



Miller Hill-Sand Lake Elementary School
8439 Miller Hill Road
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To: Mr. Matt Hladun

From: Denis Sibson

Date: October 17, 2019

RE: TENURE RECOMMENDATION for Sally McKenna

Sally McKenna has been a teacher in various capacities at Miller Hill-Sand Lake School starting in March of 2016 when she was hired as a long term substitute for a teacher on an emergency leave. Sally immediately established herself as a competent and caring educator. She assumed the position of Grade 4 math teacher and not only provided effective mathematics instruction, including final preparations for the challenging Grade 4 New York State math assessment, but also immersed herself in the collaborative culture that exists at Miller Hill-Sand Lake.

After a return to substitute teaching in the Averill Park CSD during the start of the 2016-17 school year the district identified a need for additional remedial support for students at MHSL and Sally was immediately appointed to this position. She provided remedial reading and mathematics support to MHSL students for the remainder of the 2016-17 school year and in September 2017 she was hired in a probationary position as an Academic Intervention Specialist. She continued in that role through the 2018-19 school year, working closely with small groups of students whose academic skills fell below their grade level expectations. Sally's work with these students rekindled in them their confidence and ability to be successful in school.

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In June 2019 a Grade 5 classroom teacher position became available at Miller Hill-Sand Lake and Sally is the first person I thought of to fill the position. Fortunately, Sally was as interested in being a classroom teacher as I was to have her in that role! As we transition from a departmentalized model of instruction at the 5th grade level to a more traditional elementary model of a single teacher instructing all content areas Sally has proven to be a perfect fit for the classroom. In addition to her teaching responsibilities, Sally is also one of our K-Kids advisors , serving in that role starting in the 2017-18 school year. She is well-respected by her colleagues and as a valued member of our Miller Hill-Sand Lake School Family is always working in the best interest of our students.

I strongly recommend Sally McKenna to receive tenure in the Averill Park Central School District.

Sincerely,

Denis Sibson
Principal, Miller Hill-Sand Lake School