Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:43 AM
To: Kicinski Christine J
Subject: FW: Follow Up
Importance: High

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Tuesday, October 30, 2007 3:36 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow Up
Importance: High

That is great! Many times I feel as if I am "batting my head against a wall"!

[redacted]
Principal
[redacted]

From: Arons Elizabeth Dr.
Sent: Tuesday, October 30, 2007 2:32 PM
To: [redacted]
Subject: RE: Follow Up

[redacted]. [redacted]. I will get in touch with Florrie Chapin (the head of this new unit) ASAP and she will reach out to her. [redacted] Thanks.

Elizabeth Arons
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New York City Department of Education
65 Court Street - 5th Floor
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Tuesday, October 30, 2007 3:31 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow Up
Importance: High

Patria told me about the new lawyers and I assumed she was going to turn the case over to them. I would be delighted to hear from them but I don't want her to think I "overstepped" her. There is so much politics that goes on!

[redacted]
Principal
[redacted]

From: Arons Elizabeth Dr.
Sent: Tuesday, October 30, 2007 2:27 PM
To: [redacted]
Subject: RE: Follow Up

[redacted] – he is not performing well and has not improved in more than 2 years. We have some new lawyers who have been hired for focus solely on incompetence cases. [redacted] and review the documentation – especially given the 2 additional U-rated observations. Can I refer you to them?

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From: [redacted]
Sent: Tuesday, October 30, 2007 3:16 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow Up
Importance: High

I worked with Patria Frias- Colon and I have worked with her in the past. I don't want to push too hard because I am afraid they will think I am "after" this guy! I have a strong Chapter Leader in my building.

[redacted]
Principal
[redacted]

From: Arons Elizabeth Dr.
Sent: Tuesday, October 30, 2007 12:35 PM
To: [redacted]
Subject: RE: Follow Up

[redacted]). Who did you work with who said they will move ahead? Make sure they hold true to that commitment and move and charge him soon! Keep me posted. Thx

Elizabeth Arons
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Brooklyn, NY 11201
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earons@schools.nyc.gov

From: [redacted]
Sent: Tuesday, October 30, 2007 12:35 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow Up
Importance: High

Hi Betty:

This is the story with [redacted] -- He is currently still teaching with us but, has been observed twice so far this year, both were U. I have followed all appropriate protocol. I requested a TAC conference and we had a meeting with the lawyers at Tweed . We explained the fact that [redacted] came to us from [redacted], tenured, with I believe 13 years of experience. (Unfortunately for us this is not in our favor). The reality is that he was problematic from the day he walked in here. They will, they said, move ahead with the case. Currently, there is a hearing scheduled for November 13th in which [redacted] is appealing his U rating for 2006-2007 school year. This is his most recent status.

[redacted]
Principal
[redacted]
[redacted]

From: Arons Elizabeth Dr.
Sent: Tuesday, October 30, 2007 7:58 AM
To: [redacted]
Subject: FW: Follow Up

Hello [redacted]- I am following up on the status of [redacted]– were you able to get a TAC meeting scheduled with the lawyers? If so, what happened? Were charges pressed? If he is still assigned to you and not performing to standard, we can send assistance in the form of a consultant (retired principal) who can help you with documentation, and a Peer Observer to add to the number of classroom observations should you decide to move forward with charges. Let me know if you need any assistance at all. Thanks.

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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:43 AM
To: Kicinski Christine J
Subject: FW: Assignment

Elizabeth Arons
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New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
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earons@schools.nyc.gov

From: [redacted]
Sent: Tuesday, October 30, 2007 12:46 PM
To: Arons Elizabeth Dr.
Subject: RE: Assignment

Betsy,

I can visit the school on Monday, 11/5. I'll contact the school and see if that day is convenient. I'll let you know. By the way I was correct about the teacher a[redacted]. He has already been through PIP. [redacted] knows what he has to do and I told him I'd work with him. Also, re. [redacted]- there is not enough paperwork now to go forward. I spoke to Florie Chapin to see if she agreed, and she did. Again, I spoke to[redacted] and gave her some ideas and told her I would work with her over the year.

[redacted]

From: Arons Elizabeth Dr.
Sent: Tue 10/30/2007 12:04 PM
To: [redacted]
Subject: Assignment

[redacted]- do you have room to squeeze in an appointment next week ? I have a double U-rated teacher where the principal would like to schedule a TAC but needs help getting the paperwork ready. The school is [redacted] the principal is [redacted] and the teacher's name is [redacted] Let me know if your schedule is too full. Thanks. Betsy

Elizabeth Arons
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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:44 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note. New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Tuesday, October 30, 2007 11:43 AM
To: Arons Elizabeth Dr.
Subject: RE:

"Refer to OLR" means the teacher was a probationary teacher, and therefore OLR handles the case.

Florrie Chapin
Director, Teacher Performance Unit
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fchapin@schools.nyc.gov

From: Arons Elizabeth Dr.
Sent: Tuesday, October 30, 2007 11:43 AM
To: Chapin Florence
Subject: RE:

I show 33 cases so we are very close in our numbers! By the way, what does the status mean when it says "Refer to OLR"? Thx

Elizabeth Arons
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From: Chapin Florence
Sent: Tuesday, October 30, 2007 11:36 AM

To: Arons Elizabeth Dr.
Subject:

Betsy-
By our count there are 35 cases on the list where there had been no TAC to date. Out of the 35 cases, only one teacher, [redacted] had been hired by another school.
I hope this helps.
let me know if you want to discuss further.

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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:44 AM
To: Kicinski Christine J
Subject: FW: TAC Follow Up

Elizabeth Arons
Senior Human Resources Policy Advisor
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65 Court Street - Rm 504
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earons@schools.nyc.gov

From: Chapin Florence
Sent: Tuesday, October 30, 2007 9:34 AM
To: Arons Elizabeth Dr.
Subject: RE: TAC Follow Up

Betsy-
Yes, check with princpals, but we should also check with Terrie and Patria. I am not sure how often the update the database.

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From: Arons Elizabeth Dr.
Sent: Monday, October 29, 2007 6:07 PM
To: Weisberg Dan; Brodsky David
Cc: Chapin Florence
Subject: TAC Follow Up

Hi guys - Florrie did some research on those cases with double U-ratings that were supposed to have a TAC sometime in August-September with some discouraging results – in 46 cases, there is no record of a TAC being requested or held, and I need to follow up with the principal to find out what happened. [redacted] – so I will check with each principal. There will certainly be some cases that will need priority attention from this group of our consultants, and these would definitely be prime candidates for Peer Observation, but wait until I do all the tracking first and have better info. Thx

Elizabeth Arons
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Brooklyn, NY 11201
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earons@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:44 AM
To: Kicinski Christine J
Subject: FW: U-Rated Double - TAC updated list 10.07.xls

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Monday, October 29, 2007 5:39 PM
To: Arons Elizabeth Dr.
Subject: RE: U-Rated Double - TAC updated list 10.07.xls

Keep me posted.

