



# ASSOCIATION OF ASSISTANT PRINCIPALS

## NEW YORK

*Affiliate of the Council of School Supervisors and Administrators*  
*Local 1 – AFSA, AFL-CIO*

AAP NEWSLETTER SEPTEMBER 2018

### Message from the President

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**Steffani Fanizzi**

During the 2018 calendar year, there have been 23 school shootings in the US where someone was hurt or killed. The number of US students killed in a school shooting is greater than the number of US Military personnel shot in active combat in 2018.

What is happening in this country? Why are our students so angry? How do we keep students safe? I do not have the answers, but I do worry both as an educator and as a grandparent.

Our buildings, some of which are over 100 years old, are not designed to provide visual access to the entrances of the school. With entrances that lead directly to stairwells, and multiple entrances left unguarded, the possibility of someone entering the school without our knowledge is real. This taxes us to make arrangements to protect our students. With one security guard monitoring the front entrance, there isn't anyone to monitor the other doors. Our doors are alarmed for anyone leaving but often the batteries are dead or dying and during arrival and dismissal times the alarms are turned off. Most schools do not have cameras or surveillance videos of the school. The classroom panic buttons are connected to the principal's office or main office, but these offices are not always manned due to absences or trainings. **(Continued on page 2)**

## 2017-2018 ENDED WITH CELEBRATIONS

\*\*\*Our annual AAP Awards and Scholarship dinner was held on May 30, 2018 at a new venue, The National Arts Club on Gramercy Park South. Everyone who attended stood in awe of the beautiful, historic building. Credit is given to John Oricchio for his research and securing this gorgeous place for our event.



\*\*\*The AAP End of Year Cruise around the spectacular New York Harbor on June 28, 2018 was co-sponsored by NYCESPA and EAA.



### **(Continued from page 1 – Message from the President)**

We are trained in the ABC protocol. We lead the BRT teams. We practice fire drills and evacuation drills. But didn't those other schools have this in place as well? We need cameras and scanners. Fences should be gated with personnel watching these gates. All persons need to have ID and sign in prior to entering the building, including deliveries. All stake holders should always wear ID's or badges. Staff must be probably investigated prior to being hired. Students need training and understanding of the dangers, perhaps even creating a security club.

We need continued vigilance in monitoring the people who pick up students. Children's activities need to be properly supervised. Students must be signed out of school by a person on the emergency card. School Security should keep people from loitering around the school. There needs to be control of cell phone use. Schools need to review all security policies on a routine basis. Students need to be taught not to speak to strangers. Teachers, bus drivers, crossing guards, administration, custodians etc. need to be vigilant. We have been taught that our schools should be a safe haven for our students. We want them to know this is a good place for them to be when away from their parents. While our government debates gun control and our school system call for more guidance counselors, we walk into our school buildings each morning knowing that we cannot consider our environment safe. We see safety issues everywhere and when we call attention to certain aspects, we are often told "We do not have enough personnel" "You cannot micromanage everything" "That is against the contract (whichever contract supports the person we speak to)". And so, one security guard sits at the front door of a building which utilizes 5 doors to allow for arrival and dismissal.

We need to stand together to protect the lives in our care. We need to train everyone -- teachers, students, custodians, cafeteria workers and bus drivers. Bus drivers see what is happening in the neighborhoods and in the homes of our students. Custodians and maintenance workers are "the eyes and ears" of every school because their daily rounds take them through all of the corridors, closets and restrooms. School Safety Agents need to provide security and ensure the safety of students, buildings and surrounding premises by patrolling and operating scanning equipment, verifying identity, escorting visitors and by challenging unauthorized personnel. We need to limit access to the school building by utilizing one or two entrances for arrival and dismissal that can be manned. Limiting access is not the same as shutting down exits and is only a small part in "hardening the target"

School Safety must be our number one concern for the new school year. Practices, protocols and safe guards must be put into place as our first rule of business and all stake holders must be on board to ensure the safety of our students and ourselves.

### **GETTING DOWN TO BUSINESS**

Because you are an AAP member you know about our great programs. To celebrate student service, we have the Martin Safran Award. The Stewart Weiner College Scholarship awards \$1000 to an AAP member's graduating high school senior. In addition, we sponsor the end of year boat ride and our annual fall convention. Many of you have attended our monthly dinner meetings which touched upon items of great concern such as tenure and certification.

You are always invited to these meetings and just have to show up. But, what about your colleagues? Are the APs that you work with also members? Do they know the value of your Association? In fact, do they know that the Association even exists?

We are the largest constituent Association in the CSA. And while the CSA, as the Union, does the contract bargaining, we have an influence on what they bargain for. CSA officers often attend our monthly meetings and they do listen to our concerns. Our members are represented on the CSA Executive Board.

Unfortunately, I have found that some Assistant Principals, especially newly appointed ones, do not know about the AAP. I am asking you to reach out to your colleagues and encourage them to become a part of this great professional organization. If there is a problem -- we are there to help. If there is a question - - we will try to find the answer.

Share this newsletter with all of the APs in your school and mention us at District meetings. As our numbers grow so does our voice in the CSA, as well as our ability to provide you with the professional growth that you desire.

