# Alphabet soup:

## "So *that's* what that means!"




A guide to commonly used acronyms in the education union world

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|---|---|
| **504** | Section 504/504 Plan |
| **3012-d** | Annual Professional Performance Review Law |
| **3020-a** | Tenured Employee Disciplinary Procedures and Penalties |
| **3020-b** | Streamlined removal procedure for those with APPR "ineffective" ratings |
| **990** | IRS Form |
| **ACA** | Affordable Care Act |
| **ADA** | Americans with Disabilities Act |
| **ADD** | Attention Deficit Disorder |
| **ADHD** | Attention Deficit/Hyperactivity Disorder |
| **ADL** | Activities of Daily Living |
| **AEA** | Adult Education Act |
| **AED** | Automated External Defibrillator |
| **AFL-CIO** | American Federation of Labor and Congress of Industrial Organizations |
| **AFT** | American Federation of Teachers |
| **AI** | Artificial Intelligence |
| **AIS** | Academic Intervention Services |
| **ALF** | Area Labor Federation |
| **ALST** | Academic Literacy Skills Test |
| **APPR** | Annual Professional Performance Review |
| **ARIS** | Achievement Reporting and Innovation System |
| **AT** | Assistive Technology |
| **ATAS** | Assessment of Teaching Assistant Skills |
| **ATSI** | Additional Targeted Support and Improvement (part of ESSA) |
| **AYP** | Adequate Yearly Progress |
| **BCBA** | Board Certified Behavior Analyst |
| **BEDS** | Basic Educational Data Systems |
| **BIP** | Behavior Intervention Plan |
| **BIPOC** | Black, Indigenous and People of Color |
| **BOCES** | Board of Cooperative Educational Services |
| **BOD** | Board of Directors* |
| **BOE** | Board of Education |
| **BR** | Building Representative* |
| **C-100** | Committee of 100* |
| **CBA** | Collective Bargaining Agreement |
| **CBT** | Computer-Based Testing |
| **CCCR** | College, Career, and Civic Readiness (part of ESSA) |
| **CCLS** | Common Core Learning Standards |
| **CCT** | Collective Care Team |
| **CDC** | Centers for Disease Control |
| **CDL** | Commercial Driver's License |
| **CET** | Community Engagement Team |
| **CFE** | Campaign for Fiscal Equity |
| **CHAPS** | Comprehensive Health and Pupil Services |
| **CLC** | Central Labor Council |
| **CMO** | Charter Management Organization |
| **COBRA** | Consolidated Omnibus Budget Reconciliation Act |

