of the teacher.

The need for additional Assistant Principals, experts in their respective subject areas, is both reasonable and realistic. Furthermore, under the new observation system, Assistant Principals will be required to spend more time focusing on supervision of instruction, a task that we are readily eager to fulfill. Consequently, additional Assistant Principals will be a tremendous asset. However, this will still require further relief and tangible assistance from non-supervisory tasks and functions. I remind the readers that the overwhelming bulk of observations in many schools are done by Assistant Principals. I conclude by thanking President

Logan, Executive Vice President Peter McNally, First Vice President Randi Herman, and Grievance Director Bob Reich for all of their hard work on behalf of NYC's Assistant Principals.

—JEFF ENGEL  
Assistant Principal,  
Health & Physical Education  
Long Island City HS

(Mr. Engel is a CSA Executive Board Member and a Vice President of the Assoc. of Assistant Principals Health, Physical Education and CSA Athletic Directors.)

### Unions Should Do The Right Thing On Pensions

**Editor's Note:** This letter was printed in the July 25 issue of *The Chief*.

**To the Editor:** In reading your editorial *Cuomo's Class Warfare*, I wish to heartily agree with your comment that “unions oppose creation of less-generous pension tiers...even though they can only

apply to future workers.”

In “giving up the unborn,” unions are eroding a bedrock of their belief system. It does eat away at the sense of unity that unions are supposed to build, and diminishes the ability of unions to make life better for their future members. And let's remember that pension benefits are the result of members giving up future salaries, not their “unborn.”

In an age where we look to our leaders for integrity and a strong belief system, unions should be leading the way in believing in and doing the right thing.

—DONALD SINGER  
Former CSA President (1989—2000)  
Board member, NYC Alliance  
for Retired Americans

Send Letters to the Editor to Anne Silverstein, 16 Court St., Brooklyn, NY 11241, or e-mail [anne@csa-nyc.org](mailto:anne@csa-nyc.org).

## Day Care Outreach



■ Executive Vice President Peter McNally, as part of his recent studies at Cornell's School of Industrial and Labor Relations, helped develop a video advocating for city-subsidized Day Care Centers. The video was filmed at the Helen Owen Carey Child Development Center in Brooklyn's Park Slope. Pictured here: Mr. McNally delivers the video to Assistant Day Care Director Dorothia Richardson of the Helen Owen Carey CDC. The video can be seen on the CSA website, [www.csa-nyc.org](http://www.csa-nyc.org). YURIDIA PEÑA

## Federal Money Dries Up and NYS Holds Its Breath

BY ALITHIA RODRIGUEZ-ROLON

At the end of the 2011 NYS legislative session, both the Senate and Assembly passed controversial bills regarding same-sex marriage and a property tax cap. At one time, it would have been unfathomable for these houses to pass these bills. What were the odds of both bills becoming law in the same month?

We'll leave that calculation to Las Vegas bookmakers. Suffice it to say that political wonks eagerly look forward to Gov. Cuomo's second year in office when the honeymoon may end if the state doesn't see job growth.

While signs of a slow economic turnaround are evident, pundits remain mixed about the extent of the recovery. NYS Comptroller Thomas DiNapoli issued his June cash report and reported higher than expected tax revenue collection for the first quarter of fiscal year 2011-12. But he says, “Our fiscal health remains tenuous.” (The state's fiscal year begins April 1.) Mr. DiNapoli also stated, “[We]

*The end of stimulus funds has helped fuel the existing crisis.*

need to focus on diversifying our economic base, creating jobs, and rebuilding reserves to prepare the state for any fiscal difficulties ahead.”

New York also received the last of the federal stimulus funds provided through the American Recovery and Reinvestment Act. Combine that with uncertainty over the federal debt ceiling, and the state's education and health care professionals remain queasy about the future of schools and patient services. (Editor's Note: This article was written prior to an agreement in Washington.) New York will have a difficult decision: increase funding to programs to make up for the loss of federal funds – i.e. raise taxes – or reduce services. And as the state continues to grapple with balancing revenue and spending,

job creation (and pension reform) will continue to be in the forefront.

As far as jobs are concerned, Mr. Cuomo recently announced his Phase II plan with the goal of rebuilding the economy. Phase II, also called “NY Works”, will include a \$10 million advertising campaign to lure companies worldwide to open up shop here.

Despite this shift in focus to creating jobs, attacks on public pensions continue. In June, Mr. Cuomo proposed a bill to reform the state's pension system. This proposal would raise the retirement age from 62 to 65, increase employee contributions and eliminate early retirement options. Neither the Senate nor Assembly has introduced Mr. Cuomo's legislation to date. Mr. Cuomo has cited a savings of \$93 billion over 30 years if this bill is enacted. In addition, Mayor Bloomberg says this bill would save the city an additional \$30 billion. Due to the large fiscal savings quoted and the fiscal uncertainty of the state, you can be certain that changes to pension systems will continue to be advanced.

## Legislative Agenda | Herman Merritt

### Schools Lose Hard-Won Dollars

2011 was either one of the most productive legislative sessions in memory or one of the most devastating depending upon your point of view.

If you're Gov. Andrew Cuomo, who swept to victory with a promise to reform state government and balance the budget without raising taxes, you not only kept your word, you managed to oversee the first on-time budget in five years as well as become the darling of social activists with the legalization of same-sex marriage.

If you're a Principal trying to maintain programming and staffing levels, you may be hard-pressed to continue your hard-gotten gains as a result of massive budget cuts to schools. (Health care professionals are also reeling from painful cuts.) These cuts and the end of funds from the 2009 federal American Recovery and Reinvestment Act created a bleak situation for both the state and city.

The state also created a property tax cap and established a mandate relief council to help modify or repeal unfunded mandates. The legislature established a commission on ethics with jurisdiction over both the legislative and executive branches of the government. Rent stabilization was renewed, allowing thousands of New Yorkers to breathe a sigh of relief.

CSA's legislative agenda made progress, moving through committees in both the Senate and Assembly. All of our proposed legislation is still active while the Bed Bug Amendment (A7259-2011 & S4231-2011) has been passed and signed by Mr. Cuomo. This law reduces the paperwork associated with bed-bug infestation in schools.

The NYS Board of Regents approved new regulations to monitor the evaluation of teachers and Principals. New federal guidelines require evaluations to take into account student test scores. New York now requires that up to 40 percent of a teacher's rating be based on standardized tests. This regulation has been challenged in court and we await a judicial decision.

#### Victory for ELI

At the city level, despite huge cuts to most agencies, the City Council funded the Executive Leadership Institute at the same level as last year: \$620,000. This speaks to the respect that the City Council has for ELI's work. Many council members have visited ELI's Educational Leadership Centers and have observed the work of ELI. We'd like to thank the hundreds of CSA members who responded to our “action alert” and emailed the City Council leadership to advocate for ELI.

CSA also played a role in persuading the city to accelerate the pace of cleaning up PCB-contaminated light fixtures. The city had an eight-year plan that was unacceptable; we lobbied council members and testified at public hearings. The result of our noise, as well as others, was increased funding and a three-year plan.

We did sustain some setbacks. Teacher layoffs were averted, but we'll see larger classes this year and exceeding due to budget cuts. We made no progress in reaching a collective bargaining agreement for either our Department of Education members or our city-funded Day Care members. Day Care Directors and Assistant Directors have not had a new contract since 2006! News for Day Care centers remains discouraging. Although the City Council restored millions of dollars to the child care budget, some centers still will close, and the others are frantically trying to figure out the city's EarlyLearn proposal; many center Directors say EarlyLearn simply won't provide enough money to cover operating costs even with fewer children.

We have begun preparing for the upcoming legislative season. With your support, we will make it a successful one. I look forward to working with you.

Contact Herman Merritt, CSA Director of Political Affairs, at [herman@csa-nyc.org](mailto:herman@csa-nyc.org).

### Teachers' Retirement System

July 2011 Unit Values  
Diversified Equity: 60.624  
Stable-Value: 19.166  
International Equity: 9.947  
Inflation Protection: 10.978  
Socially Responsive Equity: 11.076  
[www.trsnyc.org](http://www.trsnyc.org)

### Save the Date!



**NYCESPA Welcome Back Dinner**  
Sept. 27th at 5 p.m.

**RUSSO'S ON THE BAY**  
162-45 Cross Bay Blvd., Howard Beach, NY

Free for Members; \$20 for guests  
For information and reservations, email NYCESPA  
Executive Director Pierre Lehmuller at [pierre@csa-nyc.org](mailto:pierre@csa-nyc.org)

## New Status for Schools in Transition

Continued from Page 1

Each of these schools is now affiliated with an Educational Partnership Organization – a private, nonprofit charged with running the schools subject to the authority of the Chancellor.

Principals and Assistant Principals stay in their positions, Mr. Bryant said, and staff members remain DOE employees. The EPO must abide by all collective bargaining agreements, and the schools chancellor (or his designee) is the only one who may take personnel action; the EPO's role is advisory only. "My concern," said Mr. Bryant, "is that this model effectively relies on an outside organization to provide the support and resources to improve achievement rather than the system stepping up to its responsibilities. It seems to me an abdication of the DOE's responsibility."

The changes at the state level are tied in with becoming eligible for federal school improvement grants; theoretically, schools that are "transformed" are eligible for \$2 million per year. The eligibility for the funds also required a new Principal and teacher evaluation system; the state approved changes to that process last spring.

The current PPR is approved for use in the high schools, but what will happen in the middle schools that are "transformation" or "restart" is still a question, Mr. Bryant said, because details of implementing the new evaluations in those schools have not been worked out between the unions and the city.

## Retirement

■ **BETTY DAVIS**, the former Assistant Principal of PS 335, D-16, Brooklyn, has retired after 30 years of service to the NYC school system. She spent the last 10 as an Assistant Principal at PS 335. A party will be held on Sept. 28 at 7 p.m. at Anton's Catering, 96-43 Springfield Blvd., Queens Village, NY. (Suggested dress: black or white.) The cost per person is \$75. Send check, made out to Angela Griffiths (or a money order) to Ms. Griffiths at 123-15 Benton St., Springfield Gardens, NY 11413. For more information, call (718) 757-0407. Please RSVP by Sept. 9.