Florrie Chapin
Director, Teacher Performance Unit
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New York, NY 10007
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F: (212) 374-9298
fchapin@schools.nyc.gov

From: Arons Elizabeth Dr.
Sent: Monday, October 29, 2007 5:38 PM
To: Chapin Florence
Subject: RE: U-Rated Double - TAC updated list 10.07.xls

Florrie – thank you so much – can't wait to dig into this.

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - 5th Floor
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Monday, October 29, 2007 5:33 PM
To: Arons Elizabeth Dr.

Subject: U-Rated Double - TAC updated list 10.07.xls

Betsy-
Liz and I went through the ATU database. Attached are our results. I added 3 new columns to the right of your spreadsheet. I think my notes are pretty clear.
We should double check with Patria and Terrie before you send the consultants out on the cases where there was no TAC held.
Please let me know if you have any questions.
All the best.
Florrie

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:44 AM
To: Kicinski Christine J
Subject: FW: U-Rated Double - TAC updated list 10.07.xls

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Monday, October 29, 2007 5:33 PM
To: Arons Elizabeth Dr.
Subject: U-Rated Double - TAC updated list 10.07.xls

Betsy-
Liz and I went through the ATU database. Attached are our results. I added 3 new columns to the right of your spreadsheet. I think my notes are pretty clear.
We should double check with Patria and Terrie before you send the consultants out on the cases where there was no TAC held.
Please let me know if you have any questions.
All the best.
Florrie

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:44 AM
To: Kicinski Christine J
Subject: FW: Status of Cases

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
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-----Original Message-----
From: Chapin Florence
Sent: Tuesday, October 23, 2007 9:32 AM
To: Arons Elizabeth Dr.
Subject: Re: Status of Cases

Hi Betsy,
I am at an all day conference. I will take care of this first thing tomorrow.
Thanks.

----- Original Message -----
From: Arons Elizabeth Dr.
To: Chapin Florence
Cc: Weisberg Dan
Sent: Tue Oct 23 09:30:27 2007
Subject: Status of Cases

Florrie – attached is a listing of double U-rated teachers who were moving through the TAC process but I have no updated information on whether the case was taken or not, or whether the principal actually followed through with a TAC meeting. There are 69 cases. If there is a way to check Patria's database and update mine with information, that would be very helpful. Then we can assign cases that didn't make it through to our consultants. Thanks so much. Betsy

Elizabeth Arons
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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:42 AM
To: Kicinski Christine J
Subject: FW: Paula Levine

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Wednesday, October 31, 2007 11:12 AM
To: Arons Elizabeth Dr.
Subject: RE: Paula Levine

Thanks. I forgot to keep a copy for my file.
I left a message for [redacted]
Please let me know if there are any other cases that you need me to get involved in.

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-----Original Message-----
From: Arons Elizabeth Dr.
Sent: Wednesday, October 31, 2007 11:10 AM
To: Chapin Florence
Subject: Fw: [redacted]

Sent from my BlackBerry Wireless Handheld

----- Original Message -----
From: Chapin Florence
To: [redacted]
Cc: Arons Elizabeth Dr.
Sent: Tue Oct 30 16:05:39 2007
Subject: [redacted]

[redacted]

It was very nice to speak to you. I look forward to working with you on this matter.

To expedite the process and insure that we have a productive meeting please provide me with the file before our scheduled appointment. I would like to familiarize myself with the file before our meeting. As I mentioned to you in our telephone conversation, please provide me with [redacted] entire personnel file. The packet should include any and all observation reports (informal and formal), rating sheets (u ratings and s ratings), letters to the file, a log of assistance related to professional development, and if possible the files from any of her prior teaching assignments. A cover letter summarizing what is contained in the file should be attached to the packet. I will send you a sample of such a letter.

After I receive the documents I will contact you to schedule an appointment. Hopefully, we can meet some time next week.

In the meantime, should you have any questions please don't hesitate to contact me. I look forward to speaking to you soon.
Thanks.

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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:42 AM
To: Kicinski Christine J
Subject: FW: Another case

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
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earons@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Wednesday, October 31, 2007 10:55 AM
To: Arons Elizabeth Dr.
Subject: Re: Another case

Do you have the email I sent to [redacted] If so, can you please resnend it to me. Thanks.

----- Original Message -----
From: Arons Elizabeth Dr.
To: Chapin Florence
Sent: Tue Oct 30 16:38:17 2007
Subject: Another case

Florrie – I have another case I really need you for – this principal met with Patria during the summer but they wanted only would give the teacher a short suspension and put him back to work (this is after two U-ratings). Since then, the principal has observed twice more and both observations were unsatisfactory. The principal is very reasonable but doesn't know where to turn to next ([redacted]t). The principal really needs support on this one – her name is [redacted] and the teacher's name is [redacted] (I know – it looks like his last name should be his first name but it is the other way around!!). Can you reach out to her? Thanks so much.

Elizabeth Arons
Senior Human Resources Policy Advisor
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Brooklyn, NY 11201

718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov <mailto:earons@schools.nyc.gov>

[redacted]

From: [redacted]
Sent: Wednesday, December 05, 2007 10:19 AM
To: [redacted]
Subject: FW:

[redacted]
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
[redacted] *Note: New Address and Telephone Number*
[redacted]

From: [redacted]
Sent: Tuesday, December 04, 2007 3:22 PM
To: [redacted]
Cc: [redacted]
Subject: RE:

[redacted] there is your answer!!! I am here to assist if you need me!!!

From: [redacted]
Sent: Tuesday, December 04, 2007 3:21 PM
To: [redacted]
Cc: [redacted]
Subject: RE:

The answer is yes.
I have included [redacted] on this email. She can provide the principal with additional information about the program. [redacted] can also discuss with the principal how to present this option to the underperforming teacher.