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|---|---|
| **COLA** | Cost-of-Living Adjustment |
| **COPPA** | Children's Online Privacy Protection Act |
| **CPI** | Crisis Prevention Institute |
| **CPSE** | Committee on Preschool Special Education |
| **CR** | Commissioner's Regulation (as in CR 100.11) |
| **CSE** | Committee on Special Education |
| **CSI** | Comprehensive Support and Improvement School (part of ESSA) |
| **CST** | Child Study Team (see also: SST) |
| **CST** | Content Specialty Test |
| **CTE** | Career and Technical Education |
| **CTLE** | Continuing Teacher and Leader Education hours |
| **CUNY** | City University of New York |
| **DASA** | Dignity for All Students Act |
| **DBQ** | Document-Based Questions |
| **DCIP** | District Comprehensive Improvement Plan (part of ESSA) |
| **DFR** | Duty of Fair Representation |
| **DiSC** | Dominance, Influence, Steadiness and Conscientiousness |
| **DOH** | Department of Health (see also: NYSDOH) |
| **DOL** | Department of Labor (see also: NYSDOL) |
| **DOT** | Department of Transportation |
| **DTSDE** | Diagnostic Tool for School and District Effectiveness |
| **ECE** | Early Childhood Education |
| **ED** | Election District* |
| **ED Law 2-d** | Law that provides additional student privacy protections beyond those of FERPA |
| **edTPA** | Educative Teacher Preparation Assessment |
| **EIN** | Employer Identification Number |
| **ELA** | English Language Arts |
| **ELL** | English Language Learner |
| **ELP** | English Language Proficiency (part of ESSA) |
| **ELT** | Education and Learning Trust |
| **EMO** | Education Management Organization |
| **ENL** | English as a New Language |
| **EPO** | Exclusive Provider Organization |
| **EPO** | Educational Partnership Organization |
| **ERS** | Employees' Retirement System (part of the New York State and Local Retirement System – NYSLRS) |
| **ESEA** | Elementary and Secondary Education Act |
| **ESL** | English as a Second Language |
| **ESP** | Education Support Professionals |
| **ESSA** | Every Student Succeeds Act |
| **ESY** | Extended School Year |
| **FAPE** | Free and Appropriate Public Education |
| **FBA** | Functional Behavioral Assessment |
| **FBO** | Faith-Based Organization |
| **FERPA** | Federal Educational Rights and Privacy Act |
| **FLSA** | Fair Labor Standards Act |
| **FMLA** | Family Medical Leave Act |
| **FOIL** | Freedom of Information Law |
| **FRLP** | Free and Reduced Lunch Program |
| **FRPL** | Free and Reduced-Price Lunch |
| **FTE** | Full Time Equivalent |
| **FWL** | Flexible Work Location |
| **GED** | General Educational Development |
| **GFSA** | Guns Free School Act |
| **H&S** | Health and Safety* |
| **HEPC** | Heath and Educational Professionals Committee (or Conference)* |
| **HHS** | Health and Human Services |
| **HIPAA** | Health Insurance Portability and Accountability Act |
| **HMO** | Health Maintenance Organization |
| **HOUSSE** | High Objective Uniform State Standard of Evaluation |
| **HR** | Human Resources |
| **HSA** | Health Savings Account |
| **IAES** | Interim Alternative Educational Setting |
| **IDEA** | Individuals with Disabilities Education Act |
| **IEE** | Independent Educational Evaluation |
| **IEP** | Individualized Education Plan |
| **IHCP** | Individualized Health Care Plan |
| **IHO** | Impartial Hearing Officer |
| **IHP** | Individualized Health Plan |
| **IP** | Improper Practice |
| **IRMAA** | Income Related Monthly Adjustment Amount |
| **JIT** | Joint Intervention Team |
| **LAP** | Local Action Project* |
| **LEA** | Local Education Agency |
| **LEP** | Limited English Proficiency (replaced by ELL) |
| **LI** | Leadership Institute* |
| **LIRDC** | Long Island Retirement Delegate Coalition |
| **LMRDA** | Labor Management Reporting and Disclosure Act |
| **LOTE** | Language Other than English |
| **LPS** | Low Performing Schools |
| **LRC** | Labor Religion Coalition |
| **LRE** | Least Restrictive Environment |
| **LRS** | Labor Relations Specialist* |
| **LSI** | Local Support and Improvement (part of ESSA) |
| **MAC** | Member Action Center* |
| **MDR** | Manifestation Determination Review |
| **MHN** | Mental Health Network* |
| **MIP** | Measure of Interim Progress (part of ESSA) |
| **MOA** | Memorandum of Agreement |
| **MOCAA** | Members of Color Affinity and Action* |

