

Memo

To: Mrs. Susan Swartz, Superintendent
From: Peter J. Bednarek
Date: May 12, 2023
Re: Tenure Recommendation for Lesley Figueredo

Lesley Figueredo currently serves as one of the English teachers at the High School grade level. She/he currently teaches English 9. I am recommending that Lesley Figueredo receive tenure based on the following information and without reservation.

- **Planning and Preparation –**

Lesley has demonstrated that she has what it takes to plan well-organized lessons and to be reflective of her practice allowing this to guide her future plans for students. She has worked with a co-teacher during her first years here which has afforded her the opportunity to collaborate and cooperate with other professionals in the planning process. She is detail-oriented and precise in her organization and preparation.

- **Classroom Environment-**

Lesley's classroom environment is designed to be welcoming for all students. She pays special attention to creating a space that is safe for all and provides equity in learning opportunities. She is attuned to potential conflicts that can arise among students and seeks to work with administrators and colleagues to resolve and avoid these.

- **Instruction –**

Lesley's instruction is appropriately geared toward her classes grade and level offering them challenge with support. She uses a variety of sources for content acquired through her own professional learning and she drills the skills that students need to learn for academic writing to lay a foundation for the Regents exam in 11th grade.

- **Professional Responsibilities-**

Lesley takes her professional responsibilities seriously and her work reflects her commitment to remaining a lifelong learner. She is continually seeking to grow and reflect on her practice with colleagues and with the feedback she receives in her own classroom. She has supported students outside of the classroom with additional help and communicated with parents regarding student progress and/or discipline issues within the classroom.