[redacted]
[redacted], Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
[redacted]

From: [redacted]
Sent: Tuesday, December 04, 2007 3:19 PM

To: [redacted]
Cc: [redacted]
Subject:

[redacted]

[redacted]

***ATTORNEY WORK PRODUCT/ ATTORNEY-CLIENT COMMUNICATION
PRIVILEGED AND CONFIDENTIAL

[redacted]

Integrated Service Center
131 Livingston Street-Room 608
Brooklyn, New York 11201
[redacted]

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:19 AM
To: Kicinski Christine J
Subject: FW: Teacher [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note. New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Tuesday, December 04, 2007 2:31 PM
To: [redacted]
Cc: Petrak John; Block Lawrence; Crowe Phil; Peeples Charles (Human Resources); Arons Elizabeth Dr.; Rivera Judith; Smith Lorraine
Subject: Teacher [redacted]

Hi Henry,

After reviewing [redacted] complete file and based upon our discussion I have decided that [redacted] concerns regarding [redacted] competency are valid. However, after a careful assessment of the existing documentation, any charges at this point would be premature. Please note, the decision not to accept the case at this time does not preclude you from requesting a second TAC in a few months from [redacted]

As we discussed at the meeting, my recommendations are as follows:

All the best,
Florrie

Florrie Chapin
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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:19 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Tuesday, December 04, 2007 2:00 PM
To: Arons Elizabeth Dr.
Subject: RE:

thanks

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F: (212) 374-9298
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From: Arons Elizabeth Dr.
Sent: Tuesday, December 04, 2007 1:59 PM
To: Chapin Florence
Subject: RE:

We have 9 in with another 3 on the way. The 9 should finish around the end of January.

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65 Court Street - Rm 504
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From: Chapin Florence
Sent: Tuesday, December 04, 2007 1:58 PM
To: Arons Elizabeth Dr.

Subject:

hi-
How many teachers are in the current PIP+ class? And when do we expect them to complete the course?
thanks

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fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:20 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Monday, December 03, 2007 4:38 PM
To: Arons Elizabeth Dr.
Subject:

are you at Tweed tomorrow?
I have a question about a case that we discuss last week.
Let me know when you are available.
thanks

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New York, NY 10007
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F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:20 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Monday, December 03, 2007 4:15 PM
To: Arons Elizabeth Dr.
Subject: RE: [redacted]

Thanks Betsy.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
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fchapin@schools.nyc.gov

-----Original Message-----
From: Arons Elizabeth Dr.
Sent: Monday, December 03, 2007 3:47 PM
To: Chapin Florence
Subject: Re: [redacted]

Yes to her issues - I will let her know to forward these issues to the Director, Lynne Kilroy, who will follow up with the intervenor. Thx
---

Sent from my BlackBerry Wireless Handheld

----- Original Message -----
From: Chapin Florence
To: Arons Elizabeth Dr.
Sent: Mon Dec 03 14:19:34 2007
Subject: FW: [redacted]

Besty-
I have received a question for a principal related to the Peer Intervenor (Old PIP). She would like to know if she has a right to know when the intervenor is going to be in the building. Can she demand to know? She has never even met the intervenor. Thanks.

I wanted to see if you had an answer

Here is her question:
Just a reminder regarding the PIP and the protocols that the Interveners should follow when they work with teachers.
[redacted] but, I have 3 issues. First, after 2 visits, [redacted] It would be a good idea for me to know when the intervener is in the building. [redacted] The 1st visit was on a Friday and the 2nd visit was on a Wednesday at 8am.

[redacted], it was me who initiated his first encounter with PIP. I downloaded the first request for assistance application and gave it to him to complete.

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fchapin@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Saturday, December 01, 2007 1:45 PM
To: [redacted]
Subject: Re: [redacted]

Marion,
I forwarded your questions to the director of Labor Relations. He did not get back to me. I will speak to him on Monday. I will email or call you Monday.
Have a nice weekend.

----- Original Message -----
From: [redacted]
To: Chapin Florence
Sent: Sat Dec 01 12:29:37 2007
Subject: Re: [redacted]

Just a reminder regarding the PIP and the protocols that the Interveners should follow when they work with teachers.

[redacted] but, I have 3 issues. First, after 2 visits, [redacted] It would be a good idea for me to know when the intervener is in the building. [redacted] The 1st visit was on a Friday and the 2nd visit was on a Wednesday at 8am.

[redacted] it was me who initiated his first encounter with PIP. I downloaded the first request for assistance application and gave it to him to complete.

MJB

Sent from my BlackBerry Wireless Handheld

----- Original Message -----
From: Chapin Florence
To: Peek-Davis Jacqueline
Cc: [redacted]
Sent: Fri Nov 30 10:17:35 2007
Subject: RE: [redacted]

Of course. We are here to help. I look forward to working with all of you on this matter.

Florrie Chapin
Director, Teacher Performance Unit
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F: (212) 374-9298
fchapin@schools.nyc.gov

-----Original Message-----
From: Peek-Davis Jacqueline
Sent: Friday, November 30, 2007 7:20 AM
To: Chapin Florence
Cc: [redacted]
Subject: Re: [redacted]

Dear Ms. Chapin:

Thank you for your support and assistance.

Sincerely,
Dr. Jacqueline Peek-Davis
Community Superintendent District 17

----- Original Message -----
From: Chapin Florence
To: [redacted], Williams Theresa
Cc: Nadelstern Eric; Smith Charlene; Peek-Davis Jacqueline; Santoro Angela; Merrill Robin; Broschart Kristine; Arons Elizabeth Dr.; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Sent: Thu Nov 29 10:55:31 2007
Subject: [redacted]

Hi Marion,

After reviewing [redacted] complete file and based upon our discussion at the case conference I have decided [redacted] against [redacted] this time. I believe your concerns regarding [redacted] competency are valid. However, after a careful assessment of the case and the existing documentation, any charges at this point would be premature because of [redacted] status in the PIP program. Please note, the decision not to accept the case at this time does not preclude you from requesting a second TAC in a few months from now once you have implemented our recommendations.

[redacted]:

1) [redacted]

2) [redacted]

3) [redacted]

4)

I look forward to working with you in the future. Please don't hesitate to contact me if you have any questions.

All the best,
Florrie

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:21 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Monday, December 03, 2007 11:49 AM
To: Arons Elizabeth Dr.
Subject:

hi-
I spoke to Henry Rubio. I have a question about returning [redacted] to his school. Henry has covered that position. He does not have the money in his budge to cover [redacted] He would have to excess another teacher which creates a whole host of problems.
Please advise.
thanks

Florrie Chapin
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New York, NY 10007
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F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:21 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Monday, December 03, 2007 11:31 AM
To: Arons Elizabeth Dr.
Subject: RE:

Earlier one.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

-----Original Message-----
From: Arons Elizabeth Dr.
Sent: Monday, December 03, 2007 11:31 AM
To: Chapin Florence
Subject: Re:

I revised it for later Q and A - do you have an early version or a recent one? Thx
---
Sent from my BlackBerry Wireless Handheld

----- Original Message -----
From: Chapin Florence
To: Arons Elizabeth Dr.
Sent: Mon Dec 03 11:09:44 2007
Subject:

Hi Betsy,
I wanted to let you know that the first paragraph of the document entitled "Questions and Answers for Principal" (about PIP and PIP+), expressly states that the program will NOT be called PIP plus. Have they worked out the official name of the program?
I wanted to let you know in case the document will need to be amended.