## Calling all Alumni of Walton High School Class of '61

We're having a reunion on Nov. 12, so spread the word. The party begins at 1 p.m. at Antun's of Westchester, 35 Valley Ave., Elmsford, NY.

For more information, e-mail Roberta Seidner at robertaSeidner@aol.com or Nancy Russo at nrusso3@schools.nyc.gov.

## For First Time, Joint Conference Planned for Assistant Principals

BY ANNE SILVERSTEIN

The Association of Assistant Principals will hold its annual educational conference and luncheon on Oct. 29. This year, for the first time, the AAP is joined in hosting the event with the High School Assistant Principals Administration; and the High School Assistant Principals Supervision. The groups agreed to hold a joint event to provide a professional development opportunity for Assistant Principals citywide. (The conference will provide certification of PD hours.)

The Conference will also provide APs with time to network as well as time to visit more than 70 vendors.

This year's honoree is Bill de Blasio, NYC Public Advocate, a champion of NYC public school students. The AAP will also honor newly retired Assistant Principal Eugenia Ellsworth, a longtime member of the AAP Executive Board and the CSA Executive Board.

The Conference, which begins at 8:30 a.m., will be held at the LaGuardia Airport Marriott at 102-05 Ditmars Blvd, Queens. Tickets are \$80 per person and you may use school professional development funds to pay for admission. To register, contact Bob Kingsley at aapexccdir@earthlink.net.

In other news from the AAP: The annual dinner was held on June 13. Two students, children of AAP members, were presented with the 2011 Stewart Weiner Scholarships. They are William Poulos, son of Nancy Poulos, and Jeremy Novitsky, son of Candette Novitsky. A third recipient, Rebecca Milian, daughter



LUCIE ELIO

■ Assistant Principals Victoria Tambini, Ava Brown and Josette Dugue enjoy a night of music, dancing and cruising on the AAP/Retiree Chapter's joint Sail Away boat ride around New York Harbor on June 29.

of Dana Billman, was unable to attend the dinner. Each winner was given a \$1,000 college scholarship.

The AAP presented its annual Marty Safran Awards for exemplary leadership and citizenry to 15 students. Each child received a plaque and a \$100 savings bond. The AAP also held an end-of-the-year dinner-dance on June 29, in collaboration with the CSA Retiree Chapter, on a charter boat that sailed around NY Harbor.

Applications for the 2012 Marty Safran Awards are due April 1, 2012. The applications may be downloaded from the website, [www.aapny.org](http://www.aapny.org).



■ Scholarship winners Jeremy Novitsky and William J. Poulos. Rebecca Milian was unable to attend the dinner.

Merriman, CEO of the NYC Charter School Center. The Conference runs from 8:30 a.m. to 4:30 p.m. at Lehman College: Lovinger Theater/Music Building. To register, visit the website and click on registration.

## Breakout Sessions at the Summit

- **EARLY CHILDHOOD EDUCATION.** Developmentally appropriate practices as defined by the National Association for the Education of Young Children.
- **SPECIAL EDUCATION.** The top five rights of your child under the Individuals with Disabilities Education Act.
- **ENGLISH LANGUAGE LEARNERS.** This session is directed at ELLs in all levels of school who are dreaming of college one day. Also for parents, teachers and counselors.
- **HIGHER EDUCATION.** Parents, students, and educators in grades 7-12 will learn about how to prepare for college, awareness of Bronx opportunities in higher education, greater use of what institutions of higher education have to offer and greater preparation for careers.
- **FOR STUDENTS.** School safety: Bronx students will plan and facilitate this session. Students will share their perspective of what is going on in Bronx schools, focusing on the issue of school safety.
- **FOR PARENTS.** What makes a great school? Practices and characteristics of great schools and how to choose an elementary, middle or high school. Parents will also learn how to become involved in their child's school through parent engagement activities such as PA/PTA, SLT and CECs.
- **SCHOOL HEALTH INTERVENTIONS.** Health care providers and public health leaders will discuss the role of primary care and the impact of public health policy and research in elementary, middle and high schools.
- **FOR EDUCATORS.** Introduction to the Common Core Standards. Teachers and parents will become familiar with the rationale and history of the initiative.

## Growing Day Care Directors

Brooklyn Kindergarten Society Trains Successful Teachers to Lead Centers

BY ANNE SILVERSTEIN

Soon after Jim Matison became Executive Director of the Brooklyn Kindergarten Society, which runs five of the city's highly lauded Day Care Centers, one of his Directors left and he began his search for a top-notch early childhood educator.

A five-month search later, he finally found a replacement. But he never imagined how tough a task it would be. "I found someone and it worked out beautifully."

But he realized that with the retirement of another Director looming in the near future, he'd soon be back in the same position. "I only hire people who I think will be stars," he said. Given how difficult his search had been, and given the number of bright, enthusiastic teachers working in his centers who not only love teaching but have expressed interest in careers in early childhood education, he decided to grow his own Director.

He selected five of his teachers to be the first participants in an in-house professional development program that he would design. "Their classes hum," he



YURIDIA PEÑA

■ From left: Directors in training – Kena Adams, Laurel Wyatt, Rhonda Joseph, Takiema Bunche-Smith and Huguette Lareche. Jim Matison is at right. Not pictured, Nikky Vogt.

said, as to why these teachers were chosen. All have been teaching between four and 10 years, he explained, and, "They're all adults – mature, have gravitas, when they speak, people listen to them." And they all were enthusiastic about participating in the training.

They meet for a three to 3 ½-hour evening session once every few weeks to learn about leadership, management skills and communication. Mr. Matison relies on his nearly 40 years of education and management skills for his curriculum; he has been a Principal of a private elementary school in NYC, the CEO of a corporation and has started companies. He also worked in City Hall in the Beame administration on education policy.

During a break from the impossible task of wrestling with city's new EarlyLearn RFP, Mr. Matison explained some of his thoughts about training Directors. (Editor's note: *EarlyLearn*, the

city's vision for early childhood education, has stymied advocates and Day Care staffs as to how to provide better care with millions less in funding.)

One of Mr. Matison's goals is to demystify management, i.e., these are skills that can be learned.

"We talked about what skills were needed," he said, listing them: patience, common sense, an understanding of business, a willingness to work hard, and arguably, the most important, the ability to communicate.

His topics have included racism, sexism and class issues, and some of the conversations have been "explosive" but incredibly valuable as his class explores stereotypes and bias.

"Even if you think you've gotten rid of all of them, everyone still has them. You have to be sensitive to all these stereotypes and get past them, and help others get past it," he said.

## New Cohort for Leadership Training

## 71 Assistant Principals Begin Long Trip To Becoming School Leaders

BY YURIDIA PEÑA

The Advanced Leadership Program for Assistant Principals (ALPAP) welcomed 71 aspiring Principals to their first session at the NY Academy of Medicine on July 18.

Enthusiastic Assistant Principals began the day in a high-energy ice-breaker where they gathered to get to know each other. "Today is really about learning about the ALPAP program and reflecting on personal skills," said Dr. Linda Gross-Cheliotis, ALPAP coordinator. As part of the curriculum, Dr. Gross-Cheliotis' book, *Coaching Conversations*, was distributed.

While interviewing ALPAP candidates earlier this summer, the program's other coordinator, Janet Aravena, was particularly impressed with the applicants, which is the primary reason the number of ALPAP participants increased this year. "They are very

knowledgeable in the School Leadership Competencies...I also feel they can self-assess and evaluate," Ms. Aravena said.

First thing on July 18, the participants were welcomed by Dr. Charlotte K. Frank, Senior VP, Research & Development, McGraw-Hill. She addressed classroom equity for special education students and collaboration with local businesses in order to gain community support and credibility. She also recognized CSA for its dedication to its members. "The folks at CSA, they really care," said Dr. Frank.

Most participants hope that the program will move them toward becoming a Principal. "I would like to be able to take the candidate pool test to get a school," said Michelle Vargas, Assistant Principal, PS 182, D-8, Bronx.

"Actually, I heard a lot of great things about ALPAP," said Anastasia Kopatsis, Assistant Principal, PS 176, D-20, Brooklyn, echoing the sentiments of many of her peers.



YURIDIA PEÑA

■ Assistant Principals Marisa Beharry-Vanzie, PS 77, D-75 and Christopher Anest, PS 5, D-6, Manhattan, get to know each other during the ice-breaking session to begin their ALPAP year of study.

## Briefs

### ABENY Plans Fall Events, Conference

The Association of Black Educators of New York will march in the African American Day Parade which is scheduled for Sept. 18 at 1 p.m. in Harlem. To sign up to march with ABENY or for more information, call Dr. Sheila Bobo at (917) 412-9099.

ABENY's Fall Education Conference will take place on Nov. 12, from 8 a.m. to 2 p.m. at Frederick Douglass Academy in Harlem. The theme is *Parents, Educators and Community-based Organizations - Inspiring the Best in All Students*.

Special guest speakers at the plenary will be Chancellor Dennis Walcott and Principal and author Baruti K. Kafele. There will also be workshops and education vendors. For more information, call Dr. Bobo at the above number.

### Reading Reform Offers On-Site Help

Reading Reform Foundation of New York is a 30-year-old literacy organization which strengthens the skills of teachers in teaching reading, writing and spelling. RRF offers an in-school teacher training program available for K-3 regular education teachers when invited by a Principal. Teachers are selected by their Principal to participate. The teachers take a course with RRF in a multisensory, phonetic, Orton-Gillingham-based approach before the school year begins.

A Reading Reform Foundation teaching consultant visits the teacher on a planning period and visits his/her classroom twice a week for the whole school year, coaching, demonstrating, and implementing the program with the teacher, fostering competence and autonomy. The program provides paper, pencils, notebooks, charts and reading texts for practice.

If you would like to discuss participation in RRF's in-school teacher training program, contact Lauren Wedeles, executive director, at [lwedeles@readingreformny.org](mailto:lwedeles@readingreformny.org).

