

## **Averill Park Central School District**

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#AP\_EveryStudentEveryDay

### **Matthew Hladun**

Assistant Superintendent  
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### **Dr. James Franchini**

Superintendent of Schools

### **Michael J. Ouimet, CPA**

Assistant Superintendent  
for Business

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To: Board of Education  
From: Jim Franchini  
Date: November 6, 2020  
Re: Tenure Recommendation for Mark Bubniak

Mark Bubniak is eligible for tenure on December 22, 2020. He has served as the Director of Athletics since August 4, 2014. When he was hired, Mark did not have his administrative certification. He received this certification on December 22, 2016 and, consequently, began in this tenure track at that time.

During his employment in Averill Park, Mark has worked to expand the opportunities that are available for our student-athletes. For example, the District has added Boys Varsity Lacrosse, Boys Modified Outdoor Track and Field, and Girls Modified Outdoor Track and Field. Furthermore, Mark led the effort to form a merger with Troy for Girls Swimming and Diving, as well as with Shaker, Colonie, Columbia and Tamarac for Boys Ice Hockey. In order to assess the interest of the student body, Mark conducted a detailed Title IX survey, which was used to validate the merger with Troy.

I have spoken to Mark on multiple occasions regarding the climate and culture that exists within the Athletic Department in an effort to ensure that our student-athletes represent themselves and our District in a highly respectable manner. Mark has agreed with the importance of how our student-athletes conduct themselves and implemented numerous initiatives to make this a focal point for the program, including creating the Student-Athlete Advisory Council (SAAC) and the "Winners in the Classroom, Competition, and Community" campaign. Under Mark's leadership, the program has received multiple Awards of Excellence for Sportsmanship, Ethics, and Integrity from the NYSPHSAA and multiple School of Excellence Awards for scholar-athlete teams from NYSPHSAA. In fact, AP has had 102 NYSPHSAA scholar-athlete teams since Mark began in the District. Through the "Winners in the Classroom, Competition, and Community" initiative, Mark has promoted volunteerism and working with youth teams among our school teams.

Mark has displayed a vision for the program and has taken steps to make that vision a reality. For example, he created a new Athletic Handbook with a revised Code of Conduct, established the Averill Park Athletic Hall of Fame, created a Senior Athletic Award for 3 sport athletes in order to encourage student-athletes to diversify and not focus on one sport, revised coaching evaluation process with the goal of providing more useful feedback to the coaching staff, advocated adding the position of full-time Athletic Trainer to support the needs of the student-athletes, advocated to bring back assistant coaches for all varsity level teams, and added the use of Hudl for our entire athletic program to assist coaches in evaluating the performance of their players.

In addition, Mark has worked to promote the program by increasing the District's presence on social media with use of a highly subscribed Twitter account and rebranding the Athletic Program with new and improved athletic department logos.

Furthermore, in conjunction with other stakeholders such as the Building and Grounds Department, the Business Office, the Booster Club and the Scholar-Athlete Teams, Mark has worked diligently to improve the facilities available to our student-athletes. For example,

- Investing in new scoreboards for APHS gymnasium, football field, soccer/lacrosse field, baseball field, and softball field
- Putting the gymnasium floors on a maintenance schedule for sanding, painting, screening, and coating
- Redoing the APHS cross country course
- Adding new sideline chairs for the APHS gymnasium
- Adding a new scorer's table for the APHS gymnasium
- Redoing the tennis courts
- Adding sheds for the tennis courts, baseball field, softball field, and football practice field
- Investing in a new cheerleading mat
- Adding new shelters for soccer/lacrosse teams
- Adding four new sets of soccer goals at APHS and AMS
- Investing in a new wrestling mat
- Redoing the APHS track
- Investing in a new pole vault pit for track and field
- Redoing the varsity softball field
- Redoing the modified baseball field
- Investing in new banners in the APHS gymnasium in order to recognize state championship teams and individual champions
- Remodeling of the APHS weight room
- Investing in new fitness equipment for the APHS fitness room

In his role as Director of Athletics, Mark has devoted energy and expertise to the improvement of the physical education program, which impacts all of our students. For example, he assisted in the development of a high school program that incorporated different strands to allow for more student choice.

The Athletic Program has experienced a great deal of success under Mark's leadership, including a NYSPHSAA championship team, two NYSPHSAA individual champions, two regional championship teams, 13 Section 2 championship teams, 17 Section 2 finalist teams, and 15 Suburban Council championship teams.

Finally, Mark has been more than willing to expand his role in order to meet the needs of the District. Specifically, during the beginning of the COVID-19 pandemic, Mark took on the role of coordinating the District's food delivery and food pick-up program. In this role, he successfully worked with the Food Service Department, Transportation Department, and the building principals to ensure that the neediest students of the District were able to obtain food during this challenging time.

Based on extraordinary accomplishments to date, as well as what I believe will be an outstanding future, it is with pleasure that I recommend Mark Bubniak to the Board of Education for tenure in the Averill Park Central School District.