Hope you had a nice weekend.

Florrie Chapin
Director, Teacher Performance Unit
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fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:21 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Friday, November 30, 2007 12:02 PM
To: Geiger Anne (03M494)
Cc: Arons Elizabeth Dr.
Subject:

Hi Anne-
I spoke to Betsy about your case. I will contact you on Monday to discuss our next steps.
Thanks.

Florrie Chapin
Director, Teacher Performance Unit
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Office of Legal Services
49-51 Chambers Street, Room 611
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T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:21 AM
To: Kicinski Christine J
Subject: FW: new case teacher [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Friday, November 30, 2007 10:17 AM
To: Arons Elizabeth Dr.
Cc: [redacted]
Subject: new case teacher [redacted]

Hi Betsy-
I just spoke to [redacted] about a case. She has a 8 year veteran teacher who is triple U rated, who previously completed PIP in 2005. She met with Patria in October, and the case was recently referred to TPU. I spoke to Anne this morning about our new initiatives. Before moving forward to a second TAC, [redacted]
Additionally, if it is at all possible, can the consultant meet with her next week?

Thanks in advance.

Florrie Chapin
Director, Teacher Performance Unit
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New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:22 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note. New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Thursday, November 29, 2007 12:45 PM
To: [redacted]
Cc: Arons Elizabeth Dr.; Rolon Eleuterio
Subject: [redacted]

Hi Grace-

[redacted] TPU is currently reviewing the file. We are also waiting for the OSI investigation to be completed.

In the interim as TPU reviews the case, I am going to ask JR Rolan, an Educational Consultant with DOE to schedule an appointment to meet with you to discuss the case.

As I described at our meeting, the Consultant will meet with you at your school not at Tweed. The Education Consultant will review, organize and assess the case file. The Consultant may conduct additional classroom observations, if needed. Finally, the Consultant will assist you in creating an action plan fo[redacted], which is a record of remediation efforts by the Department of Education. Most of all the Consultant is there to support you while you deal with [redacted] underperformance. The Consultant is a free service offered by the DOE as part of the new Low Performance Initiative.

[redacted]

Please don't hesitate to contact me if you have any questions.

Thanks.

Florrie Chapin
Director, Teacher Performance Unit
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New York, NY 10007
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F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:22 AM
To: Kicinski Christine J
Subject: FW: update on [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Wednesday, November 28, 2007 5:49 PM
To: [redacted]
Cc: Foley Diane; Lee Michelle; Chin Judith; Fleming Matthew; Rolon Eleuterio; Arons Elizabeth Dr.; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: update on [redacted]

Hi Brett,

After reviewing [redacted] complete file and based upon our discussion I have decided [redacted] concerns regarding [redacted] competency are valid. However, after a careful assessment of the existing documentation, any charges at this point would be premature. Please note, the decision not to accept the case at this time does not preclude you from requesting a second TAC in a few months from now once you have implemented our recommendations.

As we discussed at the meeting, my recommendations are as follows:

I look forward to working with you in the future. Please don't hesitate to contact me if you have any questions.

All the best,
Florrie

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:22 AM
To: Kicinski Christine J
Subject: FW: Follow-up on [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Wednesday, November 28, 2007 4:40 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow-up on [redacted]

the cases are [redacted]

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

From: Arons Elizabeth Dr.
Sent: Wednesday, November 28, 2007 4:40 PM
To: Chapin Florence; Marino Phyllis
Subject: RE: Follow-up on [redacted]

Will do

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Wednesday, November 28, 2007 4:39 PM
To: Marino Phyllis ; Arons Elizabeth Dr.

Subject: FW: Follow-up on [redacted]

I believe I might have two confused cases. I think Besty still needs to assign a consultant to this case. I believe JR was assigned to a different case.
I apologize for the confusion.
Thanks.

Florrie Chapin
Director, Teacher Performance Unit
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T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

From: Chapin Florence
Sent: Wednesday, November 28, 2007 3:00 PM
To: Marino Phyllis
Cc: Arons Elizabeth Dr.; Santoro Angela; Bove Julia (22K240); Broschart Kristine; Gordon Andrew; Rolon Eleuterio; Chin Judith; Ferrara Marianne; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: Follow-up on [redacted]

Hi Phyllis,

After reviewing [redacted] file and based upon our discussion I have decided [redacted] will not proceed with formal disciplinary charges against [redacted] at this time. We believe your concerns regarding [redacted] ompetency are valid. However, after a careful assessment of the existing documentation, any charges at this point would be premature. Please note, the decision not to accept the case at this time does not preclude you from requesting a second TAC in a few months from now once you have implemented our recommendations.

As we discussed at the meeting, my recommendations are as follows:

All the best,
Florrie

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:22 AM
To: Kicinski Christine J
Subject: FW: urgent: [redacted]
Sensitivity: Confidential

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note. New Address and Telephone Number*
earons@schools.nyc.gov

From: Marino Phyllis
Sent: Wednesday, November 28, 2007 3:41 PM
To: Arons Elizabeth Dr.
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

Will do. [redacted]

From: Arons Elizabeth Dr.
Sent: Wednesday, November 28, 2007 3:35 PM
To: Marino Phyllis
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

Thanks Phyllis – let me know when she signs the PIP+ letter.

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Marino Phyllis
Sent: Wednesday, November 28, 2007 3:33 PM
To: Arons Elizabeth Dr.
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

[redacted]

From: Arons Elizabeth Dr.
Sent: Tuesday, November 27, 2007 4:17 PM
To: Marino Phyllis
Cc: Chapin Florence
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

Hi Phyllis – attached is a letter for you to present to [redacted] and for [redacted] to sign (keep the signed letter in [redacted] personnel file) – also [redacted]. Also when you have a moment, can you email me the teacher's file number? I will request a Peer Observer and you should hear from either Sandra Kase or Janice Imundi who are running the Peer Observation piece very shortly. Thanks.

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Tuesday, November 27, 2007 4:13 PM
To: [redacted]
Cc: Arons Elizabeth Dr.
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

Phyllis-
Wonderful.
I have included Betsy on this email.
Besty, can you assist Phyllis in arranging for [redacted] enter PIP2.
Thanks.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

From: [redacted]
Sent: Tuesday, November 27, 2007 3:59 PM
To: Chapin Florence
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

This is perfect and I agree with the decisions. How do I effectuate the PIP? I can discuss it with her this week.