# Events of the Summer

## Five Pages of Workshops, Lobbying and Awards

CSA members and staff stayed busy this summer attending rallies, lobbying legislators, receiving awards, negotiating with the Department of Education, participating in professional development sessions and marching in parades. CSA also took time to honor five deserving high school seniors with scholarships toward their college careers. (Story and photos, Page 12.)

One of the major events during July was the three weeks of professional development offered to CSA members by the Executive Leadership Institute (ELI). This summer, as in summers past, ELI provided in-depth training with topics ranging from basic administrative tasks for new or first-year

Assistant Principals to more advanced ones including school law and positive behavior strategies for special education students. Special guest speakers included Regents Chancellor Merryl Tisch and Schools Chancellor Dennis Walcott. (Story and photos, Pages 10-11.)

The following five pages include photos from some of the summer's events. The CSA News wanted to present an idea of the varied ways in which union members, officers and staff worked on behalf of each other and the children of New York City in June, July and August. Since most members now work throughout the summer, it made sense to display a cross-section of activities.

## Awards and Honors



**ABENY Award** ANITA GOMEZ-PALACIO ABENY's President Mellouise Murdaugh presented its Educator of the Year Award to Principal Naomi Drouillard who runs PS 254 in Queens. The award was presented on June 18 during ABENY's 36th Annual Scholarship and Awards Luncheon at Antun's in Queens.



**HUMANITARIAN** YURIDIA PEÑA Dr. Gregory Hodge, the recently retired Principal of Frederick Douglass Academy, Manhattan, will be honored by the Adakum Foundation for supporting the organization's efforts to provide education and healthcare to poor children and their families in Ghana.



**PENCIL Leadership Award** PENCIL honored three Principals and their PENCIL partners at a June 15 celebration. Kenneth Clinchy of Deloitte, one of many PENCIL partners, presented the awards. "It has been one of the most productive ways that I've seen business ... help what the New York schools or other school systems are faced (with)," said Mr. Clinchy. Brooklyn's School of Integrated Learning and partner Arup, an independent firm of engineers, received the Emerging Partnership Award. The following Principals were honored: From left, Jacob Michelman, Central Park East Middle School, Nadav Zeimer, Harlem Renaissance High School with his daughter; and Monique Campbell, The School of Integrated Learning, Brooklyn.



**Fighting Budget Cuts** ANNE SILVERSTEIN CSA President Ernest Logan speaks with UFT President Michael Mulgrew backstage at DC 37's rally on June 14 to demonstrate union solidarity against Mayor Michael Bloomberg's proposed budget cuts.



**Training Institute** ANTOINETTE ISABLE CSA officers and staff attended a week of training at Cornell's labor school in Ithaca, NY. From left, CSA Treasurer Laverne Burrowes, CSA Executive VP Peter McNally, Assistant Director Alithia Rodriguez-Rolon and Vice President Henry Rubio. (For story, see Page 1.)



**Principals in Training** YURIDIA PEÑA Education consultant and former Deputy Chancellor Carmen Farina spoke to aspiring Principals during a two-day training session held by ELI. (More on ALPAP's new cohort, Page 7.)



**Puerto Rican Day Parade** SYLVIA FRAGGOSO As thousands celebrated the 54th Annual Puerto Rican Day Parade along Fifth Avenue on June 12, parade honorees Anita Gomez-Palacio, CSA Executive Director Operations, and Principal Ramon Gonzalez of MS 223, D-7 are joined by retired Principal Leonard Golubchick.



**Citation** ANNE SILVERSTEIN Kenneth Cuthbert, Mentor Principal of Cobble Hill High School, Brooklyn, was honored by the NYS Assembly with a citation for outstanding citizenship "in recognition of your outstanding leadership and commitment." Above, Mr. Cuthbert at the school's graduation in 2010.



**Distinguished Labor Award** ANITA GOMEZ-PALACIO CSA Director of Political Affairs Herman Merritt, left, received a Distinguished Labor Award from Mayor Wayne J. Hall Sr. of Hempstead during his annual Humanitarian Awards gala and fundraiser. The awards this year were held on June 11 at Verdi's in Westbury, NY.



**School to Watch** PS 180, Manhattan, received two awards, the National School to Watch and the Essential Elements School to Watch, for outstanding academic excellence and remarkable developmental responsiveness. Principal Peter McFarlane received them at the National Schools to Watch Conference in Washington D.C. in June.



**Outstanding Administrators** CCNY honored a number of alumni at its May 4 Awards Dinner including three administrators: Ysidro Abreu, Jacquelin Colon and Edward G. Meade. Mr. Abreu is the leader at MS 319, Manhattan. Ms. Colon is the AP at PS 208, Manhattan, and Mr. Meade is the AP at Alfred E. Smith CTE High School. In addition, former Deputy Chancellor Eric Nadelstern received the Distinguished Educator Award. The dinner was at the National Arts Club in Gramercy Park, Manhattan.

# Excerpts From Experts: Speakers at ELI Institutes Impressed Audiences

The Executive Leadership Institute offered more than 100 workshops during the month of July for CSA members through the Principal's Institute, the School-Based Intermediate Supervisors Institute and the Leadership Summit. Participants took workshops ranging from strengthening teacher practices to utilizing the iPad as an organizational and instructional tool. Four featured speakers also spoke. They were urban sociologist Pedro Noguera, Schools Chancellor Dennis Walcott, education expert Willard R. Daggett and NYS Board of Regents Chancellor Meryll Tisch. Below are key points from their presentations. (Editorial Assistant Yuridia Peña compiled the following excerpts.)



Dr. Tisch: Tough Choices

State Chancellor **MERYLL TISCH** spoke with candor to participants of the Leadership Summit on July 25. She explained the state's decision to eliminate the state Regents exams in January. Educators know that mid-year tests are instrumental in raising four-year graduation rates. However, Dr. Tisch said, with the state's budget in dire straits, something had to give. The Board of Regents were pressed to make unpopular decisions such as eliminating the January Regents. These tests are traditionally offered as a courtesy to NY

students since most American schools do not offer a mid-year assessment. "And be clear that New York State is the only state that provides more than one bite of this apple and that is the proud tradition," she said. The decision became final after a statewide survey showed that administrators were more willing to give up Regents in January rather than in the summer or June. (Editor's Note: In early August, private philanthropists, including NYC Mayor Michael Bloomberg, donated funds to pay for this year's January Regents in NYC only.)

Dr. Tisch also spoke about New York's plans for Race To The Top (RTTT) funding. The \$700 million will be used to lessen the emphasis on statewide tests. "The problem, quite frankly, is that curriculum and instruction were not leading the testing. So, we are taking a large chunk of money from Race To The Top to develop statewide curriculum around these Common Core Standards," she said. Additionally, Dr. Tisch said: "... The money that goes to the city will be going exactly to further your practice, to further your professional standing as you have youngsters in this city [who need to] achieve in the highest level as possible."

Finally the state plans to invest in a data system modeled on the ARIS platform available in NYC. "... We would like to design a statewide data system that allows institutions, and parents, and teachers to share information about youngsters."



At the Principal's Institute on July 12, urban sociologist **PEDRO NOGUERA** focused on the need for a successful school leader to have both technical and adaptive skills. "... Technical work is about managing the operations, or making



Dr. Noguera: Change Culture

sure that the building is clean, and has heat in the winter, or air conditioner in the summer ... Adaptive work forces us to recognize that we're working in a constantly changing environment. Adaptive work is figuring out 'what do you do if you got a gang problem in school?' It's adaptive because you can't be trained for it very easily at a university ... it's adaptive because it requires you to reflect ... to cognitively assess whether what you're

doing is actually working. It's adaptive because it can't be done by cruise control. It's not about compliance. It's about being resourceful," he said.

Dr. Noguera's expertise lies in how public education in urban settings gets shortchanged because of the lack of available resources for struggling schools where most students are impoverished and English Language Learners. "We expect schools to solve the problems that the rest of society is not supporting, not engaging. So consequently, in this country, our public schools are really all that remains of the safety net for kids. And its not surprising that the schools [that are serving] these kids are overwhelmed, and most likely not [to achieve]," he said.



During the Principal's Institute on July 14, NYC Schools Chancellor **DENNIS WALCOTT** acknowledged that the job of the Principal is a challenging one, and vital to the community. He said that the school leader's position is integral to



Walcott: Changing Cultures



shaping a school's image. "It's how you set the tone and affect the community outside your building as well as the internal community, that's what this is about. Make sure parents are engaged, community is involved," he said.

During his presentation he addressed the high accountability measures administrators are burdened with. "The struggles that you face [are] all worth it. Every challenge you face in your institution is worth it because you're dedicated to the cause of educating our children so they can contribute to society," he added. "My biggest message is that we have to keep our focus on our students regardless of how we're attacked, as individual professionals and system-wide. We have people who will be after us for a variety of reasons. It should not matter. As long as you keep your focus on our students," he said.



At the School Based Intermediate Supervisors Institute (SBISI) on July 20, **WILLARD R. DAGGETT** addressed a number of topics including the global economy, arts as a way to reaching struggling students and the rise of a data-driven culture.

Dr. Daggett, a founder and CEO of the

International Center for Leadership in Education, was a teacher and an administrator. Now, he helps school districts nationwide shape curriculum and implement national mandates.

"Nations are going to rival the US economy within a decade and they are Vietnam, Argentina, Brazil, Indonesia, and the fifth... is becoming an



Dr. Daggett: Raising Standards

economic player: Panama... We are no longer the sole super power of the world, but we are acting and spending as if we are," he said.

He criticized high-stakes testing for disguising itself as academic rigor while schools are eliminating music and art. "New York City ... you are notorious [for] what you're doing to kids ... you're pulling them out of the only things they like in your schools to double them up in what they do not like in the name of high standards ... there is no research or evidence anywhere that it works," said Dr. Daggett. "It's time to get back to common sense. It's time to get back to understanding how kids learn ... Simply having knowledge is no longer enough," he said.

## ELI's Summer Workshops



■ Educational consultant Stuart Sears led a spirited conversation during his workshop on Time Management, which was one of many sessions during the Principal's Institute.



