



**THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK**

---

Commissioner of Education  
President of the University of the State of New York  
89 Washington Avenue, Room 111  
Albany, New York 12234

E-mail: [commissioner@nysed.gov](mailto:commissioner@nysed.gov)  
Twitter: @NYSEDNews  
Tel: (518) 474-5844  
Fax: (518) 473-4909

November 14, 2017

**Revised**

Tammy Mangus, Superintendent  
Monticello Central School District  
237 Forestburgh Road  
Monticello, NY 12701

Dear Superintendent Mangus:

Congratulations. I am pleased to inform you that your Annual Professional Performance Review (APPR) plan meets the criteria outlined in Education Law §3012-d and Subpart 30-3 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR plan. If any material changes are made to your approved plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

Please be advised that, pursuant to Education Law §3012-d, the Department will be analyzing data supplied by districts, BOCES, and/or schools and may order a corrective action plan if there are unacceptably low correlation results between the Student Performance category and the Teacher Observation or Principal School Visits category, and/or if the teachers' or principals' overall ratings and subcomponent scores show little differentiation across educators and/or the lack of differentiation is not justified by equivalently consistent student achievement results, and/or if schools or districts show a pattern of anomalous results in the Student Performance category and/or the Observation/School Visits category.

The New York State Education Department and I look forward to continuing our work together, with the goal of ensuring that every school has world-class educators in the classroom, every teacher has a world-class principal to support his or her professional growth, and every student achieves college and career readiness.

Thank you again for your hard work.

Sincerely,

MaryEllen Elia  
Commissioner

Attachment

c: Robert DuFour

**NOTE:**

Pursuant to sections 30-2.14 and 30-3.17 of the Rules of the Board of Regents, during the 2015-16 through 2018-19 school years, your district/BOCES must calculate transition scores and ratings for teachers and principals that exclude the results of grades 3-8 ELA and math State assessments and any State-provided growth scores. For the 2016-17 through 2018-19 school years, your district/BOCES must establish alternate SLOs for affected teachers and principals who, as a result of the above exclusions, have no remaining measures in the Student Performance Category.

Only documents that are incorporated by reference in your APPR have been reviewed and are considered as part of your APPR; therefore, any supplemental documents such as memorandums of agreement or understanding that were uploaded with your APPR but are not incorporated by reference in your APPR have not been reviewed. However, the Department reserves the right to review the uploaded attachments at any time for consistency with your APPR plan and/or to ensure compliance with applicable laws and regulations; and as a result of such review, the Department may reject your APPR plan and/or require corrective action.

**2016-17 APPR IMPLEMENTATION CERTIFICATION FORM FOR DISTRICT OR BOCES:**  
Please download this form, sign and upload to the [NYSED Business Portal](#)

By signing this document, the school district or BOCES certifies that the version of the APPR plan most recently approved by the Department for implementation during the 2016-17 school year constitutes the district's or BOCES' complete Annual Professional Performance Review (APPR) Plan for the 2016-17 school year, that all provisions of the APPR that are subject to collective negotiations have been resolved pursuant to the provisions of Article 14 of the Civil Service Law and that such APPR Plan complies with the requirements of Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents, and has been adopted by the governing body of the school district or BOCES. The school district or BOCES, where applicable, also certifies that upon information and belief, all statements made in that plan are true and accurate and that any applicable collective bargaining agreements for teachers and principals are consistent with and/or have been amended and/or modified or otherwise resolved to the extent required by Article 14 of the Civil Service Law, as necessary to require that all classroom teachers and building principals will be evaluated using a comprehensive annual evaluation system that rigorously adheres to Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

The school district or BOCES also certifies that the most recent version of the APPR Plan approved by the Commissioner for implementation in the 2016-17 school year is the sole plan that will be fully implemented by the school district or BOCES during the 2016-17 school year; that there are no collective bargaining agreements, memoranda of understanding or any other agreements in any form that prevent, conflict or interfere with full implementation of the APPR Plan; and that no material changes will be made to the plan through collective bargaining or otherwise except with the approval of the Commissioner in accordance with Subpart 30-3, of the Rules of the Board of Regents. The school district also acknowledges that if approval of this APPR plan is rejected or rescinded for any reason, any State aid increases received as a result of the Commissioner's approval of this APPR plan will be returned or forfeited to the State pursuant to Chapter 56 of the Laws of 2015 and the corresponding appropriation language in Chapter 53 of the Laws of 2016, as amended by Chapter 73 of the Laws of 2016.

**The school district or BOCES also makes the following specific certifications with respect to their APPR Plan and submission of 2016-17 APPR Staff Evaluation Data:**

- Assure that the overall transition rating calculated pursuant to §30-3.17 of the Rules of the Board of Regents, as applicable, will be used as a significant factor for employment decisions and teacher and principal development;
- Assure that all lead evaluators for teachers and principals have been properly trained and have received certification and recertification, as necessary, in accordance with §30-3.10 of the Rules of the Board of Regents for the 2016-17 school year;
- Assure that all evaluators for teachers and principals, including impartial and independent observers and peer observers, as applicable, have been properly trained to conduct evaluations for the 2016-17 school year, as necessary, in accordance with §30-3.10 of the Rules of the Board of Regents;
- Assure that all evaluators and lead evaluators for teachers and principals, including impartial and independent observers and peer observers, as applicable, will be properly trained and that lead evaluators will be certified and recertified, as necessary, in accordance with §30-3.10 of the Rules of the Board of Regents for the 2017-18 school year;
- Assure that all data will be submitted to the Commissioner by August 25, 2017, to the extent practicable, and no later than October 27, 2017;
- Assure that the Statement of Confirmation of 2016-17 Staff Evaluation Rating Verification Report form will be signed by the district/BOCES official responsible for verifying the data provided in the Staff Evaluation Rating Verification report and submitted to the Commissioner by November 3, 2017;
- Assure that all data submitted to the Commissioner by October 27, 2017 will be a complete and accurate representation of the information requested and includes the Student Performance Category, Teacher Observation or Principal School Visit Category, and final composite rating, for all teachers and principals employed by the district or BOCES, for the 2016-17 school year, and will include both the original and transition scores and ratings for all applicable teachers and principals;
- Assure that all data for the Student Performance Category, Teacher Observation or Principal School Visit Category, and final composite rating, for all teachers and principals employed by the district or BOCES, for


the 2016-17 school year is certified by the superintendent and maintained in a central database, and will include both the original and transition scores and ratings for all applicable teachers and principals. The Department reserves the right to require your district or BOCES to provide this data at any time for auditing purposes;

- Assure that the district or BOCES will keep a record of who the lead evaluator(s) and evaluator(s), including impartial and independent observers and peer observers, as applicable, are for each teacher and principal observation/school visit that will be conducted during the 2017-18 school year. The Department reserves the right to require your district to provide this information any time for monitoring purposes;
- Assure that the Department approved APPR plan, in its entirety, has been posted on the district or BOCES website;
- Assure that the APPR plan approved by the Department pursuant to Education Law §3012-d shall be implemented for the 2017-18 school year and that any material changes to the district's or BOCES' APPR plan approved by the Department pursuant to Education Law §3012-d submitted on or before March 1, 2018 shall also be implemented for the 2017-18 school year.

**Signatures, dates**

Superintendent Signature:

Date:

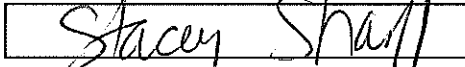
 8/22/17

Superintendent Name (print):

Tammy Mangus

Board of Education President Signature:

Date:

 8/22/17

Board of Education President Name (print):

Stacey Sharoff

---