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The Student is Now the Teacher

Teachers, counselors, coaches, and school staff often do not realize the impact they have on students. Arlington faculty and staff go above and beyond to not only teach students, but to create experiences which shape their lives. I know this because I was one of those students.

From learning to read with Barbara Simone, taking Driver's Ed. with Assistant Principal John Healey, reciting Edgar Allen Poe with Melissa Clark, discovering the joys of art through the eyes of "Queen Paintbrush" (Kathi Clark), and buying my cookie each day from smiling cafeteria staffer Mary Jeanne Altieri (now my mother-in-law), my life experiences were shaped by the employees of Arlington. Now an Arlington teacher myself, I have discovered that many of my colleagues have had similar experiences which prompted their return to the district.

Colleen Napora, special education teacher at AHS and class of '83, was influenced by her time running track in school. "Mrs. Gaw's mom and Terry Horton were my coaches," she said, "and I have been coaching track and cross country in the Arlington district

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*"I feel very fortunate to have had the opportunity to come back to a district I love, work with previous teachers as colleagues, and foster a love of learning in future Arlington graduates."
—Crystal Elmendorf, OPS teacher and Class of 1996*

work with previous teachers as colleagues, and foster a love of learning in future Arlington graduates."

"I couldn't think of a better place to work," Beth Maier, AHS math teacher

since I started teaching here." She added that, "I have seen the children of several of my friends from high school. We are all still so close, it is a great feeling seeing the people that I graduated with at Open House, football games, soccer games, baseball games, and track meets."

and class of '91 said. "When I was a student at Arlington, I had already made the decision that I would come back here, to the high school, to teach math. I had a really great experience in high school, so this was where I wanted to be."

Crystal Elmendorf, OPS teacher and class of '96, "first stepped into school as a kin-

Perhaps the most intriguing part of being an Arlington

See Student on Page 2

ATA Reaches Out to New Head Start Union

Members of the ATA's Local Action Project (LAP) committee recently attended the first meeting of the newly organized Dutchess County Head Start Staff Association. LAP committee chair Donna Doerrier gave a short speech welcoming our brothers and sisters to the NYSUT family and presented them with 250 new children's books donated by the ATA to be distributed throughout the many Head Start sites in Dutchess Coun-



Photo by Sam Falk

ATA members Colleen Napora (back left) and Donna Doerrier (back right) present Head Start

700 pre-kindergarten children in seven locations throughout Dutchess County. It is a federally funded program that addresses the needs of preschool children from low-income families. Head Start programs were the brainchild of Attorney General Robert Kennedy, who was looking for a way to end juvenile delinquency. The ATA welcomes the Head Start employees to NYSUT and wishes them success in their new endeavor.

ty. Head Start serves almost

Trivia Challenge

Answer the question below correctly and you could win an ATA Polo shirt!

Who was the first president of NYSUT?

Last month's winners, selected at random from among the two correct responses received, were **Amanda Buhler** from JDWR and **Theresa Karam-Renzo** from TIS. They correctly identified **Annual Professional Performance Review** as what APPR stands for. They are now the proud owners of ATA polo shirts.

Answer this month's question and you could win a polo shirt too!

Submit your answer to the above trivia question to rmchugh@acsny.org by Nov. 4th. Winners will be randomly selected from the correct submissions.

Political Action Update: Elections

Although there are no candidates for statewide elections this November for NYSUT to endorse, the Dutchess County Central Labor Council, an affiliate of the AFL-CIO, has endorsed candidates for local elections. The endorsements, which are non-partisan, are based on the candidates' positions on labor issues. **Please remember to vote on November 8th!**

Dutchess County Central Labor Council 2011 Endorsed Candidates

County Executive	Dan French
City of Poughkeepsie-Ward 2	Joseph Rich
County Leg-District 1	Jim Doxsey
County Leg-District 4	Diane Nash
County Leg-District 7	Richard Perkins
County Leg-District 11	Joel Tyner
County Leg-District 12	Daniel R. Miller
County Leg-District 14	Francena Amparo
County Leg-District 16	Alison MacAvery
County Leg-District 17	Ved Shrivah
County Leg-District 18	Jerry Landisi
County Leg-District 20	Micki Strawinski
County Leg-District 22	Matt Hanson
Fishkill Town Council	Tim Tuttle
Town Of Red Hook Town Justice	JONAH TRIEBWASSER
East Fishkill Supervisor	John Koch
East Fishkill Town Council	Jennifer Oppenheim
East Fishkill Town Council	Christine Mitchell