■ Above: on July 12, Principals participated in Arts Education and the Common Core Capacities. Right, ELI Coordinator Michael Schlar presents during the Principal's Institute. His topic was Leading Change: Developing High Performing Teams.



YURIDIA PEÑA

## Feedback: Members Responded to Summer Workshops



**NOREEN LITTLE**

"I think [building community is] really important because we've been trying to make change. Without the teacher buy-in, it doesn't really work. So I'm going to work on strategies. I'm going to call in some teachers before we get back to school and we're going to work together."



**REGINALD HIGGINS**

"[It's important to] build relationships in schools, where you have a vision and you invest all stake holders in that vision starting with parents, staff, and students."



**JENNIFER EUSANIO**

"If you build on [teachers'] strengths and if you build on their leadership skills then hopefully you'll get more buy-in and hopefully you'll get a better culture in this school, or building."



**CHARYN KOPPELSON CLEARY**

"In order to get the kids what they need, I have to help the adults who are teaching...to make a shift in their thinking and the way that they work with children. That's the hardest part... So it's like the adults are moving slowly and the kids will adapt."



**PAT RIGOT-KULOW**

"What stood out ... I guess the idea of really getting kids to buy in and to learn; to find a way to do that in an elementary level."

The Executive Leadership Institute revs up in September with *Quality Review: A Journey to Effective School Improvement* at the Educational Leadership Centers in all five boroughs. Many dates are available. For more information, visit [www.csa-nyc.org](http://www.csa-nyc.org).

## NATION Labor

### HAWAII: Bad Faith

The Hawaii State Teachers Association filed a complaint against the state for bargaining in bad faith and violating the state constitution by implementing a "last, best and final" contract with pay cuts, furloughs and higher health care premiums. The state contends it has bargained in good faith and was justified in implementing the offer. With schools scheduled to open August 1st, no date has been set for a hearing on this case. (Star Advertiser)

### ILLINOIS: Suggested Cuts

With a \$30 million budget gap and threats from the Mayor to lay off hundreds of workers unless they agree to changes, two unions presented ideas for saving the city of Chicago \$242 million. The labor leaders asked the Mayor to look more closely at city management, where one supervisor may be in charge of only two people. The Mayor expressed appreciation for the suggestions but is still pushing for work rule changes. (wgntv.com)

### CONNECTICUT: Awaiting Vote

State workers are anxiously awaiting word on whether or not union members will vote to accept the latest contract offer which would avert layoffs; the first deal was rejected. The State Department of Labor, that is already processing a record number of claims, is concerned for the impact this potentially large number of layoffs may have on the agency. (WTNH.com)

### NEW YORK: CUNY Hikes

A state judge issued a temporary restraining order blocking a \$300 per year tuition hike that was approved by the CUNY Executive Committee. The increase, affecting full-time students at senior and community colleges, was approved following authorization by the State. The latest hike would be on top of a \$230 tuition hike for senior colleges for 2011-2012. The CUNY Board of Trustees has scheduled a meeting of the full Board on Aug. 3 to vote on the resolution. CUNY President Barbara Bowen said CUNY needs more public funding, not more tuition increases. (psc-cuny.org)

### DISTRICT OF COLUMBIA: Rally Against Cuts

As part of The American Dream Movement, simultaneous rallies were planned across the country to put pressure on Congress not to cut Medicare, Medicaid and Social Security. Members of AFSCME and 300 activists were on hand for the rally in Washington, D.C. The rallies emphasized that millionaires and corporations should pay their share so that the burden of reductions should not be placed entirely on working families. (AFSCME.org)

— COMPILED BY  
CHRISTINE ALTMAN

# Union Awarded Scholarships

Five Winners Out of Nearly 200 Applicants, One From Each Borough



ANNE SILVERSTEIN

■ Two winners and their families: From left, Richard Sbeglia, Catherine Sbeglia, Joseph Valerio, Theresa Valerio, Melanie Valerio and Dennis Auriemma.

BY ANNE SILVERSTEIN

CSA recently awarded scholarships to five promising NYC high school seniors – one from each borough – as a result of a competitive process that attracted more than 200 applicants. The \$1,500 individual awards were given to students who showed leadership, performed community service and demonstrated the ability to overcome some of life's hurdles. CSA President Ernest Logan praised each of the winners as he presented them with a certificate and a check during a presentation on June 15 at Russo's on the Bay, Queens. Relatives and the students' Principals were invited to attend the dinner as guests of CSA. The winners, in alphabetical order, are:

- Dejanique Howard, who is graduating from Louis D. Brandeis High School and will attend Northwest Missouri University this fall.
- Kelly Garay, who is graduating from Susan E. Wagner High School, and will attend Dowling College. She was unable to attend the dinner.
- Jennifer Rivers, who is graduating from the Fordham Leadership Academy for Business and Technology, and will attend John Jay College/CUNY.
- Catherine Sbeglia, who graduates from Bard High School Early College II, and will attend SUNY-Binghamton.
- Joseph Valerio, who will graduate from Fort Hamilton High School and plans to attend the Macaulay Honors Program at Brooklyn College.



■ Jennifer Rivers with her father, Samuel, and mother, Adriana.



■ CSA President Ernest Logan presented the students with their awards. He's standing beside Dejanique Howard.

# CSA Carried Message to Washington

BY PIERRE LEHMULLER

A team of NYC Principals and CSA Director of Political Affairs Herman Merritt joined elementary and middle-level educators and leaders from across the country in the nation's capital during the National Association of Elementary School Principals' National Leaders Conference, July 13-15, to advocate for policies that will give them the tools they need to function as effective school leaders.

NYCESPA President Mitra Lutchman, President-elect Susan Barnes and Treasurer Laverne Nimmons were joined by upstate principals to press congressional leaders to act on behalf of our state's children. Principals, who are the primary catalysts for shaping long-term school improvement, are the perfect advocates for these type of policies.

The team visited the offices of eight lawmakers representing districts across the city as well as on Long Island and upstate New York. Consultations with staff at Sens. Charles Schumer and Kirsten Gillibrand concluded the day.



■ From left, Laverne Nimmons, Herman Merritt, Marion Whitfield, a Principal from Rochester, Pierre Lehmuller and Fred Kirsch, President of SAANYNS.

The meetings were dispiriting in spite of the team's efforts to focus on needed changes to the Elementary and Secondary Education Act (ESEA) as reauthorization moves forward. In the meeting at Sen. Schumer's office, Meghan Taira, senior legislative aide, joked that we could just pull out last year's agenda because Congress has been paralyzed by bitter partisan differences that were exacerbated by the 2010 elections. The Republican-controlled House Committee on Education and the Workforce has written draft language that

would have a negative impact on urban high-needs schools. The Senate Committee on Health, Education, Labor and Pensions is writing revisions to ESEA that are far more favorable to New York State. Throughout discussions, loomed the possibility of default should Congress fail to reach agreement on raising the national debt. Meetings with Congressman Edolphus Towns (D/10th Dist) and Congresswoman Yvette Clark (D/11th Dist) were just as pessimistic. Rep. Clarke's senior policy aide, Bridgett DeHart, provided the team with a clear, albeit totally hopeless, journey through the legislative morass that has caught not only revisions to ESEA but many other needed pieces of legislation. The best we can hope for, she said, was a "Continuing Resolution that would carry funding forward into FY 2012", but even that was by no means a sure thing given the current "cut, cap and balance" movement in the House.

Pierre Lehmuller is the Executive Director of NYCESPA and the Conference Chair for CSA.

# PS 64: An Old-Fashioned Community School



YURIDIA PEÑA

■ Fourth-graders learn the tango and the merengue as part of their arts curriculum.

ANNE SILVERSTEIN

It's all about community at PS 64 in Manhattan's Lower East Side, according to the Principal, Assistant Principal, teachers and parents.

Whether Principal Marlon Hosang is talking about workshops for his parents, or Assistant Principal Daniela D'Arcangelo is explaining about providing more integrated co-teaching classes, each of them mentions "the community" in almost every breath.

"We are a community school with the emphasis on community," said Mr. Hosang. "We take that community very seriously."

PS 64, a Title 1 school, serves 325 students from pre-K through fifth grade. The administration's mission is to function as the heart and soul of the neighborhood. It aims to include parents and community organizations in creating a welcoming school where children are inspired to succeed and realize they can achieve.

Mr. Hosang also has a vision for the school: Within five years, he'd like the school to become known for its performing arts. "It's something that's needed in this community," he said, and parents have asked for it.

He has paired with a number of organizations to provide arts education throughout the school. He is close to reaching one goal: offering something in the arts for each grade. His fifth-graders, for example, work with Rosie's Broadway Kids and his fourth graders take ballroom dancing through American Ballroom Theater. Third graders visit museums and learn about art through a program of the New York Junior League, second graders are involved in flamenco dancing, and the NYC Ballet works with students in a number of grades. A newly renovated auditorium, thanks to a grant from the City Council, is the perfect place for students to display their talents.

"Research studies show that arts play a vital role in student academic

achievement," Mr. Hosang said. PS 64 has strong instructional programs, "but we make it a priority to infuse the arts into the curriculum." A solid arts program shouldn't come at the expense of instruction, he added.

"It's a tremendous motivator for our students," said Ms. D'Arcangelo. "It makes them feel good about themselves. It's our philosophy to look at the whole child," she said, explaining that the school gears everything to meeting the needs of the child so that they have "a successful experience in school."

Half the battle of teaching children, said Mr. Hosang, is teaching them they can succeed. "Makes them believe that they can be successful," he said, regardless of what they see on television, or hear on the streets or in spite of their socio-economic backgrounds.

Both Mr. Hosang and Ms. D'Arcangelo admitted that it's an exhausting endeavor but that they derive satisfaction from meeting that challenge and watching children thrive.

For more photographs, visit the CSA Photo Gallery at <http://bit.ly/nH2i>.



■ A welcoming duo: Principal Marlon Hosang and Assistant Principal Daniela D'Arcangelo.



■ A student focuses on his computer as his teacher gives him individual instruction.



