

Annual Professional Performance Review Agreement 2021-2024

APPR: 3012(d): Teachers

Rubrics:

Jericho will utilize the Danielson's Framework for Teaching Rubric (2007) as the basis of observations and evaluations for all teachers, school psychologists, school counselors, social workers, special education facilitators and librarians.

Observations:

Tenured Teachers

- Each tenured teacher will be observed at least two times.
- At least one observation will be announced and at least one observation will be unannounced.
- Observations will address a minimum of three domains, as long as all observable standards/domains are addressed across the total number of observations. Domain 4 will be based upon conferences with teachers and/or records available to administrators.
- Scores for observations will be based upon at least a total of fifteen (15) elements within the standards or domains being observed. It is recommended that at least ten (10) of these be in Domains 2 and 3.
- All observation scores will be computed based upon rubric scores for each element observed and highlighted within the Danielson Rubric.
- Weights for computing HEDI scores, based upon observations will be as follows:

Elementary Tenured Teacher	Principal's observation(s) will be weighted as 80% of the final HEDI score. Independent administrators* will complete other observation(s), to equal 20% of HEDI score.
MS/HS Tenured Teacher	Principal and/or Curriculum Associate/Director's observation(s) will be weighted as 80% of the final HEDI score. Independent administrators* will complete other observation(s), to equal 20% of the HEDI score.

Non-Tenured Teachers

- Each non-tenured teacher will be observed at least four times.
- At least one observation will be announced and at least one observation will be unannounced.
- Observations will address all observable domains of the Danielson Rubric. Domain 4 will be based upon conferences with teachers and/or records available to administrators.
- Scores for observations will be based upon at least a total of fifteen (15) elements within the standards or domains being observed. It is recommended that at least ten (10) of these be in Domains 2 and 3.
- All observation scores will be computed based upon rubric scores for each element observed and highlighted within the Danielson Rubric.
- Weights for computing HEDI scores, based upon observations will be as follows:

Elementary Non-Tenured Teacher	Principal's observations will be weighted as 80% of the final HEDI score, calculated on an equal basis for each observation. Independent administrators* will complete other observation(s) to equal 20% of the HEDI score.
MS/HS Non-Tenured Teacher	Principal's and/or Curriculum Associates'/Directors' observations will be weighted as 80% of the final HEDI score, calculated on an equal basis for each observation. Independent administrators* will complete other observation(s) to equal 20% of the HEDI score, calculated on an equal basis.

*Independent Administrators: Administrators who are not assigned to the building. In the event that the district obtains a Hardship Waiver, independent administrators will be not required.

Observation Scores*

The Overall Observation Score will be assigned according to the following scores:

	Overall Observation Category Score and Rating	
	Minimum	Maximum
Highly Effective	3.5	4.0
Effective	2.6*	3.49
Developing	1.5	2.59
Ineffective	0	1.49

*To be reviewed annually.

Assessment Scoring

Original Scoring: All scoring will be based upon the prescribed NYS scoring chart as noted below.

1. Elementary Teachers:

- All Elementary Teachers: Teachers' scores will be computed using a school-wide metric based on students' performance on four Regents assessments: ELA, Algebra, Living Environment and US History.

2. MS Teachers:

- All Middle School Teachers: Teachers' scores will be computed using a school-wide metric based on students' performance on four Regents assessments: ELA, Algebra, Living Environment and US History.

3. HS Teachers:

- All High School Teachers: Teachers' scores will be computed using a school-wide metric based on students' performance on four Regents assessments: ELA, Algebra, Living Environment and US History.

Transitional Scoring: All scoring will be based upon the prescribed NYS scoring chart as noted below. Teachers' scores will be computed using a district-wide metric, based on students' performance on four Regents taken by students in the district: ELA, Algebra, Living Environment and US History.