From: Chapin Florence
Sent: Tuesday, November 27, 2007 3:57 PM
To: [redacted]
Cc: Arons Elizabeth Dr.; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

Hi Phyllis-
I just met with Betsy Arons. This is the action plan we came up with:

1) [redacted] can stay in the cluster, as long as she is still teaching;

2) [redacted] should enter PIP 2 (the DOE program we discussed);

3) Betsy and I will assign a consultant to work with you on this case;
4) Once she completes the program, I recommend that you follow-up with a few additional formal observations; and

5) Once the PIP program is complete, and you have conducted additional formal observations, we can meet again to discuss disciplinary action.

How does this sound?

At our meeting you mentioned that there are other teachers in danger of receiving a second U rating. If you wish to have a consultant assigned to work with you on those cases please let us know. Remember we are here assist you.

Please let me know if think this is an appropriate action plan for [redacted]

It was wonderful to meet you today. I look forward to working with you on this matter.

All the best,
Florrie

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

From: [redacted]
Sent: Tuesday, November 27, 2007 2:16 PM
To: Chapin Florence
Subject: RE: urgent: [redacted]
Sensitivity: Confidential

I thought about it and I cannot move the kids back into [redacted] class. Its all upset as it is. Can we let [redacted] do the Social Studies classes and I will convince [redacted] to do the PIP 2? [redacted]

From: Chapin Florence
Sent: Tuesday, November 27, 2007 9:28 AM
To: [redacted]
Subject: RE: [redacted]
Sensitivity: Confidential

F: (212) 374-9298

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

From: [redacted]
Sent: Tuesday, November 27, 2007 9:12 AM
To: Chapin Florence
Subject: RE: [redacted]
Sensitivity: Confidential

Do you have a fax # there so my secy can send me data for the teacher's classes when I arrive?

From: Chapin Florence
Sent: Wednesday, November 21, 2007 11:00 AM
To: Marino Phyllis
Subject: RE: [redacted]
Sensitivity: Confidential

Yes, the TAC is scheduled. I look forward to meeting you next week.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

From: [redacted]
Sent: Wednesday, November 21, 2007 10:57 AM
To: Chapin Florence
Subject: RE: [redacted]
Sensitivity: Confidential

The TAC was scheduled and I faxed these in last week [redacted] has scheduled it.

From: Chapin Florence
Sent: Wednesday, November 21, 2007 10:45 AM
To: Merrill Robin; [redacted]
Cc: McKenzie Sharon E
Subject: RE: [redacted]
Sensitivity: Confidential

Hi-
I have attached an amended TAC Request Worksheet. Please complete this form and return it to us so that a TAC can be scheduled. I look forward to working with you on this case.
Thanks.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

From: Merrill Robin
Sent: Tuesday, November 13, 2007 2:52 PM
To: [redacted]
Cc: McKenzie Sharon E; Chapin Florence
Subject: [redacted]
Importance: High
Sensitivity: Confidential

Phyllis-
TPU is a new department within the DOE that is designed to handle cases against incompetent employees.
Please fill out the TPU TAC Request forms and forward them to Maxine at the fax number below.
If you have any questions, I would be happy to answer them.
Robin

From: Frias Colon Patria
Sent: Tuesday, November 13, 2007 2:47 PM
To: Chin Judith; Ferrara Marianne; Bove Julia (22K240); Marino Phyllis ; Santoro Angela; Broschart Kristine

Cc: Merrill Robin; McKenzie Sharon E; Fox Thomas; Semetis Espi; OPI Ineligible List; Gordon Andrew; Caputo Virginia; Attendancereferral; Toure Kisha
Subject: [redacted]
Importance: High
Sensitivity: Confidential

To initiate a review of this case by TPU, please fill out the attached forms and send back to Maxine Forrester-Lyons by fax (212 374 1074) or email. She will forward to Florrie Chapin, Director of the TPU. Ms Chapin can be reached at 212 374 7930.

In light of the above, OLS is [redacted] is to continue in [redacted] teaching assignment until you send the attached forms and hear back from the TPU.

Patria Frias-Colón
Assistant Deputy Counsel to the Chancellor
49-51 Chambers Street
New York, NY 10007
212-374-6754
pfrias@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:23 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Wednesday, November 28, 2007 3:16 PM
To: Chapin Florence
Cc: Arons Elizabeth Dr.; [redacted] Ferrara Marianne; Santoro Angela
Subject: RE: Follow-up on [redacted]

Yes. I agree. Although the former administration did the observations I do not think there was enough documentation on assistance. We are doing so this year. Thankfully you are providing the support. Dr. Arons sent me the paperwork for the PIP 2. I will follow up immediately. I moved the teacher to Social Studies rather than keep her with literacy and math.
Thank you for your support.

From: Chapin Florence
Sent: Wednesday, November 28, 2007 3:00 PM
To: [redacted]
Cc: Arons Elizabeth Dr.; Santoro Angela; [redacted]; Broschart Kristine; Gordon Andrew; Rolon Eleuterio; Chin Judith; Ferrara Marianne; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: Follow-up on [redacted]

Hi Phyllis,

After reviewing [redacted] omplete file and based upon our discussion I have decided that TPU will not proceed with formal disciplinary charges against [redacted] at this time. We believe your concerns regarding [redacted] competency are valid. However, after a careful assessment of the existing documentation, any charges at this point would be premature. Please note, the decision not to accept the case at this time does not preclude you from requesting a second TAC in a few months from now once you have implemented our recommendations.

All the best,
Florrie

Florrie Chapin
Director, Teacher Performance Unit
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49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:23 AM
To: Kicinski Christine J
Subject: FW: Follow up

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Wednesday, November 28, 2007 12:58 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow up

just spoke with her and we are meeting next week. Thanks for everything.

Barbara Brown
Principal
Don Pedro Albizu Campos- PS 161
"One Team, One Voice, One Goal"
499 West 133 Street
New York, NY 10027
Tele: (212) 690-5945
Fax: (917) 507-0524
bbrown4@schools.nyc.gov

From: Arons Elizabeth Dr.
Sent: Wed 11/28/2007 8:41 AM
To: [redacted]
Subject: RE: Follow up

I have let Florrie Chapin know of the case and she will reach out and schedule a meeting with you. In the interim, copy every inch of [redacted] file that relates to his performance so you are ready. Thanks.

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Tuesday, November 27, 2007 8:02 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow up

I would like to see if I have enough documentation to proceed. Is that a TAC or could I use the support of the labor unit?

Barbara Brown
Principal
Don Pedro Albizu Campos- PS 161
"One Team, One Voice, One Goal"
499 West 133 Street
New York, NY 10027
Tele: (212) 690-5945
Fax: (917) 507-0524
bbrown4@schools.nyc.gov

From: Arons Elizabeth Dr.
Sent: Tue 11/27/2007 5:58 PM
To: [redacted]
Subject: Follow up

Barbara – have you decided whether to move forward to press charges on [redacted] now that he has decided not to enter the PIP+ program? Let me know if I can help.

