

# Memo

**To:** Scotia – Glenville Board of Education  
**From:** Susan M. Swartz, Superintendent  
**Date:** 09/18/2024  
**Re:** Tenure Recommendation for Anthony Peconie

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Anthony Peconie currently serves as Instructional Administrator for Special Education, district wide. It is without hesitation that I recommend Mr. Peconie be granted tenure in this position.

- **Planning and Preparation** – Please see Professional Responsibilities Section
- **Classroom Environment-** N/A
- **Instruction** –

Mr. Peconie began his career at Scotia-Glenville as a teacher of students with special needs in 2000. He continued in this position through 2012, earning tenure in 2003. While at the high school, Anthony served as (Interim) Dean of Students for a year. While at the high school, in addition to his teaching duties, Mr. Peconie mentored new teachers, coached and was a class advisor.

- **Professional Responsibilities-**

I am pleased to write this recommendation to grant Mr. Anthony Peconie tenure, which he has worked diligently to earn. In his role as a leader within the Pupil Personnel Department, Mr. Peconie has consistently demonstrated an outstanding commitment to enhancing the quality of education for students with special needs. His responsibilities, which include conducting Committee on Special Education (CSE) meetings, assisting in the selection of instructional materials, supervising staff, and addressing personnel matters, are executed with a high degree of professionalism and care.

One of Mr. Peconie's key strengths is his deep understanding of the individualized needs of students. His expertise in facilitating CSE meetings ensures that each student's educational plan is tailored to their specific requirements, supporting academic success and personal development. He navigates complex discussions involving parents, teachers, and specialists with ease, fostering a collaborative environment that prioritizes the best interests of the students. As part of

Administrative Council, Mr. Peconie can be depended upon to offer thoughtful input and solutions to identified student and staff challenges

In the area of instructional material selection, Mr. Peconie has been instrumental in evaluating and recommending resources that align with the diverse learning needs of the student population. His input has consistently contributed to the implementation of effective, research-based strategies that enhance the classroom experience for students requiring additional support.

Mr. Peconie also excels in staff supervision, providing clear guidance and support to educators working with special education students. His leadership ensures that staff members are well-prepared, motivated, and equipped to deliver high-quality instruction. Additionally, his approach to addressing personnel needs is thoughtful and solution-oriented, contributing to a positive work environment and fostering professional growth among his colleagues.

In summary, Anthony Peconie has proven himself to be an invaluable asset to the educational community. His dedication, leadership, and deep expertise in special education make him an ideal candidate for tenure. I strongly recommend him for this distinction, confident that his contributions will continue to positively impact students, staff, and the wider school community for years to come.