The Student is Now the Teacher

Continued from Front

alumnus-turned-employee is working alongside colleagues who were once your teachers. Julie Roberts, Spanish teacher at AHS and class of '99, was thrilled during her job interview when Principal Tom Brooks asked, "So, Julie, do you want to be an Admiral again?" but she found that working in her former school can have awkward moments also. "It took me a while to call Brian Battistoni 'Brian' and not 'Mr. Battistoni,' which he hates," Roberts said, "And I wish the library didn't keep old yearbooks on the shelves!" Melissa Albright, AHS science

teacher and class of '99, was inspired to become a teacher by her science teacher Maribel Pregnall. "It proves how teaching is a circle and can influence students more than we could know!"

Brett Fleury, UVMS teacher and class of '03, also credits Arlington teachers with inspiring his passion for teaching. "The reason I wanted to pursue music already in middle school was definitely due to Arlington's wonderful music reputation and great educators. Through the influence of music teachers Brian Fallis, Bob Rowley, Rich Guillen, Allan Kjellman, and Joe Szabo, I never wanted to put my in-

strument down. Teaching with your previous teachers is very exciting, and certainly gives you a new perspective. It's pretty cool when one of your favorite teachers is now one of your colleagues. Thanks Mr. Verdis!"

Joe-Lynn Ginese, math teacher at AHS and class of '90, probably speaks for all of the Arlington graduates who have returned to the district when she declares, "There is no place like home! I'm happy and proud to be part of the Arlington faculty and to be part of the legacy of excellence in education."

--Sheri Altieri

Many Questions About APPR Remain Without Answers

As all ATA members should be aware, New York State's new Annual Professional Performance Review (APPR) system is mandated to begin this year for 4th through 8th grade ELA and math teachers and next year for all other classroom teachers. We are now over a month into the school year and many questions remain, especially for those who will be rated this year under the new system. While some of these questions can be addressed at the district level since they concern items that must be locally negotiated, many issues remain unanswered with regard to the portions of the process that are controlled by the state. The following is an attempt to answer some questions that members have recently submitted.

When can the evaluation process begin for 4th through 8th grade math and ELA teachers?

It cannot begin until an agreement has been reached between the district and the ATA about all of the details of the evaluation process. We are currently in negotiations, but no agreement has been finalized.

How many times will I be observed?

The law says that teachers must be observed at least two times. Wording will be in place in the final APPR agreement with the district as to whether or not more observations can take place and how they will be counted toward the final score. This is still being discussed.

Will we have to submit a portfolio?

Aside from the portion of the APPR score based on state tests and observations, the other components must be negotiated with the ATA. While requiring teachers to submit a portfolio is an option, the ATA realizes that this is not preferable to many members and is presenting alternatives to the district, such as continuing with a PGP process like the one currently in place.

How will my APPR rating be completed if I am out on leave for part of the year?

That is a good question. While it is not specifically addressed anywhere in the APPR guidelines put out by the state, it is stipulated that the "teacher of record" for a particular student is the teacher who is "primarily and directly responsible for a student's learning activities." It is also stated that "the state expects to weight partial-course enrollment (or teacher assignment) differently than full-course, but does not plan to set a minimum time before a student is included in a course." It goes on to say that exactly how this weighting will be done will be defined through the work of the vendor assigned to perform the value-added analyses of test scores. These vague statements are the only answers we have on this topic right now.

How will the state test component of the rating be determined for teachers

who do not teach a course with a state test, such as art or music?

The APPR guidelines set forth by the state say that, "For these grades/subjects, districts will be required to engage in a state-determined district-wide process for student growth goal-setting that identifies some type of assessment of student learning and sets targets for student growth as measured by that assessment." This can be interpreted as "we don't really know." This will have to be clarified by the state, theoretically before these teachers would have to be rated in the 2012-2013 school year.

Where can I find more information about the APPR process?

