

Annual Professional Performance Reviews

In conjunction with the representatives of the teachers and the principals, the District has developed an Annual Professional Performance Review (APPR) for its classroom teachers and principals. The plans have been approved by the Board and the respective collective bargaining organizations and have been submitted to the State Education Department for review.

The APPR for teachers will consist of at least two unscheduled observations, with an additional observation required if either of the two is not satisfactory. The District is using the Danielson model for observations. In addition, teachers will be given a score from New York State (if New York State provides a score for that subject or grade) or a student learning objective. Both scores are designed to measure student progress. Finally, teachers will be provided with a local assessment which will be rigorous and consistent throughout a grade or subject. Once all of the scores are calculated, a composite score will be given to the State and to the teacher. Teachers who are given an ineffective score two years in a row (which are reviewable under an appeal system) are subject to an expedited disciplinary proceeding.

The APPR for principals will be based upon the MPPR/ISLLC standards with observations and scoring based on those standards. In addition, principals will be given a score from New York State (if New York provides scores for grades in that building) or a student learning objective. Both scores are designed to measure student progress. Finally, principals will be provided with a local assessment which will be rigorous and consistent and designed to achieve goals for student learning. Once all of the scores are calculated, a composite score will be given to the State and to the principal. Principals who are given an ineffective score two years in a row (which are reviewable under an appeal system) are subject to an expedited disciplinary proceeding.