

# **Wyandanch Union Free School District**

## **Annual Professional Performance Review Plan**

**for Teachers and Principals**

**School Year 2011-2012**

# **Wyandanch Union Free School District Annual Professional Performance Review Plan For Teachers and Principals**

## **Statement of Purpose for Wyandanch Annual Professional Review Plan**

It is the intent of the Wyandanch Union Free School District to foster ongoing professional growth and development, reflection, and refinement of professional practice for all of its faculty and staff in order to improve teaching and learning. The protocols, instruments, and rubrics included in this document are to be considered as a framework for a cycle of continuous improvement and efficacy for all students, faculty, and staff.

## **Rationale**

In accordance with 3012c, the evaluation process herein are based on the New York Teaching and ISLLC Standards (Annual Professional Performance Review Plan Criteria if still applicable) provided by the Commissioner of Education pursuant to the (revised if applicable) Regulation 100.2. However, the ultimate purpose of a quality Annual Professional Performance Review Plan (APPR) is much more than fulfilling a State mandate. It is an essential process by which the entire learning organization can achieve its mission and vision for all students.

The Wyandanch Union Free 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.

## **Please Note**

**The School District is in negotiations with the Wyandanch Administrators Association (WAA) regarding certain aspects of the APPR for principals and with the Wyandanch Teachers Association (WTA). Any components of 3012c not directly in conflict with current contractual language will be fully implemented, subject to negotiation of terms that must be collectively bargained and for which such bargaining has not yet been concluded.**

## **The Annual Professional Performance Review Plan**

The Wyandanch Board of Education will approve an Annual Professional Performance Review Plan on an annual basis by September 1 and make it public on the district website ([www.wyandanch.k12.ny.us](http://www.wyandanch.k12.ny.us)) by September 10.

All educators will receive timely and constructive feedback as part of the evaluation process.

- Each non-tenured teacher according to the contractual agreement of the WTA.
- Each tenured teacher contractual agreement of the WTA.
- Each principal, according to the contractual agreement negotiated with the WAA.

The above procedures will remain in place as per negotiated contracts until the negotiation of a new agreement is agreed and upon which time all components of 3012c will be fully implemented.

Any component of 3012c not directly in conflict with current contractual language will be fully implemented.

### **Performance Improvement Plans**

- Wyandanch will support teachers whose performance is evaluated as needing an individual improvement plan (TIP). It is understood that the ultimate objective of an improvement plan is increased student achievement, and that the intent of such a plan is remedial rather than disciplinary.
- Wyandanch will support principals whose performance is evaluated as needing an individual plan (PIP). It is understood that the ultimate objective of an improvement plan is increased student achievement, and that the intent of such a plan is remedial rather than disciplinary.

### **Appeals of Annual Performance Evaluations**

To the extent that a teacher/principal wishes to challenge a performance review and/or improvement, Wyandanch will entertain appeals of tenured teachers receiving an Ineffective rating on a performance review.

Appeal procedures should limit the scope of appeals under Education Law §3012-c to the following subjects;

- 1) The school district's adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-c;
- 2) The adhere to the Commissioner's regulations, as applicable to such reviews;
- 3) Compliance with any applicable locally negotiated procedures applicable to annual professional performance reviews or improvement plans; and
- 4) The school district's issuance and/or implementation of the term of the teacher or principal improvement plan under Education Law §3012-c.

A decision shall be rendered by the Superintendent of Schools or the superintendent's Designee, except that an appeal may not be decided by the same individual who was

responsible for making the final rating decision. In such case, the Board of Education shall appoint another person to decide the appeal.

### **Evaluator Training**

The Wyandanch Union Free School District will ensure that all lead evaluators/evaluators are properly trained and certified to complete an individual's performance review. 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

The Wyandanch Union Free School District will work with the Western Suffolk BOCES Network Team to ensure that lead evaluators maintain inter-rater reliability over time and that they are re-certified on an annual basis.

### **Data Management**

The Wyandanch Union Free School District will work with Western Suffolk BOCES and SED to develop a process that aligns its Student Information System (SIS), TEACH, and WinCap systems to ensure that SED receives timely and accurate teacher, course and student "linkage" data, as well as a process for teacher and principal verification of the course and/or student rosters assigned to them.

The Wyandanch Union Free School District will keep examinations in a secured location. A limited number of selected staff members will have access to the examinations before the administration date. Scheduling and proctor assignments will ensure that no teacher nor administrator has a vested interest in the test score of the examinations that they come in contact with.

Also, the Wyandanch Union Free School District will work with Western Suffolk BOCES, SED and the regional testing center to create processes to ensure that the assessments are not disseminated to students before administration and that teachers or principals do not have a vested interest in the outcome of the assessments they score.

The Wyandanch Union Free School District will work with the Western Suffolk BOCES' Instructional Support Division to facilitate the secure scoring of all 3-8 assessments to help ensure that neither teachers nor principals have a vested interest in the scoring process.

### **Monitoring**

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