

Vote of No Confidence

in Principal Heather Jansen P.S. 46 (R046)

The following are a number of the issues and concerns the staff of P.S. 46, Staten Island, has regarding the current principal, Ms. Heather Jansen.

1. The results of the 2022 DOE learning environment survey showed a drop from 97% to 54% in teacher-principal trust. This is a 43% drop under Principal Jansen, in just one year at the helm
2. Responsible for a 26% turnover of staff for the 2021 – 2022 academic school year
3. Blaming and yelling at staff for test scores, parent issues, student issues, budget, lunchroom problems, hallway issues, for talking to one another, etc. but never implementing solutions
4. Failure to collaborate with the union
5. Speaking in a condescending tone to staff members on multiple occasions
6. Created a working environment where staff are afraid to talk with each other, which has inhibited collaborative, academic discussions
 - a. Belief among staff that staff room contains listening devices, recording UFT-related conversations: e.g., a staff member was approached to write a statement against another staff member, based on a conversation in the staff room
7. Unprofessional behavior toward multiple staff members
8. Causing division between staff members, and using some staff members against other staff members
9. Highly experienced, tenured employees, many of whom have held leadership roles at P.S. 46, have received negative APPR ratings under this administrator, contrary to prior year's evaluations and for the first time in their careers
10. Members who met with superintendent on 2/13/23 during a climate and culture visit have experienced subsequent counseling memos, letters to file, disciplinary hearings, and/or retaliatory practices
11. Frequent retaliation against UFT members, insofar that there are currently multiple retaliation grievances pending
12. Interference with union activities: e.g. staff elections for the UFT membership on SLT
13. Not attending regular consultation meetings with UFT, and denying items on consultation which have to do with school culture and climate
14. Noncompliance with Chancellor's Regulation A-655: not attending regularly-scheduled SLT meetings
15. Unwillingness to foster a collaborative learning environment
16. Unwillingness to create and implement professional development activities in alignment with the academic concerns present in the building
17. Using probationary status as a threat to newer members, requesting they report on their colleagues
18. Setting staff up for failure by placing them in positions inconsistent with their licensure/certification
19. Providing candy and gifts to students to coerce them into writing negative statements about UFT members
20. Reprimanding staff in front of students on numerous occasions
21. Creating false narratives about UFT members in order to have them face disciplinary actions
22. Numerous safety and security failures: e.g. insufficient staff to student supervision outside in playground, where gates are unable to be fully closed and locked
23. Creating an environment where there is a lack of trust in administration and between staff members

24. Creating an environment where staff were told “..this is a racist school” without principal investigating claims: principal exacerbated this issue in a December 3, 2021 Zoom
25. Improperly staffing ICT classes with one teacher
26. Unwillingness to listen to concerns of UFT members
27. Using security feeds to track students in crisis and not assisting in helping or de-escalation
28. Preventing instructional continuity by removing a long-term substitute from class and having various day-to-day substitutes cover the class
29. Creating a “closed door’ policy, so UFT members would not be able to voice concerns
30. Creating academic issues by not placing staff (including substitute staff) properly in classrooms, especially classrooms where many students have IEPs
31. Acted dishonestly with parents about special education services, including placing students in incorrect settings. This set up both students and staff for failure.
32. Failure to properly staff special education classes, resulting in IEPs not being followed
33. Instead of working collaboratively with staff to improve school climate, places blame on staff
34. UFT chapter leader chose to retire during 2021 – 2022 academic year, rather than deal with the hostile work environment and retaliatory practices of Principal Jansen
35. On the day of her appointment (3/17/22), Principal Jansen, with staff attempting to work during teacher planning and with bus students still present in the building, played the following songs over the PA system, to let dissenters know she is in charge (with profanity in the songs present): “Girl on Fire”; “Hit the Road, Jack”; “Sorry, Not Sorry”; “Bye Bye Bye”; “Take A Bow”
36. Had next UFT chapter leader arrested for a false charge, which was later dropped.
37. Shared information with some staff that other staff “need to go” and they would be facing disciplinary charges
38. Principal agreed on the same day as her reassignment to remove an observation due to an APPR complaint filed as part of a larger retaliation grievance. This calls into question not only the principal’s fidelity with the APPR process, but all her expertise as a former TDEC for the DOE
39. For the first time, on the evening of 4/30/23, principal emailed multiple staff members that they would have to participate in a remote PD the following morning. This created a staffing issue at P.S. 46, and members had to be called back to the building from the PD
40. Placed family friends in the chapter leader’s classroom and other members’ (who have been targeted for retaliatory practices) rooms to “spy” on their classroom practices and interactions

We have attempted on many occasions over the past two years to meet with the principal in an attempt to address our concerns and to create a meaningful dialogue. She simply refuses to collaborate in good faith with UFT members and our attempts have been fruitless, causing retaliation and union animus. A number of these conversations included third parties from the DOE district office (including Dr. Marion Wilson and Deputy Christine Chavez).

Principal Jansen has consistently interfered with union activities. She has cancelled consultation meetings, SLT meetings, and even intruded herself upon a contract action outside the school, before business hours, on 4/26/23. The school community is in crisis under her leadership—data and anecdotal evidence is there to support this position.

We pray that P.S. 46 can once again become a vibrant, safe educational community under new leadership.