■ A kindergarten class works on short vowels and consonants during a literacy lesson. They seemed engaged and interested in what their teacher was saying.

### NATION Education

#### IOWA: Pre-School Impact

A roundtable discussion including educators, early childhood advocates and politicians was held in Des Moines to bring attention back to the importance of pre-school. The Iowa Legislature battled over funding for universal pre-school this past year. US Secretary of Education Arne Duncan listened to suggestions for increased outreach to the neediest families and the need for federal dollars to back important programs such as pre-school. (desmoinesregister.com)

#### WISCONSIN: Summer Blues

Fifth grade students in Fond du Lac Schools entering the band program in the Fall are getting a head start this summer. Nearly 70 students are learning what would have reportedly taken five weeks to cover during the school year. In the summer, students practice every weekday for three weeks, receiving more intensive instruction than they can get in once-a-week sessions during the school year. (fdreporter.com)

#### MICHIGAN: Cyber Bullying

Ann Arbor public schools are taking steps to deal with cyber bullying, including removing wireless access for students using smart phones and similar devices. Reportedly, 16 cyber bullying incidents were reported during the last school year. One of the biggest issues has been that of outside conflicts leading to incidents in the schools. District personnel have been availing themselves of training sessions to better deal with this issue and to educate the broader school community. (www.annarbor.com)

#### FLORIDA: Virtual Learning

Florida recently passed the Digital Learning Now Act, expanding options for parents and students via virtual education options including online learning, blended learning (face-to-face learning mixed with computer lab experience) and hybrid classrooms that offer a mix of online learning and face-to-face time. Students now have more options for completing classes beyond the limited timeframe of the school calendar. (thejournal.com)

#### NEW YORK: Special Education

Rochester schools, with researchers from NYU, have been working to correct the problem of overrepresentation of minority students in special education. Two key components to the program are identifying ways to more efficiently communicate with parents about the needs of their children and raising the level of understanding of students' varied cultural backgrounds. (democratandchronicle.com)

— COMPILED BY  
CHRISTINE ALTMAN



■ Milagros Nunez, 12, shakes sound-makers as she listens to music sitting in her portable, custom-made chair (with a perfect-sized footrest.)

# It's Cardboard! Furniture Customized For Children with Special Needs

BY CHIARA COLETTI

As woodworking shops are dismantled throughout the school system, the one on the third floor of P.S. 186, the Bronx, "is coming back to life like a secret garden," says Alex Truesdell, executive director of Adaptive Design Association (ADA), which creates – and teaches school staff to create – customized heavy cardboard furniture and equipment to help children with disabilities get more out of school.

Part of District 75, P.S. 186 began its project with ADA a year ago after members of its clinical team raved to Assistant Principal Vito Faccllonga about the workshops they'd attended at ADA's colorful storefront and studio on West 36th Street in Manhattan.

Mr. Faccllonga immediately went to Principal Ava Kaplan and they eked some budget dollars for a long-term project. As Ms. Truesdell says, "Where the people lead, the leaders follow." With a student body that reflects the gamut of physical and emotional disabilities, P.S. 186 was an ideal site. Overnight, ADA filled the woodworking shop with new tools and sturdy cardboard. An orientation was held with trainers showing different kinds of equipment adaptations that could be developed to make a child successful. By the end of the school year, 43 educationally- and therapeutically-sound cardboard adaptations had been built for 21 students, including special standers that promote independent weight bearing, writing easels to develop fine motor skills and straddle perches to increase core and leg muscles. Every item was invitingly painted in bold colors.

"Can I make something for someone?" became a common refrain from P.S. 186 eighth graders, many who have behavioral issues. The staff developed a plan that allowed them to work on design and production up to 50 minutes a week if they earned enough good behavior points. "We like to move the students into multiple modalities," says Principal Kaplan. "We move beyond the expected."

Two more schools, P.S. 138 in Manhattan and P.S. 10 in the Bronx, are becoming host schools this fall. Meanwhile, clinical professionals from all five boroughs show up on West 36th Street for a variety of reasons. For one, occupational therapist Agata Gately from P.S. 138 in Manhattan has been working on a sensory gym for her school. She says, "I want to make something unique that fits the specific needs of each of our children."

She is working closely with ADA staff members

Continued on Page 15



■ From left, Alex Truesdell, founder of Adaptive Design, Ava Kaplan, PS 186 Principal, and Vito Faccllonga, Assistant Principal.



■ Adaptive Design's midtown Manhattan store.



■ Mr. Faccllonga helps Sidney Johnson, 9, play a xylophone. She's sitting in a custom-made chair that she received in December.

Continued from Page 14

Lille Troelstrup, Antoinette LaSorsa and Kenia Cornelio and a remarkable volunteer, Tony Sharkey, a master woodworker who turned his genius to cardboard carpentry in the 60s and 70s. "It was a hippie thing," he says. "Environmentally responsible and inexpensive." He was thrilled to find that the art had come back into favor for use with severely disabled children.

"So often, with these children, we are addressing social justice problems," says Ms. Truesdell, who has long been concerned with social issues.

Both she and Antoinette LaSorsa were hired for this project by Women Care in 1998 to provide meaningful internships for women on parole or probation.

Ms. Truesdell also brings her social awareness and creative skills to as many poor countries as possible around the world. Now, she envisions training returning U.S. war veterans for new careers in cardboard carpentry and design that will be used among the disabled of every age.

When Alex Truesdell talks about her work, she is animated and full of conviction: "P.S. 58 on Staten Island has a child named Raven who walks on her arms. We created special stairs for her [to increase her mobility]. There's a solution for everything."

For information, contact Adaptive Design Association at (212) 904-1200 or email info@adaptivedesign.org.



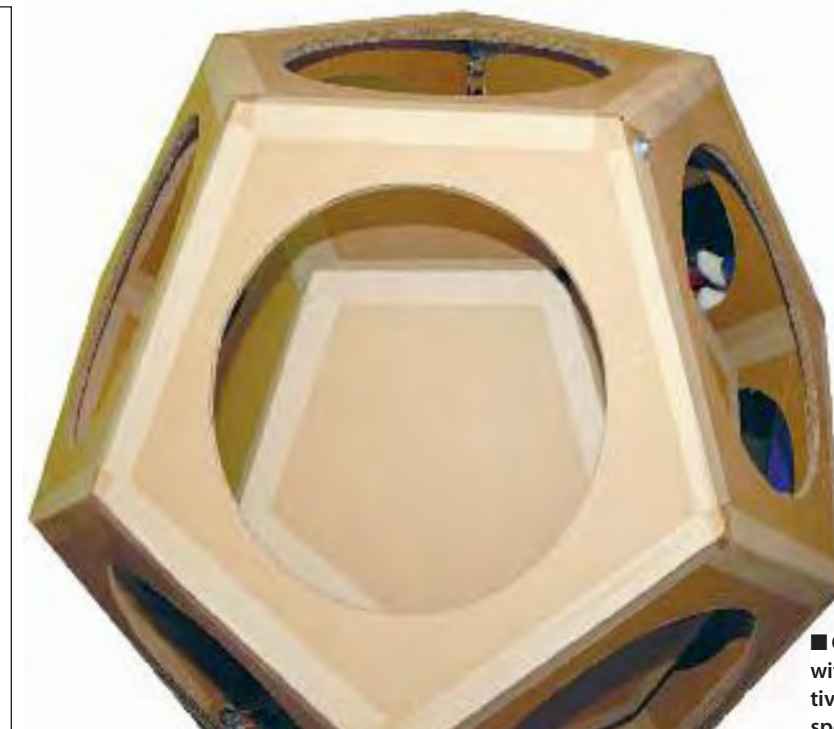
■ Right, Alex Truesdell, Adaptive Design's head, teaches the basics of cardboard carpentry to middle schoolers at P.S. 186. The kids will help build furniture for the younger children in the fall. Left, Ian Lynton, a teacher helps out.

## Happier, She Joins the Group

Milagros, a P.S. 186 student who suffers from growth problems, was an introvert in part because the one-size-fits-all school furniture prevented the 12-year-old from socializing.

This summer, however, she was grinning from ear-to-ear with other children as they shimmied to music. The Adaptive Design team created a personalized chair with steps and a footrest that enables Milagros to see eye-to-eye with her classmates. Now her class participation has skyrocketed and she has turned into a social butterfly.

The success stories are many: 10-year old Aleen can now focus because of her customized seat. She has a neurological disorder that made it difficult for her to retain information and stay physically still. Her teacher says Aleen's seat now comfortably confines her body in a way that keeps her posture erect and enables her to pay attention during class. Of course, she's doing better in school.



Less Expensive and Adjustable For Different Needs.

■ Cardboard carpenters experiment with shapes and sizes to create inventive solutions to problems for kids with special needs.

# The Welfare Fund

Douglas V. Hathaway, Ph.D

## Health Reform's Waves of Change

**A**s I write this month's column, it is the beginning of August, and we have just experienced several days of oppressive heat. All anyone talked about was how hot it was and what they did to keep cool. Fortunately, the Welfare Fund's air conditioning functioned well, and we remained focused on providing you with great service.

That included staying on top of the waves of change caused by health care reform. Young adults under 26 years old are now covered as a dependent through city-provided insurance, and the various open enrollment periods have come and gone.

Predictably, there were kinks in the process, some attributable to members and retirees who did not heed the announcements concerning open enrollment periods that were publicized many times and some attributable to the volume of additions that had to be made effective July 1, which coincided with the most popular retirement date for our DOE members.

Again, predictably, the city and its insurance carriers experienced backlogs, and we fielded numerous calls from concerned parents and were in daily, sometimes hourly, contact with the city to resolve the delays. With any luck, by the time you read this, all will have been resolved. If you are still experiencing problems, please give the Fund a call at (718) 624-2600 and we will assist in resolving your issues.

