

# SAANYS Professional Development Update



For information on any SAANYS professional development event, contact Karen Bronson at [KBronson@saanys.org](mailto:KBronson@saanys.org).

What a conference! Record breaking attendance and fabulous feedback from attendees is already getting us excited about planning next year's event. The combination of an absolutely beautiful facility on a perfect fall weekend in the Adirondacks, combined with a strong and varied program of keynotes and workshops, resulted in what SAANYS hopes will be a model for the future.

SAANYS was so fortunate that Bill Daggett could step in for Deb DeLisle at the last moment. The fact that Daggett has worked closely with the

assistant secretary, made it a seamless and coherent change, that was well received by attendees, who found the information and data presented to be both sobering and motivational. Todd Whitaker had us laughing every time we heard a comment that was in our "wish I could really say that" file in our roles as education leaders.

With all of the stress that has come with change, getting together to laugh is as important as getting together to learn. And finally, it is unlikely that we will ever hear "Amazing Grace" again, without thinking about how a study of this moving classic would resonate with students and be so aligned with standards based learning.

For me, the heart and soul of the conference was the twelve practitioner workshops presented by our members. I had the opportunity to stop into each and every one, and was so impressed by the level of preparation and quality of the presentations. In one room, we heard the story of a district's journey with data – how bringing all staff into the process and providing learning opportunities to support, not only interpretation, but use of data to improve student learning, actually happened over time. So much to learn from these real life experiences! In another room, a discussion about how to use PE, health, and FACS curriculum as a pathway to Common Core was in progress, with a great example of how to use body mass index as a starting point for a lesson that hit both literacy and math standards. The necessity to understand how behavior impacts academics, was the topic in a third session, while the characteristics of a growth mindset left attendees anxious to read the book in a fourth.

A popular buzz phrase right now in PD is "The answer is in the room." From Ed Camps, to Google Camps (I am writing this from the train I am taking to attend the SAANYS/NYSCATE Google Camp in Long Island!), to NYSED Network Team Trainings, this phrase is rising to the top as a mantra, that reminds us to tap into the collective learning and experience all around us. The rapid changes we have all experienced over the past few years has made us all learners, with stories to tell and experiences to share. The outstanding event at the Sagamore provided the perfect setting for just that! Get ready to tell your story, because we are going to ROCK Rochester in 2015! ■

## Integration, Data-Driven Decisions, and Where to Begin: From Zero to Hero

Opinion piece by Scott B. Crowder, CEO, Educational Vistas, Inc.

We have been talking about bringing it all together for the greater good and informed decision making for a long time now. We all know we need to do it... but how? If it were easy, we would have done it already. But, it's not. It is a difficult task that may only be accomplished by creating and following a proven process.

Most NYS school districts have between six and eight major "intermediate" database management systems, plus one of the six leading Student Management Systems (SMS). These individual programs communicate between each other to varying degrees, from completely disconnected and isolated, to "live" connectivity. Where you and your district are with these electronic relationships will determine the relative ease or difficulty in moving from the status quo to the land of integration, with the promise of one-button report production, data-on-demand, no data duplication, powerful analytic tools, and milk and honey!

Let's start at the beginning. It is said that "if you don't know where you're going, then any road will take you there." This is where planning and process comes into play. There are two ways to move forward. Either self-audit or partner with someone who specializes in this kind of work. Hint: It is hard to be a prophet in your own land.

Once the review process is complete and a report of all criteria necessary to begin has been created, then and only then, will you know where all the bodies are buried. This is critical to a successful data integration project. Next, the end-result must be clearly identified. What does the end product need to do, and what mandatory reports must it contain? These are but a couple of attributes that you will include as part of your district data warehouse. Using this end-to-beginning analysis process will now allow you to flow chart the project with great detail.

If you treat the SMS as the "mother of all databases," and once data integrity, accuracy, and completeness is confirmed, then an action plan may be established. Rate each database by level of overall importance, and start at the top – allocate funds, build a team, create a schedule, and start the work. This will take between one and three years to complete. It is time and money well-spent! ■

*"All the world is a laboratory to the inquiring mind."*  
– Martin H. Fischer

## Regional Events

FIND OUT MORE DETAILS AT [SAANYS.ORG/EVENTS](http://SAANYS.ORG/EVENTS).

### REGION 10 NEGOTIATION WORKSHOP

January 8  
4:30 pm - 6:00 pm  
light refreshments

Sharkey's Restaurant  
Liverpool

SAANYS General Counsel Arthur Scheurman will present on "The Art of Negotiations in an Ever Demanding Work Place."

RSVP: Tony Cardamone, [tcardamone@bville.org](mailto:tcardamone@bville.org)

Sponsored by: eDoctrina

### REGION 5 LEARN FROM THE EXPERTS: NEGOTIATING DURING DIFFICULT TIMES

SAVE THE DATE!

January 13  
5:00 pm - 7:00pm  
Location TBD  
light refreshments

Come join our annual professional learning event! Our panel of experts have the expertise and experience of preparing for negotiations and sitting at the table. They will present and answer your questions on all things related to negotiations including:

- Salary/Monetary Compensation
- Merit Pay
- Non-monetary Compensation
- Benefits
- APPR, PIP, and Appeals
- Non-negotiables and Give Backs
- Q&A

Our panel of experts includes a SAANYS legal counsel, lead negotiator, labor relations specialist, and building administrator.

Sponsored by: AXA

### REGION 11 2015 AWARDS CEREMONY

SAVE THE DATE!

April 21  
5:00 pm  
Reception and Appetizers  
5:45 pm  
Awards Program

Midvale Country Club  
2387 Baird Road  
Penfield

**BRENTWOOD** CSDNET  
Long Island School Safety Conference  
Tuesday January 13TH, 2015  
9am to 3pm  
**SAFE SECURE SCHOOLS**  
Please RSVP by December 15th 631-434-2500  
AVAYA AXIS COMMUNICATIONS Genetec  
Huntington Hilton 598 Route 110, Melville NY 11747

#### IMPORTANT NOTICE

*This program may now be covered under BOCES CoSer!*

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For more information, contact Karen Bronson at 518-782-0600 [kbronson@saanys.org](mailto:kbronson@saanys.org) • [www.saanys.org](http://www.saanys.org)