NYS Scoring Chart

Percent of Students Meeting SLO Target	Scoring Range	HEDI Rating
0-4%	0	Ineffective
5-8%	1	Ineffective
9-12%	2	Ineffective
13-16%	3	Ineffective
17-20%	4	Ineffective
21-24%	5	Ineffective
25-28%	6	Ineffective
29-33%	7	Ineffective
34-38%	8	Ineffective
39-43%	9	Ineffective
44-48%	10	Ineffective
49-54%	11	Ineffective
55-59%	12	Ineffective
60-66%	13	Developing
67-74%	14	Developing
75-79%	15	Effective

80-84%	16	Effective
85-89%	17	Effective
90-92%	18	Highly Effective
93-96%	19	Highly Effective
97-100%	20	Highly Effective

HEDI Categories and Ratings

The Final HEDI Rating will be based upon the following chart:

Ratings Matrix

Student Performance Category	Overall Observation Category Rating				
		Highly Effective	Effective	Developing	Ineffective
	Highly Effective	Highly Effective	Highly Effective	Effective	Developing
	Effective	Highly Effective	Effective	Effective	Developing
	Developing	Effective	Effective	Developing	Ineffective
	Ineffective	Developing	Developing	Ineffective	Ineffective

Teacher Improvement Plans

If a teacher is in danger of receiving an Ineffective rating the process for assisting teachers will be marked by the following procedures:

- Two separate administrators will note areas of concern. Those areas of concern must be drawn from at least two discrete observations recorded by the administrators.
- The two administrators will then offer a series of recommendations and suggestions to the affected teacher. Upon the request of the teacher, the teachers' association will be presented with both the concerns and the subsequent recommendations and, if the teacher so requests, can begin taking an active role in supporting the teacher.
- A third administrator designated by the superintendent will observe the affected teacher. The third administrator will also offer concerns and/or recommendations. His/her observation will be part of the 20% of the total calculated HEDI score.
- Before February 15, the administration, in consultation with the teacher and the teachers' association, will develop and have in place a clearly delineated remediation plan. Administrators, members of the teachers' association, and the affected teacher will work together in an effort to address these concerns over the second semester of the school year. The teacher will be given the opportunity to address these issues through the observation process.
- If the teacher receives an Ineffective rating at the end of the year, the plan will continue to the next school year.

If a teacher is in danger of receiving a Developing rating, the teacher and administrator(s) will meet to discuss areas of concern and recommendations for improvement. Upon the request of the teacher, the teachers' association will be present at the meeting. After this meeting, an administrator will complete additional observation(s) for that teacher.

Appeals Process

Any teacher who receives an Ineffective rating, based upon the total composite evaluation score, can appeal to the Superintendent of Schools for a hearing on or after September 1st of the year following the school year for which the teacher is being evaluated, or on the date upon which the teacher receives the total composite evaluation score. Ineffective teachers may appeal based upon the following:

- The school district's adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d
- Adherence to the Commissioner's regulations, as applicable to such reviews
- Compliance with any locally-negotiated procedures applicable to annual professional performance reviews or improvement plans
- The school district's issuance and/or implementation of the terms of the teacher improvement plan under Education Law §3012-d

All appeals must be filed by October 1st of the year following the school year for which the teacher is being evaluated. The appeals hearing must take place within ten (10) business days of the request. In the hearing process, the teacher and a teachers' association member, as requested, will be permitted to present evidence and argument as to why the Ineffective rating is invalid. The Superintendent of Schools will render a decision within five (5) business days of the conclusion of the hearing.

Goals

Teachers will continue to set annual professional goals and reflect upon them during the year. However, these goals will not be a part of the final evaluation scores generated by observation reports. Comments regarding annual goals can be reflected in the final evaluation report.

Nothing set forth in this agreement shall preclude the school district from making recommendations to teachers for improvement upon observation of practices within the rubric that are in need of enhancement.

With the understanding that thoughtful reflection is at the heart of great teaching, teachers are expected to reflect upon their practice with written reflections in each area of the professional performance rubric. Teachers may also voluntarily provide paper or electronic artifacts as evidence.

Additionally, teachers and principals will utilize TEACH to verify accurate teacher-of-record "linkage" data for the purpose of the state's determination of student growth and/or achievement data, as per Commissioner's regulations.

Time for professional reflections and possibly linkage data verification will be allocated during two faculty/departments meetings throughout the year.

Dated: 8/19/21



Jill Citron

President, Board of Education



Henry Grishman

Superintendent



Ronald Verderber

President, JTA