As soon as the locally-negotiated portions of the process are agreed upon the ATA will be sure to make all members aware of the details. A PDF document with the entire state guidelines can be found at <http://usny.nysed.gov/rttt/teachers-leaders/fieldguidance.pdf>. It is rather lengthy, but it is searchable. For newer versions of Adobe Acrobat a search term (such as "teacher of record") can be typed in after clicking on the binoculars icon.

Negotiations Update:

The ATA met with the district and a mediator in September, but made little headway because of the district's intransigence. The mediator, whose role is to facilitate an agreement by encouraging the two sides to come off their original positions, concluded that the district was not making a serious effort to come to an agreement. As a result of that meeting, the ATA sent a letter to the Board of Education requesting that the district take the process of negotiations more seriously. No new meetings with the mediator are scheduled at this time.

Spotlight on the Contract: Half Days

Each issue of The Educator will spotlight a particular part of our contract in an effort to make our members more familiar with their rights and the terms and conditions of their employment. If you have a section you would like to see featured, email rmchugh@acsdny.org.

"An additional one-half (1/2) day shall be scheduled when children will be dismissed and teachers will work on student assessments. Each elementary school administrator shall meet with the ATA representative prior to June 1 of the preceding school year to receive input when the one-half (1/2) day shall be scheduled for the upcoming year."

Explanation: According to this provision of the ATA contract (Article XII, page 15), all elementary schools will have one half day scheduled for the sole purpose of working on student assessments. The date for this day cannot be chosen by administration without input from the teachers. If a half day has already been scheduled at your school without the agreement of the teachers, or not for the purpose of working on student assessments, another one must be scheduled that follows the guidelines set forth in the ATA contract. The ATA is aware that this has happened at some schools and is working to remedy the problem.

Street Fair Helps Build Community Ties

On Saturday September 24, the ATA had a booth at the Arlington Street Fair. The occasion was a nice way to

cloth into a beautiful, cheery square for quilts or blankets which we will donate to local nursing homes. As a reward for their service, children were presented with an American flag to remind them of the Arlington Teachers.

Soderman, a music teacher new to our district who works at both Traver Road and UVMS. Later in the day, Hertzog, Nieman, Kate Sprague-Hicks (UVMS) and John and Jenna Filor (AHS) came to volunteer with their families.

Steve Hertzog (AHS) and Eva Soderman (UVMS/Traver) supervise children decorating quilt squares at the Arlington Street Fair.



Photo by Donna Doerrier

meet our new neighbors in the Arlington Business District. Early in the morning Donna Doerrier, Ed Hotaling, John Filor and Greg Nieman from AHS set up our booth on Raymond Avenue, near Arthur S. May Elementary School. Our booth activi-

ty was developed by the ATA Public Relations and LAP Teams. We had brochures about DBQs and how to be a Reading Partner with your child. Youngsters were encouraged to take a white cotton square and using their artistic talents, transform the

We were very lucky that the cloudy morning became a sunny afternoon. "It was a very well attended event. It gave the ATA good exposure in the community. The people who stopped by really appreciated our activity which benefitted the greater community," said AHS teacher Steve Hertzog.



Photo by Donna Doerrier

Greg Fredricks (AMS) poses in front of the ATA's booth at the Arlington Street Fair on September 24.

In addition to our presenting a positive image to the community, the day led to fellowship among those



Photo by Greg Nieman

Cotton squares decorated by children will be made in to a quilt and donated to a local nursing home.

who came from various buildings throughout the district. It was nice to meet new teachers or put a name with a face. For me, it was great to work with Donna, Greg Fredricks from AMS and Eva

and their families as well as former students who attended the fair.

--Noreen Mills Martin

The ATA's booth at the Arlington Street Fair was located outside of Arthur S. May school on Raymond Avenue.



Photo by Donna Doerrier

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Unity Pub Brings Members Together



Scott Kuster (left) and Jessica Streck, AMS



From left: Ari Leach, Kendra Rogers, and Shannon O'Dell, ASM



From left: Lori Beer, Kirk Dornton, Jacob Lawrence, and Missy Albright, AHS



From left: Renee Mavros, Teri Acosta, and Jamie Tall, UVMS



From left: Mike Berkeley, John Flor, and Dennis Devin, AHS



From left: Sue Ramsden, TIS, and Mike Barley, VF

The ATA held its first Unity Pub event of the year on Friday, September 30 at Billy Bob's BBQ in Poughkeepsie. About 75 members made their way to the restaurant after school to enjoy the camaraderie of their colleagues and some great food.