Bob Kingsley  
Executive Director



AAP AWAR AND SCHOLARSHIP DINNER – MAY 30, 2018  
 The National Arts Club. 15 Gramercy Park South. New York, NY 10003



**Upper left:**  
 Stuart Weiner Scholarship Winner Sean O’Connell (mom-AP Melissa O’Connell) with Mark Cannizzaro, John Oricchio, Steffani Fanizzi, Mr. O’Connell

**Marty Safran Citizenship Award Winners:**  
**\*Top:** Jamia Zaina O’Connor, Malachi Vilfort, Arrianna Rodriguez  
**\*Middle:** Gia Antoniello and Willa Gratereaux (AP Nicole Sini), Lily Kiliski (AP Catherine Koatz), Sophia Bellotti (AP Andrew Castaneo), Angela Kumar  
**\*Bottom:** Samara Vassell, Gabriela Maldonado, Amanyot Kaur, Sarah Mancusi, Xiashen Ma

**Far left group of 4 pictures:** (clockwise)  
 Marty Safran Award Winner Stephen Weekes with AP Tekesha Babb\*\* AAP President Fanizzi with Event chair Gail Irizarry\*\* Lucy Elio, Past AAP presidents - Marvin Goodman, Donald Singer, and Juanita Bass; Eugenia Ellsworth\*\* Katerina Sidbury, Sandy DiTrapani, Deborah Handler, Joseph Simione, Bob Kingsley\*\* CSA 2nd VP Rosemary Sinclair, Steffani Fanizzi and CSA President Mark Cannizzaro

END OF YEAR CRUISE with NYCESPA and EAA – June 26, 2018



Stress-Free Boat

# IMPORTANT INFORMATION FOR MEMBERS

## **Emergency Readiness/Visitor Control Procedures** **AAP meeting February 5, 2018**

The Association of Assistant Principals invited John Grassadonio, School Safety Director-Brooklyn South and Staten Island, to speak about “Emergency Readiness/Visitor Control Procedures”. Mr. Grassadonio informed us that every school is expected to implement General Response Protocol (GRP) in their school buildings.

General response protocols provide specific directions that staff and students must follow in an emergency that may result in an evacuation, shelter-in, or lockdown. In accordance with New York State Law, all schools are required to conduct four soft lockdown drills per year. In order for these drills to be implemented effectively, principals are required to attend a three-hour training.

These training sessions provide information on Building Response Teams (BRT), General Response Protocols (GRP), and the establishment of a command post. This training satisfies the FDNY requirement that all school leaders possess a FDNY D-10 Fire Drill Conductor Certificate.

The efforts of all school staff in implementing safety and security procedures are integral to establishing and maintaining a safe, secure and supportive school environment. Review your school safety plan and make sure that all information is available and knowledgeable to all school staff.

Tools for readiness include knowledge of:

- \* School internal and external command posts
- \* Evacuation sites (Primary, Secondary, Off-Site)
- \* Components of BRT bag (use checklist for inventory)
- \* Reunification plan to give parents in situation of disasters
- \* Understand that with bomb threat there is no use of walkie-talkie or cell phones
- \* Who are the BRT members and what are their roles in “Emergency Preparedness”?
- \* What are the protocol for responding to activated door alarms with and without students?
- \* What is the “Missing Child Protocol”?
- \* What are the procedures for reporting accidents/incidents in the building?
- \* What are the roles and responsibilities of School Safety Officers as it relates to “Emergency Readiness/Visitor Control Procedures” in your building?

When we think about safety, we must envision the entire school community. All staff including substitute teachers must be knowledgeable of general response protocols. Since these procedures are universal to the schools in New York City, it is incumbent that all students and school staff adhere to the philosophy around these practices. We say safety first and know that natural disasters also provide situations that we will need to implement our GRP.

Article written by Joan Mitchell

## **The Tenure Process – AAP meeting March 6, 2018**

The Association of Assistant Principals hosted a workshop at Russo’s on the Bay in Howard Beach on March 6, 2018. The workshop was presented by Sonia Martinez-Nieves, Coordinator of the SSP (Supervisory Support Program) on the “Tenure Process”. Do you know your Tenure Process? Research the “Education Transformation Act of 2015”, you will find an extraordinary and fascinating amount of information to help guide you through this process. Tenure for principals remains three years and for assistant principals it is four years.

Below is a snapshot of information about Supervisors and their tenure eligibility:

- \* To be eligible for tenure after 3 year probationary period, principals must receive a rating of either Effective or Highly Effective
- \* Assistant Principals must receive a satisfactory rating in at least 3 out of the 4 probationary years, including the final year
- \* If criteria are not met, tenure may be extended by an additional year at the discretion of the school district
- \* Districts retain the unfettered right to terminate a probationary Assistant Principal or Principal during the probationary period
- \* For Assistant Principals, the Principal makes the recommendation for granting tenure and the Superintendent makes the final decision
- \* If recommendation is denied, the administrator reverts back to his or her prior appointed position.

It is important that if you are applying for tenure that you inquire to your Principal and Superintendent as to what the requirements are. Districts have varying requirements when it comes to tenure. You can contact Sonia Martinez-Nieves at [sonia@CSA-NYC.org](mailto:sonia@CSA-NYC.org) for additional information related to Tenure and Supervisory Support Program (SSP).

Article written by Joan Mitchell



**PLEASE JOIN US:**

**AAP Educational Conference- “First Keep Them Safe”-October 13, 2018**

**CSA Educational and Leadership Conference- November 3, 2018**