

# TESTIMONY

I have been teaching at the Milford Alternative High School since 2001 and was informed on Monday, March 3, 2014 that termination proceedings were taking place. This came about because of the new observation policies of our administration. I have been under intense scrutiny since last January and this school year I have had eight observations, seven of which were of the full period, unannounced version. Our periods are one hour long. I was put on an improvement program last year and it was decided I needed to continue on the program this Fall. After being taken off the program in November (because I improved my lesson planning and instructional effectiveness) all seemed wonderful. However, my director came in for a fifteen minute observation on Dec. 5, 2013 and was very disappointed with my performance and put me back on an **intensive** program, one with severe consequences, TERMINATION.

I was observed 4 times between Jan. 7 and Feb. 25. This is a particularly difficult time for us at the Academy. We begin new classes and have new students coming to our classes almost daily for the first month and it was no different this year. On the first 3 observations I received an approaching effective rating. I thought I was better than that but ... The last observation was by Gail Krois, and administrator from the District. She said I was totally ineffective in every sense and recommended termination. I find it interesting that for over ten years I had been a model teacher, teaching students that the other teachers in the district have given up on, and helping them gain their high school diploma. In the past two years I have gone from being a good, effective teacher to one who should not be in the classroom. I am 65 years old, at the top of the pay scale, and a union rep. I do not know how much any of this has to do with my termination but there must be some connection. I have felt for the last year or so that I was a test case. I do feel if my administrator had wanted me to pass these observations, I would have. They are way too subjective and one can see what one wants to see. Also to be taken into consideration is the size of the classes I have. 15 is the smallest class and I have 3 classes at 23 students. I see a total of more than 120 students. I also am teaching two brand new classes this semester which take up a good amount of prep time and planning.

The Instructional Framework under which I am subject cannot be more subjective and biased. It is very easy to criticize or praise, depending on which way the observer wants to go. The only differences from when I was a good teacher to becoming an ineffective teacher have been a new director of the program and the new Instructional Framework. Again, I teach at an ALTERNATIVE HIGH SCHOOL teaching students who have had difficulty in a normal high school. Absenteeism and tardiness are a constant battle and should be taken into consideration. We should not be evaluated by the same standards as other teachers. After all, it is Alternative.