Photos by Robert McHugh



2011—2012 ATA Officers

President

Bob Maier

First Vice-President

Greg Nieman

Second Vice-President

Edward Hotaling

Treasurer

Kathleen Blank Cicala

Chief Negotiator

Donna Doerrier

PR Committee Chair

Kristi Bogaczyk

Community Action Chairs

Steve Hertzog

Robert McHugh

Welfare Trust Chair

Ron Higgins

Newsletter Editor

Sam Falk

Executive Intern

Robert McHugh

Senior Building Representative

ASM — Johanna Pungello

BES — Anne Schillinger

NES — Elise Pattison

VFES — Pam Goetz

OPS — Anne Marie Beesmer

Traver — Siouxzanne Harris

JDWR — Betsy Marshall

TIS — Sue Ramsden

AMS — Greg Fredricks

LMS — Jill Freeswick

UVMS — Donna Curran

AHS — Steve Hertzog

AHS — Noreen Mills Martin

What's Going On?

"What's Going on" is a monthly feature in The Educator. It highlights noteworthy accomplishments by ATA members. Do you know of a colleague who deserves recognition? Let The Educator know by emailing sfalk@acsdny.org. We can't know what's going on at all of your schools without your help!

Congratulations to the following ATA members for their contributions to the Arlington community and beyond.

Arlington High

On October 16 Casey Slinn participated in the Hudson Valley Walk to Defeat ALS in memory of her mother and in honor of her brother-in-law's grandmother.

ATA President Bob Maier was the recipient of a "Dutchess County Salute to Labor" award from the Hudson Valley Area Labor Federation.

Beekman

Mary Dallari is in the cast of the County Players' production of *Once On This Island*. Performances are the first three weekends in November.

LaGrange Middle

Pauline Herr, librarian for LMS and District Library Coordinator, has been elected president of the School Librarians Section of the New York State Library Association.

Noxon

Elise Pattison has developed a way for all of the teachers in our building to get to know each other better. Starting last year when we had an influx of new students and new teachers with the closing of LaGrange, she put together a "Guess the Mystery Person" game. She would post an unknown fact about a particular teacher or staff member and then we had all week to make a guess about who the person was. This year, she created "Liar, Liar Pants on Fire". Each teacher submitted two truths and one lie about themselves. The rest of the staff has to guess which is the lie by the end of the week. This has really been a great way to get to know one other! Thanks to Elise for all of her hard work organizing this each week!

--Melissa Hatzistergos

Kristi Bogaczyk participated in the 39.3 mile Avon Breast

Cancer walk in New York City on October 15 and 16.

Titusville

Larry Jeannotte recently earned his Ph.D. from Capella University with a specialization in Advanced Teaching K-12. His comprehensive examinations focused on curriculum development and survey research and his dissertation topic was the relationship of play to psychosocial development. In his study of 82 local college sophomores, he found that there is a statistically significant positive relationship between play and accomplishment of developmental tasks. Individuals who had higher total scores for play involvement and intensity had completed more developmental tasks than their less playful peers. Competitive play (either physical or mental) and imaginative play correlated with increased development, while thrill-seeking activities and games of chance had little impact. He started his doctoral study because he was increasingly concerned that his students had fewer opportunities to play, both in their neighborhoods and at school.

ATA Commits to Helping Dutchess Outreach

Dutchess Outreach is a local organization that strives to meet the basic needs of low-income people when no other resources are available to assist them in becoming self-sufficient. They are in need of volunteers to help serve dinner at their soup kitchen. The need is so great that they are currently closed a few nights a month because they do not have enough help.

