

Memo

To: Mrs. Susan Swartz, Superintendent
From: Nick Criscone
Date: March 14, 2024
Re: Tenure Recommendation for Shayna Rosa

Mrs. Rosa currently serves as one of the Glen-Worden teachers at the 3rd grade level. She currently teaches general education. I am recommending that Mrs. Rosa receive tenure based on the following information and without reservation.

- **Planning and Preparation –**
 - Prepared, organized, with differentiation included for most activities.
 - The lesson always has a learning target with success criteria established and takes the time to unpack them with students.
 - Plans reflect a solid understanding of each students' unique needs, including academic, behavioral, and social

- **Classroom Environment –**
 - Growth mindset oriented
 - Interactions amongst students and with between teacher and student are always kind and caring
 - Classroom rules and procedures are created together and practiced through the year, as needed

- **Instruction –**
 - Takes the time to find misconceptions prior to presenting to ensure students don't have unnecessary pitfalls
 - Learning activities are engaging and differentiated based on students' needs
 - Questioning techniques are well established, always including at least one to two higher level thinking questions in each activity

- **Professional Responsibilities –**
 - Highly reflective of her teaching responsibilities
 - Timely with her school and district data reporting responsibilities
 - Volunteers and sits on at least 2 to 3 committees each year, some that are quite time consuming, including scheduling and our theme committees