

SUBJECT: EVALUATION OF PERSONNEL

The Madrid-Waddington Central School District is committed to supporting the development of effective teachers and administrators. To this end, the District shall provide procedures for the evaluation of all professional staff. District plans for annual Professional Performance Review (APPR) of teachers and Principals shall be developed in accordance with applicable laws, New York State Education Department Commissioner's Regulations, and Rules of the Board of Regents.

The primary purposes of this evaluation are:

- a) To encourage and promote improved performance;
- b) To guide professional development efforts; and
- c) To provide a basis for evaluative judgments by school officials.

APPR Ratings

For those teachers and Principals subject to Education Law 3012-c, the Annual Professional Performance Review (APPR) will result in a single composite effectiveness score and final quality rating of "highly effective," "effective," "developing" or "ineffective." The composite score will be determined as follows:

- a) 20% - student growth on state assessments or other comparable measures of student growth (increases to 25% upon implementation of a value-added growth model);
- b) 20% - locally selected measures of student growth or achievement that are determined to be rigorous and comparable across classrooms as defined by the Commissioner (decreases to 15% upon implementation of a value-added growth model); and
- c) 60% - other measures of teacher/principal effectiveness consistent with standards prescribed by the Commissioner in regulation.

The ratings scale based on composite scores has been established as follows:

- a) Highly Effective = composite effectiveness score of 91-100
- b) Effective = composite effectiveness score of 75-90
- c) Developing = composite effectiveness score of 65-74
- d) Ineffective = composite effectiveness score of 0-64.

POLICY

2013

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PERSONNEL

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If a teacher or Principal is rated "developing" or "ineffective," the School District will develop and implement a teacher or Principal improvement plan (TIP or PIP). Tenured teachers and Principals with a pattern of ineffective teaching or performance, defined as two consecutive annual "ineffective" ratings, may be charged with incompetence and considered for termination through an expedited hearing process.

The School District will ensure that all evaluators are appropriately trained consistent with standards prescribed by the Commissioner and that an appeals procedure is locally developed.

Disclosure of APPR Data

Consistent with Chapter 68 of the Laws of 2012, which amends Education Law 3012-c, the Commissioner is required to disclose professional performance review data for teachers and principals on the New York State Education Department (NYSED) website and in any other manner to make such data widely available to the public. However, the release of such aggregate data may not include personally identifiable information for any teacher or Principal. Such public disclosure of final quality ratings and composite effectiveness scores will be suitable for research, analysis and comparison of APPR data for teachers and Principals across the state.

Upon written request, the District will release to parents/legal guardians the final quality ratings and composite effectiveness scores for teachers and Principals to which their student is currently assigned. The District's obligation to disclose this information is limited to those teachers and Building Principals subject to Education Law 3012-c. The District will provide conspicuous notice to parents/legal guardians of their right to obtain such information and the methods by which the data can be obtained. Upon written request, parents will receive an explanation of the composite effectiveness scoring ranges for final quality ratings and be offered the opportunity to understand such scores in the context of teacher evaluation and student performance. When a request for this information is received, reasonable efforts will be made to verify that it is a bona fide request by a parent/legal guardian entitled to review the data.

Annual professional performance reviews of individual teachers and Principals shall not be subject to disclosure under the Freedom of Information Law (FOIL).

8 NYCRR Sections 80-1.1 and 100.2(o)(2)
Education Law 3012-c

Date of Adoption: June 18, 2013

Madrid-Waddington Central School

Disclosure of APPR Data

Form 6130

Annual Performance reviews of individual teachers and Principals shall not be subject to disclosure under the Freedom of Information Law. (FOIL)

The District will release to parents/legal guardians the final quality ratings and composite effectiveness scores for teachers and/or Principals to which their student is currently assigned.

The explanation of the composite effectiveness scoring ranges for final quality ratings is provided on the back side of this form.

Date: _____

Parent/Legal Guardian Name: _____
Print

Photo ID Verification: _____
(Acceptable Forms include Passport, Driver's License)

Student Record Verification of parental relationship: _____
School Official Signature

Student's Name: _____
Grade: _____

I request the final quality rating and composite effectiveness score for:

Teacher(s): _____

Principal: _____

I understand that the teacher(s) and Principal will be informed of this request. According to District Policy #7210 there may be no change in student placement based upon the information provided. I understand this is confidential information, and any intent to publicly disseminate this information without the expressed written consent of the educator is strictly prohibited.

Signature of Parent

Signature of Superintendent or Designee