

# Monticello Central School District

*“Building Excellence through Trust”*

## ANNUAL PROFESSIONAL PERFORMANCE REVIEW PLAN

(FOR CERTAIN CLASSROOM TEACHERS AND BUILDING

PRINCIPALS OF SCHOOLS IN WHICH SUCH TEACHERS ARE EMPLOYED)

The Board of Education of the Monticello Central School District (the “District”), in public session at its meeting of September 1, 2011, adopts this Annual Professional Performance Plan (the “APPR Plan”) for certain of its classroom teachers and building principals for the 2011-2012 school year pursuant to the requirements of *Education Law* §3012-c and section 30-2 of the Regulations of the Board of Regents. The Monticello School District is committed to focusing its efforts and resources to bring about a meaningful evaluation process as an important means to achieve this goal.

This APPR Plan will apply only to classroom teachers of common branch subjects or English Language Arts or Mathematics in grades four to eight and building principals of schools in which such teachers are employed; the performance of other teachers and principals within the District will be evaluated in accord with the District’s existing Annual Professional Performance Review Plan developed and maintained pursuant to section 100.2(o) of the Regulations of the Commissioner of Education. Nothing in this APPR Plan will be construed to abrogate any conflicting provisions of any collective bargaining agreements in effect on July 1, 2010 during the term of such agreement and until the entry into a successor collective bargaining agreement.

### (1) **Ensuring Accurate Teacher and Student Data**

The District shall ensure that the State Education Department (the “SED”) receives accurate teacher and student data, including enrollment and attendance data and any other student, teacher, school, course and teacher/student linkage data necessary to comply with the Regulations of the Board of Regents by providing such data in a format and timeline prescribed by the Commissioner. This process shall also provide an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them.

### (2) **Reporting Individual Subcomponent Scores**

The District will report to the SED the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in the District in a format and timeline prescribed by the Commissioner.

### (3) **Development, Security and Scoring of Assessments**

The District shall develop assessments, and shall ensure their security and scoring processes in a manner that ensures that any assessments and/or measures used to evaluate teachers and principals under this section are not disseminated to students before administration and that teacher(s) and principals do not have a vested interest in the outcome of the assessments they score. All educators will receive timely and constructive feedback as part of the evaluation process.

**(4) Details of the District's Evaluation System**

The details of the District's evaluation system cannot be described at this time pending the outcome of negotiations with the collective bargaining representatives of the classroom teachers and building principals of the District. Upon the successful completion of these negotiations, this APPR Plan will be amended to reflect the agreed-upon system.

**(5) Details of Timely and Constructive Feedback Provided to Teachers**

The details of how the District shall provide timely and constructive feedback to teachers cannot be described at this time pending the outcome of negotiations with the collective bargaining representatives of the classroom teachers and building principals of the District. Upon the successful completion of these negotiations, this APPR Plan will be amended to reflect the agreed-upon procedures.

**(6) Appeals of Annual Professional Performance Reviews**

The details of the District's procedure for resolving appeals of annual professional performance reviews cannot be described at this time pending outcome of negotiations with the collective bargaining representatives of the classroom teachers and building principals of the District. Upon the successful completion of these negotiations, this APPR Plan will be amended to reflect the agreed-upon procedures.

**(7) Duration and Nature of Training Provided to Evaluators and Lead Evaluators**

The Monticello School District will ensure that all lead evaluators/evaluators are properly trained and certified to complete an individual's performance review. Evaluator training will be conducted by certified SC BOCES Network Team personnel. Evaluator training will occur regionally and will replicate the recommended SED model certification process incorporating per the 3012c regulations.

This training will include the following Requirements for Lead Evaluators:

- New York State teaching Standards and ISSLC Standards
- Evidence-based observation
- Application and use of Student Growth Percentile and Value Added Growth Model data
- Application and use of the State-approved teacher or principal rubrics
- Application and use of any assessment tools used to evaluate teachers and principals
- Application and use of State-approved locally selected measures of student achievement
- Use of Statewide instructional Reporting System
- Scoring methodology used to evaluate teachers and principals
- Specific considerations in evaluating teachers and principals of ELLS and students with disabilities.

Monticello will work with the SC BOCES Network Team to ensure that lead evaluators maintain inter-rater reliability over time and that they are re-certified on an annual basis.

Upon the successful completion of these negotiations, this APPR Plan will be amended to reflect the agreed-upon procedures.

**(8) Required Certificates**

The District shall include with this APPR Plan any certifications required by the Board of Regents regulations.

**(9) Filing and Publication of APPR Plan**

This APPR Plan shall be filed in the office of the District, and shall be made available to the public on the District's website by September 10, 2011, or within ten days after its adoption, whichever shall later occur.

**(10) Monitoring**

The Monticello School District agrees to collaborate with SED regarding any concerns and/or monitoring of the district regarding evaluation implementation.