A second wave attributable to health care reform concerns the Fund offering the US Life Catastrophic medical insurance policy. A year ago, we expected to have enrolled people by last January. However, due to a variety of legal issues, the offering was delayed. Adding to the delay was the fact that the insurance company is now in lengthy discussions with the US Department of Health and Human Services to determine exactly how the policy will fit within the parameters of the health care reform legislation. When I speak with the brokers who are providing the policy, their reply reminds me of an old commercial: "Any day now. Any day now!" We hope to have an initial mailing out shortly.

**THIS JUST IN:** We welcome the Atlantic Hearing Aid Center in Fort Lauderdale as the latest store to honor our hearing aid benefit. The address is 2310 East Oakland Park Blvd., and the phone number is (954) 563-4226.

**QUESTION:** I am a Medicare-eligible retiree. I thought I was entitled to a reimbursement of \$250 in 2010 once I entered the "doughnut hole." I thought you entered the doughnut hole at \$2,250. My drug costs were \$2,550. I have not received a check!

**ANSWER:** I hate to be the bearer of bad news, but you will not receive a reimbursement. Medicare bases eligibility for the 2010 one-time reimbursement on its standard Medicare D drug plan. That plan, in 2010, had a \$310 deductible and total drug costs of \$2,830 before entering the doughnut hole. The GHI Enhanced plan, which you are on, does not have a deductible, and thus maintained the original drug cost level of \$2,250 before entering the coverage gap.

While you did not receive the reimbursement, you still came out ahead since you did not have to pay the \$310 deductible. This is just one of the differences between the standard Medicare D plan and the Enhanced Medicare D plan provided by GHI to Medicare-eligible City retirees.

Question? Write to Dr. Hathaway at [dhathaway@csawf.org](mailto:dhathaway@csawf.org).



**Predictable kinks arise in putting new health care policy into action.**

## In Memoriam

**FRANK LONGO**, 78, of Tucson, AZ, a former junior high school Principal, died on May 19. A graduate of Boys High and Columbia University, he began his career at JHS 117, D-13, Brooklyn, and became an Assistant Principal at JHS 126, D-14, also in Brooklyn. He retired in 1988 after 25 years of service as the Principal of JHS 50, D-14. He was a consultant to the Board of Education before he and his wife, Barbara, moved to Tucson in 1994. Condolences may be sent to her at 1212 W. Wild Dune Lane, Tucson, AZ 85737. Contributions may be made to Catalina Community Services Food Bank, 3535 E. Hawser St., Catalina, AZ 85739.

**LAWRENCE SAKEN**, 88, died on April 8. The former school supervisor at PS 37, D-29, Queens, retired in 1991. He is survived by his wife, Ruth. Condolences may be sent to her at 8036 217th St., Queens Village, NY 11427.

**ELMER SAPADIN**, 84, a former Principal, died on Dec. 20, 2010. A Brooklyn native, Mr. Sapadin graduated from Brooklyn College where he played on the school's championship soccer team. A World War II

veteran, Mr. Sapadin began his career teaching in Harlem and became an Assistant Principal and a Principal; he retired as the school leader of PS 189, D-6, Manhattan in 1991 after 25 years of service in Harlem. Contributions may be sent to the City Parks Foundation, Fort Tryon Park Trust, PO Box 1044, Fort George Station, NY NY 10040.

**DOROTHY "DOTTIE" S. SINGER**, 88, of Pompano Beach, FL, a former Assistant Principal of Health and Physical Education, died on Dec. 1, 2010, of lung cancer. She retired from Franklin D. Roosevelt High School, Brooklyn, after 35 years of service to NYC students. Ms. Singer was born and raised in New York City and was a graduate of NYU. After retirement, she and her husband, Charlie moved to Pompano Beach where they immersed themselves in cultural, political and recreational pursuits. Condolences may be sent to their son, Lewis, and daughter, Martha at Ms. Singer's address: 6 Deer Run Rd., Pomona, NY 10970. Martha Singer is a retired Assistant Principal of Stuyvesant High School.

**JOYCE DODSON WASHINGTON**, 83, of Mechanicsville, VA, the former

Principal of PS 243, D-16, Brooklyn, died on June 6 after a lengthy illness. She was born and raised in Virginia, and received her bachelor's degree from Virginia State University in 1950, and a master's of science from Hampton University. She also completed post-graduate work at Cornell University and Bank Street College. She was an elementary school Principal in Norfolk, VA, before moving to NYC when she became the Principal of PS 243. She retired in 1993. She was also an adjunct professor at the Bank Street College. Her husband, Booker T. Washington III, died in 1994. Donations may be sent to the Rectory Fund, St. Phillip's Church, 204 W. 134 St., NY, NY, 10030.

**DR. RICHARD E. WEISBERG**, 67, the former Principal and founder of the Cobble Hill School of American Studies, died on May 25. The school opened in 1998, and Dr. Weisberg retired four years later in 2002. Dr. Weisberg received his Ph.D. in French history from NYU in 1995. He is survived by his wife, Kathryn Annette Clark. Donations may be made in Dr. Weisberg's memory to, IMUS Cattle Ranch for Kids with Cancer, [www.imusranchfoods.com](http://www.imusranchfoods.com).

## Safeguarding Schools

Ray Garcia

### Crime Drops Thanks to Unified Efforts of Unions and Police



**Thefts have dipped by 15 percent and robbery by 11 percent**

**O**ur efforts to reduce crime in schools through our "Safe School Strategies" campaign saw a reduction in major crimes of nearly 5 percent during the 2010-2011 school year. I'm happy to report that grand larcenies decreased by 15 percent and robberies dropped 11 percent.

These numbers are certainly encouraging and thanks are owed to members of the CSA, the UFT, the NY Police Department and Local 237 for their collaborative efforts to create safer schools with the ultimate goal of higher academic achievement.

Our aim this coming school year is to continue to build on our "Safe School Strategies" by setting an appropriate tone from the first day of school to the last. To that end:

1) Principals must establish a safety committee that regularly discusses safety and takes appropriate action to resolve issues that may impact the operation of the school.

2) School leaders must identify the roles and responsibilities of each stakeholder, i.e., the teachers, School Safety Agents, precinct school Sergeant, parents and student representatives.

3) Schools should clarify the consequences for students who break DOE rules or violate the law.

4) School leaders should review "Best Practices Standards for Creating and Sustaining a Safe and Supportive School."

5) Schools should evaluate past

crime prevention measures and programs.

6) Schools should review all school-based safety measures.

7) Schools should conduct the mandated drills that ensure a coordinated response to all challenging circumstances.

8) Principals should review major incident case studies such as the response at Columbine High School during the 1999 massacre, for example, to learn how to respond to or possibly prevent such incidents from occurring.

9) Schools should invite NYPD School Safety Supervisors to safety meetings to ensure a timely response to School Safety Agent-related concerns, deployment/coverage and postings.

10) Although I know budget cuts have limited what schools can offer, positive after-school activities for students remain a priority including those offered by the Police Athletic League, the Boys Club of New York, or the NYPD Explorers.

**O**n behalf of Assistant Chief of School Safety Division Thomas Chan and the Chief of Community Affairs Philip Banks III, I thank CSA members for your continued support in accomplishing our overall mission of "providing a safe school environment."

A safe environment is one in which Principals can lead, teachers can teach and students can learn, dream, achieve and grow.



# RETIREE Chapter

## CHAIR'S MESSAGE

Neil Lefkowitz

### A Budget Battle That We Must Win



**Privatized Medicare is a bad idea, plain and simple.**

**I**t is a time of deep concern about the nation's future, and despite the temporary respite in our national angst – we will not default on payments just yet – the future looks grim. Economic indicators remain flat for a recovery, and the stock market wild ride of a few weeks ago has most people girding their loins for another recession.

Among my concern is the future of Medicare and Social Security. The fight over these programs is not simply a matter of the nation's economic health, although that is a huge problem by itself. The fight is a philosophical one – a battle between two ideologies that were defined during the 2010 election when Tea Party Republicans gained control over the Republican party in many areas of our nation. We're fighting over how much government is too much government.

Specifically, our opponents are those who wish to privatize Medicare as well as restrict Social Security benefits based on income. The AFL-CIO reports that

the non-partisan Congressional Budget Office predicted that Congressman Paul Ryan's plan would result in seniors paying about \$20,000 per year for Medicare or about 68 percent of the cost by the year 2030. Seniors now pay about 25 percent of the cost of Medicare.

It is my belief that Medicare is a compact between the American people and the government that provides seniors with basic medical care in the event of a serious illness so as not to bankrupt older citizens. I understand that we must make adjustments to Medicare to halt the spiraling costs but I believe this can be done through raising taxes on the wealthier sectors of society, as well as through greater efficiencies of scale.

Medicare, Social Security and other government entitlements will be a major issue during next year's Presidential election. Social conservatives will continue attacking these programs throughout the upcoming congressional session. These same social conservatives have overseen union-bashing throughout the nation and have spearheaded laws limiting the collective bargaining rights of public employee unions.

**S**ome good news from the state: Many of us will see cost-of-living adjustments to our pensions as of September based on the following criteria:

- Those age 55 and above who have been retired for at least 10 years.
- Those who are at least 62 and who have been retired for at least five years.
- Those who retired on disability and have been retired for at least five years. (No age restriction)

Our Regional Units will begin their local meetings for the 2011-12 school year in September. I urge you to take the time to attend these meetings to learn about our legislative priorities, Chapter events and benefits. I hope all of you had a healthy and happy summer.

## Hudson Valley Landmark



The Retiree Chapter visited Kykuit, the former Rockefeller estate, on June 9. The current Fall 2011 Program offers the largest selection of classes, clubs, lectures, seminars and trips to date. Some classes still have space including intermediate photography, genealogy, a beer-tasting tour and lunch, art gallery tours, tennis and golf lessons, a visit to the Bard Graduate Center Museum, and a trip with lunch to the Culinary Institute of America. For more information, call the Retiree Chapter (718) 625-3434.

MICHAEL EBENSTEIN

## Union-Busting Spans the Globe as Public Points Finger

BY DEE-DEE GOIDEL

Among the major cities in Great Britain that were fully engaged at the dawn of the European industrial revolution were Dublin, Edinburgh, Belfast, Glasgow and Liverpool. Due to abuses of laborers of all ages, guilds and fledgling unions became stronger as workers realized that together they could fight for better wages and working conditions. Ultimately, it took an organized leadership many years to develop organizations that could establish fairness in the workplace.

