

Curriculum and Instruction Committee
November 18, 2020
Agenda

In Attendance:

Rita Kennedy, Board of Education
Shannon Stringer, Board of Education
Tracy Baron, Board of Education
Lisa Brady, Superintendent
Douglas Berry, Assistant Superintendent

Discussion Item:

APPR

- The district has worked with both the DFUT and the DFAA to make revisions to the existing APPR Plan
- Revisions are in line with guidance received from NYSED
- Revisions will allow for greater flexibility and allow teachers to focus on instruction - crucial during current uncertain times
- NYSED approval will be required
- Plan can be updated/revised

Revised APPR - Teachers

Student Performance Category

Current

- Individual SLOs for each teacher (pre-tests/post-tests)

Proposed

- Development of District-wide shared measure based on results from 5 core Regents exams (Algebra 1 (MS and HS), English, Global, Living Environment, US History)
 - All teachers in the district would share the same score in the student performance category
 - Honors the k-12 continuum as a “system” as opposed to a series of individual courses in isolation
 - In the event Regents exams are cancelled , locally developed final exams based on prior year(s) Regent exams will be used as a back up

Classroom Observation

Classroom Observations based on Danielson's Framework for Teaching with the Domains weighted as follows:

Domain 1: Planning and Preparation	28%
Domain 2: Classroom Environment	24%
Domain 3: Instruction	28%
Domain 4: Professional Responsibilities	20%

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective	3.50	4.00
Effective	2.50	3.49
Developing	1.50	2.49
Ineffective	0.00	1.49

No Change

Non Tenured (Probationary) Teachers

Current

- Minimum of 2 Announced Observations (Building Based)
- Minimum of 2 Unannounced Observations (1 Building Based, 1 Independent Observer)

Proposed

- Minimum of 2 Announced Observations (Building Based)
- Minimum of 1 Unannounced Observation (Independent Observer)

Tenured Teachers

Current

- Minimum of 1 Announced Observation (Building Based)
- Minimum of 1 Unannounced Observation (Independent Observer)

Proposed

- Minimum of 2 Unannounced Observations (1 Building Based, 1 Independent Observer)

In the event NYSED approves the District's Independent Observer Waiver application the required Independent observations will be building based.

No Change to Appeals Process

Revised APPR - Principals

Student Performance Category

Current

- Individual SLOs for each Principal

Proposed

- Development of District-wide shared measure based on results from 5 core Regents exams (Algebra 1 (MSand HS), English, Global, Living Environment, US History)
 - All Principals (and teachers) in the district would share the same score in the student performance category
 - Honors the k-12 continuum as a "system" as opposed to a series of individual courses in isolation
 - In the event Regents exams are cancelled , locally developed final exams based on prior year(s) Regent exams will be used as a back up

School Visit

Multidimensional Principal Performance Rubric (MPPR)

Domain 1:	Shared Vision for Learning	10%
Domain 2:	School Culture and Instructional Programs	28%
Domain 3:	Safe, Efficient, Effective Learning Environment	23%
Domain 4:	Community	9%
Domain 5:	Integrity, Fairness, Ethics	9%
Domain 6:	Political, Social, Economic, Legal and Cultural Goal Setting and Attainment	3% 18%

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective	3.50	4.00
Effective	2.50	3.49
Developing	1.50	2.49
Ineffective	0.00	1.49

Non Tenured (probationary) Principals

Current

- Minimum of 2 Announced School Visits (1 Superintendent, 1 Independent Observer) - weighted at 80%
- Minimum of 2 Unannounced School Visits (1 Superintendent, 1 Independent Observer) - weighted at 20%

Proposed (No change)

- Minimum of 2 Announced School Visits (1 Superintendent, 1 Independent Observer) - weighted at 80%
- Minimum of 2 Unannounced School Visits (1 Superintendent, 1 Independent Observer) - weighted at 20%

Tenured principals

Current

- Minimum of 1 Announced School Visit (Superintendent) - weighted at 80%
- Minimum of 1 Unannounced School Visit (Independent Observer) - weighted at 20%

Proposed (No Change)

- Minimum of 1 Announced School Visit (Superintendent) - weighted at 80%
- Minimum of 1 Unannounced School Visit (Independent Observer) - weighted at 20%

No Change to Appeals Process