**MOU** Memorandum of Understanding

**MSDS** Material Safety Data Sheet

**MTSS** Multi-Tiered System of Supports

**NAEP** National Assessment of Educational Progress

**NAPT** National Association for Pupil Transportation

**NASN** National Association of School Nurses

**NBCT** National Board Certified Teacher

**NBPTS** National Board for Professional Teaching Standards

**NCLB** No Child Left Behind

**NEA** National Education Association

**NLPC** New Local Presidents Conference*

**NLRA** National Labor Relations Act

**NLRB** National Labor Relations Board

**NSTA** National School Transportation Association

**NTSB** National Transportation Safety Board

**NYLA** New York Library Association

**NYSAA** New York State Alternate Assessment

**NYSAP** New York State Assessment Program

**NYSARA** New York State Alliance for Retired Americans

**NYSASN** New York State Association of School Nurses

**NYSASP** New York State Association of School Psychologists

**NYSDOH** New York State Dept of Health (see also: DOH)

**NYSDOL** New York State Department of Labor

**NYSED** New York State Education Department (see also: SED)

**NYSLRS** New York State and Local Retirement System

**NYSNA** New York School Nutrition Association

**NYSPA** New York State Psychological Association

**NYSSAC** New York Statewide Senior Action Council

**NYSSBA** New York State School Boards Association

**NYSSCA** New York State School Counselors Association

**NYSSSWA** New York State School Social Workers' Association

**NYSTCE** New York State Teacher Certification Exams

**NYSTRS** New York State Teachers' Retirement System (see also: TRS)

**NYSUT** New York State United Teachers

**OCFS** Office of Children and Family Services

**OGC** Office of General Counsel*

**OHI** Other Health Impairment

**OISR** Office of Innovative School Reform (part of NYSED)

**OJSBE** One Job Should Be Enough*

**OSEP** Office of Special Education Programs

**OSERS** Office of Special Education and Rehabilitative Services

**OSHA** Occupational Safety and Health Administration

**OSPRA** Office of School Personnel Review and Accountability

**OTI** Office of Teaching Initiatives (part of NYSED)

**PAC** Political Action Committee

**PBIS** Positive Behavioral Interventions and Supports

**PD** Professional Development

**PDP** Professional Development Program

**PEL** Preferred Eligibility List

**PERB** Public Employment Relations Board

**PESH** Public Employees Safety and Health

**PI** Performance Index (part of ESSA)

**PII** Personal Identifiable Information

**PILOT** Payment in Lieu of Taxes

**PLC** Professional Learning Community

**PLP** Present Levels of Performance

**PPES** Principal Performance Evaluation System

**PPS** Pupil Personnel Service

**PPO** Preferred Provider Organization

**PPRA** Protection of Pupil Rights Amendment

**PREP** Pension and Retirement Education Program (part of NYSTRS)

**PSC** Professional Staff Congress (CUNY)

**PSUU** Public Schools Unite Us*

**PTSI** Pupil Transportation Safety Institute

**RA** Representative Assembly*

**RAC** Retiree Advisory Committee*

**RC** Retiree Council*

**RES** Research and Educational Services*

**RFI** Request for Information

**RFP** Request for Proposals

**RIF** Reduction in Force

**RO** Regional Office*

**RPO** Regional Political Organizer*

**RRD** Retiree Recognition Day

**RSC** Retiree Services Consultant*

**RSD** Regional Staff Director*

**RTI** Response to Intervention

**SASS** System of Accountability of Student Success

**SAVE** Safe School Against Violence in Education Act

**SBM** Site Based Management

**SCEP** School Comprehensive Education Plan (part of ESSA)

**SDM** Shared Decision Making

**SEA** State Education Agency

**SED** State Education Department (see also: NYSED)

**SEL** Social Emotional Learning

**SERB** State Employment Relations Board

**SES** Supplemental Educational Services

**SGO** Scholarship Granting Organization

**SGP** Student Growth Percentiles

**SIG** School Improvement Grants

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|---|---|
| **SLD** | Specific Learning Disability |
| **SLO** | Student Learning Objectives |
| **SMP** | Senior Medicare Patrol |
| **SPG** | State Provided Growth Score |
| **SQRT** | School Quality Review Teams |
| **SRI** | Standards Review Initiative |
| **SRO** | School Resource Officer |
| **SRP** | School-Related Professionals* (also known as: Paraprofessionals and School Related Professionals) |
| **SSEC** | School Safety and Educational Climate |
| **SST** | Student Study Team (see also: CST) |
| **STEAM** | Science, Technology, Engineering, Arts and Math |
| **STEM** | Science, Technology, Engineering and Math |
| **STEPS** | Standards-based Educator Evaluation and Professional Support |
| **SUNY** | State University of New York |
| **SURR** | School Under Registration Review |
| **SWD** | Students with Disabilities |
| **SWP** | School Wide Program |
| **TACIT** | Technical Assistance Center for Innovation and Turnaround |
| **TAG** | Technical Advisory Group |
| **TAS** | Targeted Assistance School |
| **TCI-S** | Therapeutic Crisis Intervention for Schools |
| **TEACH** | An online database and application system managed by the NYSED Office of Teaching Initiatives (OTI) |
| **TIP** | Teacher Improvement Plan |
| **TPA** | Third Party Administrator |
| **TRS** | Teachers' Retirement System (see also: NYSTRS) |
| **TSI** | Targeted Support and Improvement School (part of ESSA) |
| **UCP** | United Cerebral Palsy |
| **UFT** | United Federation of Teachers |
| **ULP** | Unfair Labor Practice |
| **UPK** | Universal Prekindergarten |
| **UR** | Union Representative* |
| **USDOE** | United States Department of Education |
| **UUP** | United University Professions |
| **VADIR** | Violent or Disruptive Incident Reporting (absorbed into SSEC) |
| **VAM** | Value Added Model |
| **VOTE-COPE** | Voice of Teachers in Education-Committee on Political Education* |
| **WIA** | Workforce Investment Act |
| **WSRM** | Whole School Reform Model |
| **WVPA** | Workplace Violence Prevention Act |

*Denotes an internal NYSUT term

Updated 11/6/26

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