These lessons were relearned during a fascinating trip, run by CSA's Gary Goldstein, of the British Isles in July. When one travels with Gary, you are assured a trip that is part educational, part recreational. During day trips along the coastline of Ireland, Scotland and England, we became students again, only this time, we absorbed information through a mature perspective influenced by years of personal study, political awareness and work experience.

As we traveled, I read the local newspapers. It was clear that unions are as much the fall guy in Great Britain as they are in the States. Seemingly, everything I read blamed unions for a global economy gone awry, and reflected a frustrated need to point fingers at someone.

While reading the International Herald Tribune, I read a column by longtime US economy reporter David Leonhardt. He said that when he began covering the US economy 11 years ago, it was the envy of the

world. Since then, the US has become mired in the worst recession since the 1930s.

Mr. Leonhardt attributes part of the problem to the fact that Americans, and American leaders, do not spend enough time focusing on the nation's actual economic problems in an effort to determine policies that work. Instead, he wrote, "Americans have effectively decided that because the U.S. is the richest, most successful country in the world, it is guaranteed to remain so."

That egocentric view is dangerous as it can lead to a smug complacency. If we cannot figure out how to make this political system we call democracy function more effectively, we could easily lose our standing in the world. Civil dialogue with true discussion would perhaps be a better way to advance the nation's interests than a three-month squabble over ideology and drawing lines in the sand. (You can read Mr. Leonhardt's original column at <http://nyti.ms/qVGVCH>.)

**UPDATE:** We doubled our efforts in 2011, visiting Albany twice this year, once in March and once in June. It was important to maintain a

watchful eye on last-minute legislative activities to make sure our health benefits went unchanged. This fall, we plan to revisit our state legislators in their local offices. We'll also continue meeting with City Council members, as part of our regular activities. In addition, we're updating our training materials to develop a standard operating manual for our volunteers and to reflect how to use email and other social media in our work.



ELEANOR GOLDSTEIN

CSA visits Belfast. The Parliament building is the seat of the Northern Ireland Assembly and the Executive.

# We Say Au Revoir to Marty Smith

BY ANNE SILVERSTEIN

Anchor, backbone, bulwark, buttress, lynchpin. It's difficult to select just one of those words to describe the Retiree Chapter's Marty Smith because he has been all of those things and so much more to the seven-year-old organization and its precursor, the Retired School Supervisors Association.

But the time has come, Mr. Smith says, for him to close the door on this chapter. He retires from his day job with the Retiree Chapter on Sept. 30, almost 20 years to the day that he began volunteering at RSSA. In those 20 years, he has been involved in every aspect of the two organizations as both an officer and staff.

He helped build the Retiree Chapter's phenomenally successful Educational and Cultural program, ran the RSSA's trips, helped write both RSSA's and the Chapter's Constitutions, founded the Long Island Regional Unit, helped develop legislative agendas, sat on multiple committees and worked on elections. He kept



■ Marty Smith enjoys speaking with people around the world on his shortwave radio.

a photographic record of events, edited the Executive Board minutes, lobbied in Albany, arranged membership meetings, started the organization's website and wrote a handbook on organizing a legislative committee locally.

"Without the Marty Smith's among us," said CSA President

Court Street after 32 years with the NYC public schools, retiring in August 1991 as the Assistant Director of Guidance Services for the city. He was no stranger to the union having served as an officer for the Council of the Bureau of Child Guidance and the Bureau for Educational Vocational Guidance, one of the subgroups of CSA; he also served on the RSSA and the Retiree Chapter Executive Board.

In 1993, he became second Vice President of RSSA under President Leonard Blumberg and served for three terms; he eventually chaired RSSA's Social Cultural Committee and sat on the Legislative Committee.

After RSSA's merger with CSA's Retiree Chapter in 2005, he again became the Second Vice President for then-RC Chair Irwin Shanes and was later hired as staff during the Chapter's reorganization. His primary assignment was helping to develop the Chapter's Educational and Cultural Program, which now offers more than 45 classes, day trips and overnight trips each fall and spring. Retirees

Ernest Logan, "We'd have no Retiree Chapter. When I speak about the shoulders of giants upon which we stand, Marty is one of those giants to whom I'm referring."

Mr. Smith stepped into RSSA's office (then on the 34th floor with the CSA Welfare Fund) at 16

and grandchildren as well as to have more time for his ham radio activities and to travel, he still plans to stay involved as a member of the Educational and Cultural Committee. He also plans to participate more actively in the Long Island Regional Unit.

CSA staff wishes Mr. Smith the best in his endeavors.

## A Party for Marty

**WHEN:** 5:30 P.M. SEPT. 22  
**WHERE:** Il Forno Restaurant, 2902 Emmons Ave., Brooklyn  
**PRICE:** \$59 per person  
**RSVP:** By Sept. 8. Make checks payable to CSA Retiree Chapter, and mail to the Chapter, 16 Court St., Suite 711, Brooklyn NY 11241, attn: Don Juliano

## Dr. Blumberg, 90, RSSA President

LEONARD BLUMBERG, 90, a longtime President of the now defunct Retired School Supervisors Association, the precursor to the modern Retiree Chapter, died on June 27.

Dr. Blumberg was in office from February 1995 until February 2005.

During his tenure, he oversaw the revision of the organization's Constitution.

In the last months of his Presidency, after he announced he would not run for office again, he argued for the preservation of the organization to maintain its independence from the CSA Retiree Chapter; he said retirees needed a separate voice. Later in 2005, however, RSSA did merge with the Chapter.

Dr. Blumberg was a Supervisor in the Division of Home Instruction for the Board of Education and retired in 1983. Condolences may be sent to his daughter, Bryna Cruz, 4404 E. Glen Haven Dr., Phoenix, AZ 85048.

## THE RETIREE CHAPTER OUTREACH PROGRAM PRESENTS: MEDICARE REFORMS AND THEIR IMPACT

The Retiree Chapter's Outreach Program kicks off the school year with a workshop on changes to Medicare. HIICAP Director Amy Bernstein and Outreach Program Coordinator Felice Hannah are the presenters.

Ms. Bernstein is the founding director of the NYC Health Insurance Information Counseling and Assistance Program (HIICAP), a unit of the NYC Department for the Aging.

To register, contact Ms. Hannah at (718) 625-3434. Your call confirms your registration.

**DATE:** Sept. 27  
**PLACE:** 4th floor, 16 Court St., Brooklyn  
**TIME:** 9:30 a.m. to 1 p.m.

### What is HIICAP?

The Health Insurance Information Counseling and Assistance Program (HIICAP) is NYS's health insurance assistance program. It receives federal funds to run a statewide network of local programs. HIICAP educates the public about Medicare, Medicaid, managed care and other health insurance issues. HIICAP also assists Medicare beneficiaries to access needed health care. Questions? Call the HIICAP hotline at (800) 701-0501.

## Bold Faces | Members in the News

This month we begin a new column. We want to highlight our members activities, and we want to highlight as many people as possible! If you've rescued birds, run a marathon, sailed across the Mediterranean, managed a campaign, displayed your art in a gallery, or done the thousands of things we hear about all the time, let us know. Email your information to Anne Silverstein, CSA News Editor, at [anne@csa-nyc.org](mailto:anne@csa-nyc.org). Keep it brief, please! (Just the facts, as they say.)

Former Assistant Principal **Etta May Ladson** presented the African Christian Teachers Award to 14 high school graduates on June 7 at the Hilton Garden Inn on Staten Island. Former Principal **Lawrence Herstik** of Monroe, NJ, had a Letter to the Editor printed in *The New York Times* on June 7. His letter concerned the

many variables that lead to student success. Former PS 20 (D-1, Manhattan) Principal **Leonard Golubchick** was profiled in the June issue of a newsletter published by the Masters in Education program at Metropolitan College of New York. He is a faculty member of that school. **Julia Mattone-Bambina** founded and runs an after-school program called Kicks 4 Kids to teach children about living a healthier lifestyle. "Everything is geared towards learning and developing a positive attitude about food," she told the Home Reporter of Bay Ridge, which ran a story about her. **Shelley and Claude Winfield**, both former supervisors, were honored for their contributions to NYC during the 40th anniversary celebration of Our Town, a local newspaper on the East Side of Manhattan.

## Welcome New Chapter Members

The Retiree Chapter welcomes the following members:

- Deborah Alexander
- Madeline Alpert
- Nancy Baldwin
- Belinda Barnes
- Linda Barnette
- Margaret Brennan
- Elaine Brittenum
- Mendis Brown
- Geraldine Burke
- Rose Caniglia
- Maria Carrion
- Maria Castro
- Dania Cheddie
- Richard Chin
- Joseph Costa
- Candice Culbert
- Deborah Davis
- Carol Davis
- Irene A. De Soyza
- Janet Declet
- Emma Della Rocca
- Arlene DeSimone
- Lillian Deutsch
- Rosalinda Dikitanan
- Josette Dugue

- Howard J. Lucks
  - Riva Madden
  - Arnie Magenheim
  - Vincent Maligno
  - Marileen Marcus
  - Phyllis Marino
  - Cheryl Marmor-Halm
  - Joshua Marquez
  - Betty Marsella
  - Mohammed Mazumder
  - Zalreta McCreath
  - Lucie McEntee
  - Nurceal McQueen
  - William Merget
  - Jacqueline Merritt
  - Sheri Meyers
  - Rose Molinelli
  - Nancy Myers
  - Delores Olin
  - Samson Osiene
  - Dennis Otten
  - Teresa Paglia
  - Deborah Pierce
  - Dena Poulos
  - Lynn Rapkiewicz
  - Jeannette Reed
  - Evelyn Riquelme
  - Patricia Rivera-Smith
- Is your name missing? Email [anne@csa-nyc.org](mailto:anne@csa-nyc.org).

# CSA Refunds Dues From Per Session Lawsuit

The checks are in the mail from the per session lawsuit!