The ATA is looking for faculty, staff, students, sports teams, or clubs who are interested in volunteering. We have committed to helping on the second Monday of

Volunteers are needed to serve dinner at Dutchess Outreach's soup kitchen on the following dates:

Nov. 4, Nov. 11, Dec. 12, Jan. 9, Feb. 13, March 12, April 9, May 14, June 11

Please email Colleen Napora at cnapora@acsdny.org to sign up.

each month, and one other day, which is yet to be determined. Seven to nine volunteers are needed each night. The hours are from 4:30-7 p.m. at Dutchess Outreach's soup kitchen, which is located at 29 North Hamilton St. in Poughkeepsie. Please email Colleen Napora at cnapora@acsdny.org to sign up and get an ATA shirt.


Dutchess Outreach is also in need of donations of children's clothing and children's and adult winter coats. They will be sorting coat donations on November 5 and welcome any help on that date. They can be reached at 845-454-3792.

Welcome, New Members!

The 2011-2012 school year has brought many changes to the staff at Arlington schools. Budget cuts and program overhauls necessitated the movement of teachers to different buildings, the loss of some positions, and the change of full-time positions to part-time or leave replacement. The Arlington Teachers' Association hopes that all members are settling in to their classrooms this year and would like to welcome the following brand new people to the Arlington School District and the ATA.



Darlene Eirish-Schofield
 LMS—English
 Favorite Book: *Freak The Mighty*, by Rodman Philbrick
 Favorite Food: Alaskan king crab legs



Alice Estevez
 ASM—ESL
 Favorite Book: *Crime and Punishment*, by Fyodor Dostoevsky
 Favorite Food: Chicken parmesan



Amanda Gibbons
 AHS—Italian
 Favorite Book: *The Giver*, by Lois Lowry
 Favorite Food: Eggplant parmesan



Christine Miroff
 LMS—Spanish
 Favorite Book: *Colors of the Mountain*, by Da Chen
 Favorite Food: Mexican




Mary Monroe
 LMS—French
 Favorite Book: *Jane Eyre*, by Charlotte Bronte
 Favorite Food: Artichokes



Catherine Perri
 AMS—Italian
 Favorite Book: *Pillars of the Earth*, by Ken Follett
 Favorite Food: Spaghetti with prosciutto and mushrooms



Eva Soderman
 UVMS/Traver—Music
 Favorite Book: The Harry Potter series
 Favorite Food: Sushi



Peter Ziemins
 UVMS/AHS—Technology
 Favorite Book: *My Side of the Mountain*, by Jean Craighead George
 Favorite Food: Cheeseburger

Did we leave someone out? Please let us know so that we can include him or her next month!

Dates to Remember

OCTOBER

- 25th—Board of Education Meeting, 7:30 p.m., CAO
- 28th—Deadline to submit Blue Jeans for Babies order forms
- 29th—ATA Fall Highway Clean-up, 8:30 a.m., AHS (Rain date—11/5)



NOVEMBER

- 8th—Election Day
Superintendent's Conference Day
Board of Education Meeting, 7:30 p.m., CAO
- 11th—No School—Veterans' Day
- 15th—ATA Executive Council Meeting, 4 p.m., AHS room 1432
- 22nd—March of Dimes Blue Jeans for Babies
Board of Education Meeting, 7:30 p.m., CAO



DECEMBER

- 9th—Children's Holiday Party, 5 p.m.— 7 p.m., AHS
- 13th—Board of Education Meeting, 7:30 p.m., CAO



Announcements

Fall highway clean-up is scheduled for Saturday, October 29, weather permitting. We will meet in the parking lot by the new auditorium at Arlington High School at 8:30 AM. There will be coffee and cake. Supplies (gloves, hats, vests, garbage bags, etc.) will be available. We are responsible for cleaning Route 55 from Freedom Road to Route 82. Hope you can volunteer some time (any amount will do) to clean our community. If you are interested in helping please send me a quick e-mail (dpollack@acsdny.org). --Debbie Pollack

Have you seen the ATA's new Facebook page? Go to www.facebook.com, search for "Arlington Teachers' Association" and "Like" the page in order to receive updates about important issues and ATA events.

Do you need help preparing a grant? Call the ATA Office for help from one of our volunteers.

National Board certified teachers who are currently going through the recertification process and would like some support should contact Colleen Napora at cnapora@acsdny.org

Visit www.arlingtonteachers.com for benefits information, forms, and ATA photos!