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:23 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Wednesday, November 28, 2007 12:40 PM
To: [redacted]
Cc: Arons Elizabeth Dr.
Subject: [redacted]

Hi Barbara-
It was wonderful to speak to you. I look forward to working with you on this matter.
I will see you on December 6, at 9:30.
Please send the file to my attention no later than Monday so I will have time to review the file before we meet.
All the best,
Florrie

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
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New York, NY 10007
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F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:24 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
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Brooklyn, NY 11201
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earons@schools.nyc.gov

From: Chapin Florence
Sent: Wednesday, November 28, 2007 11:58 AM
To: [redacted]
Cc: Arons Elizabeth Dr.; McDonald Janet; Nadelstern Eric; Gurr Barbara; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: [redacted]

Dear Howard-

After reviewing [redacted] complete file and based upon our discussion I have decided that TPU will not proceed with formal disciplinary charges against [redacted] at this time. We believe your concerns regarding [redacted] competency are valid. However, after a careful assessment of the existing documentation, any charges at this point would be premature. Please note, the decision not to accept the case at this time does not preclude you from requesting a second TAC in a few months from now once you have implemented the recommendations.

Thanks.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education

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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:24 AM
To: Kicinski Christine J
Subject: FW: Follow up

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Wednesday, November 28, 2007 8:42 AM
To: Arons Elizabeth Dr.
Subject: Re: Follow up

Hi. I will take care of it this morning. Thanks for all of your help yesterday.

----- Original Message -----
From: Arons Elizabeth Dr.
To: Chapin Florence
Sent: Wed Nov 28 08:40:23 2007
Subject: FW: Follow up

Florrie – this is a case where the U rated teacher has declined to participate in PIP Plus. The principal would like to move forward to see if there is enough to press charges. I believe [redacted] has 3 U ratings at this point. Can someone reach out to Barbara and schedule a TAC? Thanks so much.

Principal: [redacted]

School: [redacted]

Teacher: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education

65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov <mailto:earons@schools.nyc.gov>

From: [redacted]
Sent: Tuesday, November 27, 2007 8:02 PM
To: Arons Elizabeth Dr.
Subject: RE: Follow up

I would like to see if I have enough documentation to proceed. Is that a TAC or could I use the support of the labor unit?

[redacted]

Principal

[redacted]

From: Arons Elizabeth Dr.
Sent: Tue 11/27/2007 5:58 PM
To: [redacted]
Subject: Follow up

Barbara – have you decided whether to move forward to press charges or [redacted] now that he has decided not to enter the PIP+ program? Let me know if I can

help.

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
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Brooklyn, NY 11201
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earons@schools.nyc.gov <mailto:earons@schools.nyc.gov>

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:24 AM
To: Kicinski Christine J
Subject: FW: Follow up

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Wednesday, November 28, 2007 7:00 AM
To: Arons Elizabeth Dr.
Subject: RE: Follow up

Thank you.

[redacted]
Principal
[redacted]

From: Arons Elizabeth Dr.
Sent: Tue 11/27/2007 8:52 PM
To: [redacted]
Subject: Re: Follow up

I will put you in touch with Florrie Chapin who is heading up the lawyers in the Teacher Performance Unit.

Sent from my BlackBerry Wireless Handheld

----- Original Message -----
From: [redacted]
To: Arons Elizabeth Dr.
Sent: Tue Nov 27 20:01:42 2007
Subject: RE: Follow up

I would like to see if I have enough documentation to proceed. Is that a TAC or could I use the support of the labor unit?

[redacted]

[redacted]

From: Arons Elizabeth Dr.
Sent: Tue 11/27/2007 5:58 PM
To: [redacted]
Subject: Follow up

Barbara – have you decided whether to move forward to press charges on [redacted] now that he has decided not to enter the PIP+ program? Let me know if I can help.

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov <mailto:earons@schools.nyc.gov>

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:24 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Tuesday, November 27, 2007 7:27 PM
To: Chapin Florence
Cc: Arons Elizabeth Dr.
Subject: RE: [redacted]

I will give you a call tomorrow...Thx

[redacted] Principal

DISCLAIMER:

This e-mail and any files transmitted with it may contain legally privileged and/or confidential information and they are intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient or responsible for delivery of the message to the intended recipient, you are hereby notified that you have received this transmission in error and any review, dissemination, distribution or copying of this transmission is strictly prohibited. If you have received this communication in error, please delete this message and all of its attachments. No warranty is made that the e-mail or attachment(s) are free from computer virus or other defect.

From: Chapin Florence
Sent: Tuesday, November 27, 2007 5:23 PM
To: [redacted]
Cc: Arons Elizabeth Dr.
Subject: [redacted]

Hi Henry-
Can you please give me an update on the status of the Self investigation?
Also, I would like to speak to you about th[redacted]se. We can discuss it over the phone, if you prefer.
When are you available to discuss this.
Thanks in advance.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:24 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
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Brooklyn, NY 11201
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earons@schools.nyc.gov

From: Chapin Florence
Sent: Tuesday, November 27, 2007 4:40 PM
To: [redacted]
Cc: Arons Elizabeth Dr.
Subject: [redacted]

Hi Betsy -
We have another candidate for PIP2. Brett would like to have [redacted] enter the program [redacted] expressed to me that he would like some advise from you on how to [redacted] program to [redacted] Can you please assist him with that matter.

Additionally, Brett mentioned that he would like to consider having a consultant assigned to work with him on a few other cases involving U rated teachers. Can you please discuss that with him as well.

Thanks again.

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Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:25 AM
To: Kicinski Christine J
Subject: FW: [redacted]
Sensitivity: Confidential

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
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earons@schools.nyc.gov

From: Chapin Florence
Sent: Tuesday, November 27, 2007 4:13 PM
To: [redacted]
Cc: Arons Elizabeth Dr.
Subject: RE: [redacted]
Sensitivity: Confidential

Phyllis-
Wonderful.
I have included Betsy on this email.
Besty, can you assist Phyllis in arranging for [redacted]enter PIP2.
Thanks.

Florrie Chapin
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fchapin@schools.nyc.gov

From: [redacted]
Sent: Tuesday, November 27, 2007 3:59 PM
To: Chapin Florence
Subject: RE: [redacted] TAC 10/10/07
Sensitivity: Confidential

This is perfect and I agree with the decisions. How do I effectuate the PIP? I can discuss it with her this week.

From: Chapin Florence

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:25 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
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earons@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Tuesday, November 27, 2007 1:02 PM
To: Arons Elizabeth Dr.
Subject: Re:

Thanks. 611.