The legal action, officially called the Per Session Pay Class Action Suit, was filed by retired Principal Arnold Nager more than six years ago. But the wait was definitely worth it, said Retiree Chapter Director Mark Brodsky. "Some people have received a life-changing amount of money," he said.

Another bonus: CSA President Ernest Logan announced that CSA will refund the dues held back by TRS. To receive your

refund, send the Retiree Chapter a copy of the Class Participant Data Statement you received with your check. (Suite 711, 16 Court St., Brooklyn, NY 11241.)

"Not only are you receiving a lump sum settlement, which includes 5 percent simple interest per year but moving forward, your pension will be recalculated," said Mr. Brodsky. "It's a win win win. You're getting your lump sum settlement, you're getting your pension recalculated upward and you're getting your excess dues refunded."

## RC Regional Units

### ROCKLAND ORANGE BERGEN

Larry Becker and Jeff Karger were among the retirees who lobbied in Albany in June. Among the bills CSA is promoting is one concerning a unified system for early childhood education. The next meeting is Oct. 13 at 10:30 a.m. at the Nanuet Public Library.

—BART BOOKMAN

### LOWER HUDSON VALLEY

The Unit's first luncheon of the school year is on Sept. 20 from noon to 3 p.m. at the Castle on the Hudson, 400 Benedict Ave., Tarrytown. Contact me for more information at [johnat26@aol.com](mailto:johnat26@aol.com)

—JOHN GENTILE

### QUEENS

With the summer behind us, our Unit is looking forward to an exciting 2010-2011 year of meetings and events. On Oct. 18, we will hold our annual general membership meeting/luncheon at Valentino's on the Green in Bayside. Comptroller John Liu will be the keynote speaker. Look for a flier with details early in September.

—LEONARD B. STERMAN

### MANHATTAN

The next Unit meeting is at 1 p.m. on Oct. 28 at Manhattan Comprehensive Night and Day High School (240 Second Ave.) Our keynote speaker is Comptroller John Liu. Stay tuned for info on three trips we have planned this fall!

—STANLEY WILSON

### BRONX



LUCIE ELIO

■ The Bronx Regional Unit held its end-of-the-year luncheon on June 9 at the Harbor Restaurant on City Island.

### NEW JERSEY



ROBIN SMALL

At Grounds for Sculpture, members of the NJ Unit join "Depression Bread Line" by George Segal but can't resist smiling for the camera despite the subject. From left: Dom Vecchiarelli, Craig Small, Aaron Miller and Steve Porter.

The next NJ Unit meeting is Sept. 21 at the Radisson Hotel in Freehold. The following report comes from Robin Small, Cultural Chair: We went to the Princeton Art Museum in May for a docent-led tour. The museum is a gem on the grounds of Princeton University. The town is a delight with many shops and restaurants. In June, we visited the Grounds for Sculpture in Hamilton, a former private estate turned into a museum.

—STEPHEN PORTER

## A Street Renamed



■ West 92nd Street, between Columbus Avenue and Central Park West in Manhattan was named in honor of the late Sidney H. Morison, the former Principal of PS 84, which is located on that block. Mr. Morison was a much beloved, much recognized school leader. YURIDIA PEÑA

## Travel Desk

GARY GOLDSTEIN

## Fabulous Northern Europe

### Easy Cruising to San Juan Oct. 23-29 or 31, 2011

The *Summit* sails from Cape Liberty, (Bayonne) NJ to Bermuda, Saint Thomas and San Juan. Fly home or arrive in Budapest May 27. Extend your stay in Prague or Budapest.

RATES: per person based on double occupancy: Inside, \$471.51; window, \$551.51; balcony, \$711.51; sky Suite, \$1141.51.

### Romantic Danube

May 20-2012 (depart NY May 19)

Sail from Nuremberg on the *Legend*. Visit the Danube Canal, Kelheim, Regensburg, Passau, Melk, Vienna and arrive in Budapest May 27. Extend your stay in Prague or Budapest.

RATES: Cat E window, \$2,498; Cat D window, \$2,698 per person; Cat C balcony, \$3,098 per person. Wine, excursions and taxes included. Add air, single supplement and insurance.

### Australia/New Zealand

Nov. 30-Dec. 12, 2011

Sail Celebrity's *Century* from Sydney Nov. 30 for Tasmania, Milford Sound, Doubtful Sound, Dusky Sound, Dunedin, Christchurch, Wellington, Napier, Tauranga, Bay of Islands and Auckland. Airfare not included.

RATES: Inside, \$1,769.77 per person; window, \$2,069.77; verandah, \$2,609.77; sky suite \$4,039.77.

### Northern Europe

Aug. 11-24, 2012

Cruise St. Petersburg (Moscow option), Berlin, Stockholm, Helsinki, Estonia and Copenhagen. Depart and return Amsterdam (pre and post available soon). We arrive in Amsterdam on Aug. 11 and sail Aug. 12. Visit these magnificent cities while traveling in elegance aboard the *Constellation*. Book soon! These rates will increase!

RATES: interior, \$2,207.18; window, \$2,342.18; balcony, \$2,942.18; concierge, \$3,242.18; sky suite, \$4,522.18. Least expensive air will be available after Sept. 24. Onboard credits available until Dec. 1 for the state-rooms as follows: sky suite, \$200; all others, \$100. Optional insurance, singles upon request.

### Samba to Brazil

Jan. 13-20, 2012

We sail on the *Visions of the Sea* from Sao Paulo on Jan. 13 to Rio, Salvador de Bahia, Buzios, and Ilhabela and return to Sao Paulo. Airfare not included so plan early for best value and a stopover, for example, in Miami or Panama.

RATES: Per person, based on double occupancy: inside, \$989.94; window, \$1,119.94; verandah, \$1,309.94; junior suite \$1,439.94. If transfers are required, add \$56 per person round-trip. A visa for entry into Brazil is required (\$160 per person.)

### Summer Sail to Bermuda

July 1-8, 2012

Sail Celebrity's *Summit* from Cape Liberty, (Bayonne), NJ, to the pearl of the Atlantic: Bermuda. Spend three days on the island while enjoying an array of food, beverages, entertainment and amenities on this floating hotel. Take advantage of these special rates for CSA while they last.

RATES: interior, \$1,227.68; window, \$1,257.68; balcony with concierge service (best value), \$1,537.68; aqua class, \$1,735.68; sky suite, \$2,437.68. If you book and deposit prior to Dec. 1 you will receive onboard credit for sky suites of \$200 per cabin; all other cabins receive \$100 per cabin onboard credit.

For third, fourth person rates, single rates, optional insurance or any other questions, email Gary Goldstein at [ggoldstein@csa-nyc.org](mailto:ggoldstein@csa-nyc.org).



## Borough Briefs / In The Schools

Compiled  
by Yuridia Peña

### Brooklyn (DIST. 13-23, 32)

#### Tribute to Veterans and Award-Winners

PS 207 celebrated Flag Day and paid homage to the 150th anniversary of the Civil War, the 70th anniversary of WWII, and the 10th anniversary of Sept. 11 by hosting an event for war veterans, police officers and fire fighters. Students wrote essays, conducted research projects and studied tolerance, integrity, loyalty and perseverance.

PS 110 was the recipient of the *Educating the Whole Child in the 21st Century Award* from the New York ASCD. The New York ASCD – Association for Supervision and Curriculum Development – praised the school for creating programs that support the five tenets associated with the concept of the whole child: health, safety, engagement, support and challenges. In other news, this fall the school launched its first kindergarten class and a dual language model in French.

Four students from the **HS of Sports Management** were among 31 youngsters who participated at this summer's Minor League Baseball Youth Leadership Academy in Vero Beach Sports Village (VBSV) in Florida. Students received an all-expenses paid trip for a six-day academy in late July. The program kicked off with a panel discussion, which featured Sharon Robinson, the daughter of baseball legend Jackie Robinson.



■ HS of Sports Management students with Sharon Robinson. From left, Sarafina Carter, Nazeer Wright, Ms. Robinson, Olufemi Obaweya, and Christopher Lamia.

### Queens (DIST. 24-30)

#### Technology On Display

On June 11, more than 450 students, parents and educators from Queens attended the Title IID Technology Tech Fair at William Cullen Bryant High School. Students showcased a compilation of history/literacy projects using digital

media like blogs, podcasts, and video. At the "Teach Me" alley, students led workshops on how to create a movie and a podcast; a graphic novel was also available for guests. The Queens Office of Educational Technology coordinated the event.



■ Above, top: John Adams High School Assistant Principal Steve Dorcelly, third from right, poses with his Tech Team students and a computer technician at the Tech Fair in Queens.

■ Inset: From left, Frances O'Neill, an Instructional Technology Specialist, AnnMarie O'Neill, and Education Administrator Winnie Bracco at the fair.

### Bronx (DIST. 7-12)

#### Far-Reaching and Groundbreaking Work, Computers, and Shakespeare

The **Bronx Center for Science and Mathematics** raised \$74,000 to build a school in Mali, West Africa. Assistant Principal Madeline Rios traveled with a dozen students to break ground. The school will be named the Bronx Center for Science and Mathematics Mali.

On July 19, Per Scholas, a non-for-profit organization that provides technology education programs to children and adults in low-income areas hosted free computer workshops for selected fourth and fifth graders from PS 55. They learned computer basics including Microsoft Office. Students and their families could also buy refurbished computers for \$10.

A group of students from PS 64 visited an Elizabethan theater at the Park Avenue Armory to see Shakespeare's *The Comedy of Errors*. This summer, Britain's Royal Shakespeare Company exposed 800 NYC kids to Shakespearean plays. They also attended workshops by the Armory's teaching artists.

### City-Wide

#### 'Every Student, Every Day' Program

More than 100 students from 25 NYC public schools were honored for their participation in the mayor's *Every Student, Every Day* pilot program, which was created to reduce truancy. The event took place at a pregame ceremony in Yankee Stadium. The following three schools were recognized for most improved attendance:

PS 181, Bronx; Isaac Newton Middle School for Math & Science, Manhattan, and the HS for Teaching and the Professions, Bronx.