

NIAGARA FALLS CITY SCHOOL DISTRICT

Annual Professional Performance Review

Classroom Teachers

PLAN PROPOSED FOR REVIEW AND ADOPTION BY THE BOARD OF EDUCATION

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INTRODUCTION

The Board of Education of the Niagara Falls City School District (the “District”), in public session at its meeting of ____, 2011, adopts this Annual Professional Performance Plan (the “APPR Plan” or “Plan Document”) for the 2011-2012 school year through June 30, 2012 for those of its classroom teachers who will become covered by the annual professional performance review provisions pursuant to the requirements of New York State Education Law §3012-c and accompanying regulations of the Board of Regents and the Commissioner of Education

Education Law §3012-c establishes new requirements for a comprehensive performance evaluation system for classroom teachers and building principals to be phased in commencing with the 2011-2012 school year.

The District is committed to designing and implementing the new evaluation systems. Any items required to be included in the APPR Plan but not yet finalized due to collective negotiations are specifically identified herein.

Covered Teachers 2011-2012

In the 2011-2012 school year, this APPR plan only applies to classroom teachers of the common branch subjects, English Language Arts (ELA) and Mathematics in Grades four to eight and the building principals of schools in which such teachers are employed.

Any existing and previously approved Annual Professional Performance Review procedures pursuant to Section 100.2 (o) of the Rules and Regulations of the Commissioner of Education remain in effect for teachers who are NOT subject to section 3012-c of New York State Education Law.

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PART I

DATA MANAGEMENT

Data Coordination

The Superintendent of Schools has determined that the Administrator for Assessment/Chief Information Officer shall be responsible for collecting the required data, overseeing changes in maintenance of the local data management systems, and ensuring the accuracy of the data.

Ensuring Accurate Teacher and Student Data

The District, under the direction of the Superintendent of Schools, will follow New York State Education Department (NYSED) prescribed formats, procedures and timelines for providing timely and accurate teacher, course and student “linkage” data, including enrollment and attendance data and any other student, teacher, school or course data necessary to comply with the Regulations of the Board of Regents and Commissioner of Education, as well as a process for teacher and principal verification of the courses and/or student rosters assigned to them.

The District’s student data system records now identify teacher assignments and student enrollment and attendance. The District will verify assignments of classroom teachers of common branch subjects, ELA and Mathematics Grades 4-8. The Administrator for Assessment/CIO will facilitate the data verification process

Reporting Individual Subcomponent Scores: The Administrator for Assessment/CIO will be responsible for reporting to the NYSED 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 for reporting these data to NYSED.

Development, Security and Scoring of Assessments: The Administrator for Assessment/CIO will be responsible for monitoring and overseeing the development, security and scoring processes of all assessments. This Administrator shall further take steps to ensure and monitor that any assessments, and/or measures used to evaluate teachers and principals under this section are not disseminated to students before administration and that teachers and principals do not have a vested interest in the outcome of the assessments they score.

The exact assessments processes and procedures for security, scoring and ensuring that such assessments are rigorous and comparable have not been finalized pending collective bargaining negotiations.

PART II

TRAINING OF EVALUATORS

The District will ensure that all Lead Evaluators/Evaluators are properly trained and certified to complete an individual's performance review.

Lead Evaluator

The term "lead evaluator" shall apply to the administrator who is primarily responsible for a teacher's evaluation under Chapter 103

The Superintendent and his/her designees will be trained and certified as lead evaluators according to the NYSED's model to ensure consistency and defensibility.

Lead Evaluators will train and certify other evaluators in the District based on the same model.

Evaluator

The "evaluator" shall apply to any administrator who conducts an observation or evaluation of a teacher.

Lead Evaluator/Evaluator Training Model, Certification and Duration

Evaluator training will replicate the recommended New York State Education Department ("NYSED") model certification process. All evaluators shall successfully complete a training course conducted by appropriately qualified individuals or entities.

The District will ensure that all evaluators are trained as lead evaluators. The Superintendent will certify lead evaluators upon receipt of proper documentation that the individual has fully completed training. The Superintendent will maintain records of certification of evaluators.

Other details of the District's training for evaluators and lead evaluators including the duration and nature of such training and the process for certifying lead evaluators, cannot be described at this time pending the outcome of collective bargaining negotiations with the representatives of the covered teachers over the selection of the teacher practice rubric and other negotiable issues. Upon completion of these negotiations, this APPR plan will be amended to reflect the negotiated procedures.

PART III

TEACHER EVALUATIONS

For the 2011-2012 school year, this APPR Plan will apply only to classroom common branch, teachers who teach ELA or mathematics in grades 4-8.

Annual Composite Effectiveness Score

Teachers shall receive an annual composite effectiveness score out of 100 total points and shall receive one of the following annual ratings:

Highly Effective	91-100
Effective	75-90
Developing	65-74
Ineffective	0-64

The details of the District's Chapter 103 evaluation system as it pertains to :

Annual Professional Performance Criteria

Rubric/Formula of Summative Evaluation

Details of Timely and Constructive Feedback Regarding Teacher Development

cannot be described at this time because those details must be determined through collective negotiations with the bargaining agent(s) of the covered teachers, and agreement has not been reached. This Plan shall be amended once an agreement is reached on such items.

PART IV
TEACHER IMPROVEMENT PLAN

If a teacher is rated “developing” or “ineffective” the District shall develop and implement a Teacher Improvement Plan (TIP).

The details of the TIP section of the District’s APPR plan pertaining to :

Development Process

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Timing

cannot be described at this time because those details must be determined through collective negotiations with the bargaining agent(s) of the covered teachers, and agreement has not been reached. This Plan shall be amended once an agreement is reached on such items.

PART V

APPEALS

The District's procedure for resolving appeals of annual professional performance reviews are pending the outcome of collective negotiations with the representative of the classroom teachers and principals of the District, respectively. Upon the successful completion of these negotiations, this APPR Plan will be amended to reflect the agreed-upon procedures

PART VI

MISCELLANEOUS

Required Certificates

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

Probationary Teachers

Nothing in this Plan shall be construed to affect the right of the Board of Education to terminate a probationary teacher or restrict the discretion of the Superintendent and/or the Board of education to make a determination on the status of a probationary teacher and/or to deny tenure.

Collective Bargaining Agreement

Nothing in this plan shall be construed to abrogate any conflicting provisions of any collective bargaining agreement in effect on July 1, 2010 and/or successor agreement ratified thereafter provided that notwithstanding any other provision of law to the contrary, all the provisions of Education Law 3012-c and the Commissioner's regulations shall apply.

Filing and Publication

This APPR plan will be filed in the Office of the District Clerk and shall be made available to the public by publication on the District's website by September 10 of each school year, or within ten days after its adoption, whichever shall later occur.

Monitoring

The District agrees to collaborate with the NYSED regarding any concerns and/or monitoring of the District regarding evaluation implementation.