----- Original Message -----
From: Arons Elizabeth Dr.
To: Chapin Florence
Sent: Tue Nov 27 13:01:52 2007
Subject: RE:

I am coming over for a 1:30 meeting with Dan - which room are you in? I will stop by either before or after the meeting. Betsy

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
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-----Original Message-----
From: Chapin Florence
Sent: Tuesday, November 27, 2007 12:30 PM
To: Arons Elizabeth Dr.

Subject:

Hi. I have a question about a case. Are you available to chat for 5 minutes?

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:26 AM
To: Kicinski Christine J
Subject: FW: Great meeting you

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
[redacted] Note: New Address and Telephone Number
earons@schools.nyc.gov

-----Original Message-----
From: Brodsky David
Sent: Tuesday, November 27, 2007 10:36 AM
To: Arons Elizabeth Dr.
Cc: Weisberg Dan; Chapin Florence
Subject: FW: Great meeting you

Bets - can we send one of the consultants to help this principal? Thanks.

David Brodsky
Director
Office of Labor Relations and Collective Bargaining Phone [redacted]

-----Original Message-----
From: Chu Yuet
Sent: Tuesday, November 27, 2007 10:27 AM
To: Brodsky David
Cc: [redacted] Bailey[redacted]
Subject: Great meeting you

Dear David - it was truly a pleasure hearing you speak yesterday about all of the new intiatives that your office is launching.

[redacted] is the principal of [redacted] and could really use some support from the consultants you spoke of. The crisis situation is a poor performing AP. The medium term need are a guidance counselor and two teachers.

We very much look forward to hearing from you.

Yuet[redacted]
Empowerment Schools
Network Leader

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:26 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Monday, November 26, 2007 2:34 PM
To: Arons Elizabeth Dr.
Subject: Teacher [redacted]

told you, you should follow my lead.

From: Arons Elizabeth Dr.
Sent: Monday, November 26, 2007 2:31 PM
To: Barton Gary
Cc: Becker Lisa M.; Chapin Florence
Subject: RE: Teacher [redacted]

Ok – [redacted] Denise is fine with the following solution: she was given three options and she picked option # 3 - [redacted]s assigned somewhere (a large high school?) as an ATR until August, 2008. If he is not picked up anywhere else, he returns to Denise in a regular position, which she will hold for him. She just did not want to disrupt the school year. Lessons learned for all of us – not to move someone to th[redacted] until the documentation is reviewed and we are clear we can press charges. Thanks to all. Betsy

Elizabeth Arons
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earons@schools.nyc.gov

From [redacted]
Sent: Monday, November 26, 2007 1:17 PM
To: Arons Elizabeth Dr.
Subject: RE: Teacher [redacted]

Betsy
My understanding this sub has been there for almost 3 months covering the class and we have added [redacted] teachers to the ATR pool with lot less time out of the school. Principal has a real problem and will raise this with the Chancellor if he returns in the middle of the school year. Parents love the sub, finally instruction is being done and on and on [redacted] she does not want him back this year and hopes he finds another position for next year. If not she is aware she has to take him back sept 08. As I said to the attorney Chapin I am not making the call on this one just providing options.

From: Arons Elizabeth Dr.
Sent: Monday, November 26, 2007 1:06 PM
To: [redacted]
Subject: FW: Teacher [redacted]

Gar – seems like this teacher has to go back to Denise [redacted], and not as an ATR because there is a sub in there that has to be let go. The only way to continue documentation on [redacted] is if he is back in [redacted]. Besides, according to Florrie [redacted]

Elizabeth Arons
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New York City Department of Education
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Brooklyn, NY 11201
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earons@schools.nyc.gov

From: [redacted]
Sent: Monday, November 26, 2007 12:41 PM
To: Chapin Florence
Cc: Barton Gary; Becker Lisa M.; Tejada Maria A; Esquilin Adriane; Palmer Bernard; Matthews Elyse; Arons Elizabeth Dr.; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: RE: Teacher [redacted]

Good Afternoon,

I am interested in selecting Option # 3 with regard t[redacted] In the event that Mr. Cohn is unable to be transferred into another school and has to return to [redacted] September, I am requesting that an Educational Consultant be assigned to him for the first day of school.

However, I would like for every possible attempt be made to secure a transfer for him.

It is my understanding that after 60 days [redacted] will come off of my payroll and I will receive money to pay for the substitute teacher who has been covering his program.

If there is any other details that I need to know regarding this decision, please forward the information to me as soon as possible.

Thank you all for your assistance concerning this matter.

From: Chapin Florence
Sent: Mon 11/26/2007 11:53 AM
To: [redacted]

Cc: Barton Gary; Becker Lisa M.; Tejada Maria A; Esquilin Adriane; Palmer Bernard; Matthews Elyse; Arons Elizabeth Dr.; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: Teacher [redacted]

Dear Principal [redacted]

After reviewing [redacted] file (file# [redacted] and SS# [redacted]) and based upon our discussion at the case conference, I have decided that TPU will not proceed with formal disciplinary charges against [redacted] at this time. Please note, the decision not to accept the case at this time, does not preclude you from requesting a second TAC in the future once you have implemented the recommendations that we discussed at the TAC.

[redacted] was reassigned on October 1, 2007 based on your finding that [redacted] was incompetent. Based on TPU's decision not to accept the case, [redacted] who is currently assigned to an ATR must return to teaching. You must decide based on the below-listed *three* options your preference for [redacted].

1) [redacted] returns to your school immediately as a teacher, and the substitute is released. If there is currently no vacancy in his license area, [redacted] will remain in the ATR until a position materializes. If no position materializes between now and September 2008, [redacted] will, nevertheless return to your school in September 2008; **OR**

2) [redacted] will be assigned to another school day to day, with the understanding that he will return to your school in September 2008; **OR**

3) [redacted] continues in the ATR with a stipulation that he will seek a transfer to another school. If [redacted] is not successful in seeking a transfer, he will be returned to your school in September 2008.

A decision regarding [redacted] current assignment should be made by Wednesday, November 28. Of course, HR and Legal are here to assist you in this decision making process.

As we discussed at our meeting, if [redacted] returns to teach at your school you and other members of your staff should conduct additional formal observations of [redacted] and document those findings. Additionally, if [redacted] returns to your school, my recommendation would be to assign an Education Consultant from the Labor Support Unit to work with you on this matter. The Consultant will meet with you at your school not at Tweed. The Education Consultant will review, organize and assess the case file. The Consultant may conduct additional classroom observations, if needed. Finally, the Consultant will assist you in creating an action plan for [redacted] which is a record of remediation efforts by the Department of Education. Most of all the Consultant is there to support you while you deal with [redacted] underperformance.

If you elect to work with a consultant on this matter, you may contact Betsy Arons, at the Department to discuss scheduling a consultant. The consultant is a free service offered by the DOE as a part of the new Low Performance Initiative.

Please note, HR, TPU and the Office of Legal Services will continue to assist you in this matter in any way we can.

Please contact me if you have any questions.

Thanks.

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
[redacted]
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:26 AM
To: Kicinski Christine J
Subject: FW: Teacher [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Monday, November 26, 2007 1:20 PM
To: [redacted]
Cc: [redacted]; Arons Elizabeth Dr.
Subject: FW: Teacher [redacted]

[redacted]

Joe Caldone, a consultant with the Labor Support Unit is assigned to this case. He will contact you to schedule an appointment.
Thanks.

From: Chapin Florence
Sent: Monday, November 26, 2007 12:29 PM
To: Arons Elizabeth Dr.
Subject: FW: Teacher [redacted]

Hi Betsy-
I hope you had a nice holiday.
Below is an email from Principal [redacted] She would like to have a consultant assigned to work with her on a case.
Can you assist me in this matter?
Thanks

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
[redacted]
F: (212) 374-9298
fchapin@schools.nyc.gov

From: [redacted]
Sent: Monday, November 26, 2007 12:22 PM
To: Chapin Florence
Subject: RE: Teacher [redacted] File number [redacted]

Hi Florrie,

[redacted] is the teacher who received a "U" rating last year. I would like to have an Education Consultant assigned to [redacted] for the remainder of this year. [redacted] currently has a private consultant working with him that the school has hired. I would like to bring on the DOE consultant instead or possibly to work together wit[redacted]

Please advise.

Denise

[redacted]
Principal
[redacted]

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:27 AM
To: Kicinski Christine J
Subject: FW: Paula Levine

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note New Address and Telephone Number*
earons@schools.nyc.gov

From: [redacted]
Sent: Tuesday, November 20, 2007 12:10 PM
To: Arons Elizabeth Dr.
Cc: Gurr Barbara; [redacted]; Chapin Florence
Subject: Paula Levine

Dear Betsey,

Thank you for sending Ms. Gurr to us, she has been very helpful and we are very optimistic that we will have success with Ms. Levine. I am requesting that we offer Ms. Levine assistance through the PIP-Plus program.

Thank you for your assistance.
Yours,
Howard

[redacted]
Principal
[redacted]

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:36 AM
To: Kicinski Christine J
Subject: FW: [redacted]

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Gurr Barbara
Sent: Tuesday, November 13, 2007 12:35 PM
To: Arons Elizabeth Dr.
Subject: RE: [redacted]

Betsy,
I will make this case a priority. Please let me know when to contact Howard Friedman.
Thanks,
Barbara

From: Arons Elizabeth Dr.
Sent: Tue 11/13/2007 8:31 AM
To: Gurr Barbara
Subject: FW: [redacted]

Barbara – do you have time to squeeze in this case? [redacted] has 2 U-ratings already but the documentation is thin. She sounds like a perfect case for the Peer Observation Program, but only after you review. Let me know if you can squeeze this in as a priority. Thanks. Betsy

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 *Note: New Address and Telephone Number*
earons@schools.nyc.gov

From: Chapin Florence
Sent: Thursday, November 08, 2007 5:52 PM
To: [redacted]
Cc: Arons Elizabeth Dr.; Lamont Naeemah; Cheung-Gaffney Elizabeth; Cheung-Gaffney Elizabeth; DaCosta Dennis; Lamont Naeemah
Subject: [redacted]

Dear Howard-
After reviewing Ms. Levine's complete file and based upon our discussion yesterday I have decided that TPU will not proceed with formal disciplinary charges against [redacted] this time. We believe your concerns regarding [redacted] competency are valid. However, after an assessment of the existing documentation, any charges at this point would be premature. Please note, the decision not to accept the

case at this time does not preclude you from requesting a second TAC in a few months from now once you have implemented the recommendations.

As we discussed at your meeting, my recommendation is to assign an Education Consultant from the Labor Support Unit to work with you on this matter. The Consultant will meet with you at your school not at Tweed. The Education Consultant will review, organize and assess the case file. The Consultant may conduct additional classroom observations, if needed. Finally, the Consultant will assist you in creating an action plan fo[redacted] which is a record of remediation efforts by the Department of Education. Most of all the Consultant is there to support you while you deal wit[redacted] underperformance.

Betsy Arons will contact you next week to discuss the next steps. Thereafter, a consultant will contact you to schedule a formal meeting to discuss the case. The Consultant is a free service offered by the DOE as part of the new Low Performance Initiative.

As I mentioned I will be out of the office next week. I will return on 11/21. In the interim should you have any questions please feel free to contact Liz or Naeemah.

Thanks.

Florrie Chapin
Director, Teacher Performance Unit
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49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

Kicinski Christine J

From: Arons Elizabeth Dr.
Sent: Wednesday, December 05, 2007 10:36 AM
To: Kicinski Christine J
Subject: FW:

Elizabeth Arons
Senior Human Resources Policy Advisor
New York City Department of Education
65 Court Street - Rm 504
Brooklyn, NY 11201
718-935-4919 Note: New Address and Telephone Number
earons@schools.nyc.gov

-----Original Message-----
From: Chapin Florence
Sent: Thursday, November 08, 2007 2:03 PM
To: Arons Elizabeth Dr.
Subject: Re:

We are out to lunch with the new member of TPU. Sorry. Can we speak later?

----- Original Message -----
From: Arons Elizabeth Dr.
To: Chapin Florence
Sent: Thu Nov 08 13:56:52 2007
Subject: Re:

Florrie - just had a break in the schedule. Call if you can at 646 285 3642.

Sent from my BlackBerry Wireless Handheld

----- Original Message -----
From: Chapin Florence
To: Arons Elizabeth Dr.
Sent: Thu Nov 08 13:39:23 2007
Subject: RE:

Of course. Thanks.

Florrie Chapin

Director, Teacher Performance Unit
NYC Department of Education
Office of Legal Services
49-51 Chambers Street, Room 611
New York, NY 10007
T: (212) 374-7930
F: (212) 374-9298
fchapin@schools.nyc.gov

-----Original Message-----
From: Arons Elizabeth Dr.
Sent: Thursday, November 08, 2007 1:38 PM
To: Chapin Florence
Subject: Re:

Can we talk at the end of the day?

Sent from my BlackBerry Wireless Handheld

----- Original Message -----
From: Chapin Florence
To: Arons Elizabeth Dr.
Sent: Thu Nov 08 13:29:33 2007
Subject:

Hi-
Are you free to chat some time today about that new case?
I am out of the office next week and I would like to schedule a consultant to work with this school as soon as possible.
Thanks

Florrie Chapin
Director, Teacher Performance Unit
NYC Department of Education
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