

# ***Bayport-Blue Point Union Free School District***

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August 31, 2011

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

The Bayport-Blue Point School District falls under the safe harbor provision of Section 3012-c of the Education Law. The District currently has a contract in place with the Bayport-Blue Point Teachers' Association executed prior to July 1, 2010. In addition, the labor contract tenets are inconsistent with the requirements of Section 3012-c of the Education Law. Attached are the Appendix directly from the Collective Bargaining Agreement with the Bayport-Blue Point Teachers' Association which defines the quality ratings categories and criteria for teacher evaluations.

It is the intention of the Bayport-Blue Point District to comply with Education Law §3012-c and the Commissioner's regulations, by ensuring that the district's evaluation processes are based, in large part, on the New York State Teaching Standards and the Educational Leadership Policy Standards: ISLLC 2008 (ISLLC Standards). The ultimate purpose of a quality APPR is to provide an essential process by which the entire learning organization can achieve its mission and vision for all students.

The Bayport-Blue Point UFSD is committed to focusing its efforts and resources to bring about a meaningful evaluation process as an important means to achieve this goal.

The Bayport-Blue Point UFSD is made up of 2,507 students in grades K through 12. The following is a demographic breakdown of the district:

- Student poverty population 6.3%
- Ethnicity:
  - White 91.66%
  - Black 1.2%
  - American Indian less than 1%
  - Asian 2%
  - Hispanic 4%
  - Multi-Racial less than 1%
  - Pacific Islander less than 1%

The Bayport-Blue Point UFSD is in the process of creating an APPR plan to ensure alignment with New York State Education Law §3012-c and Commissioner's regulations. During the 2011-2012 school year, the Bayport-Blue Point UFSD will work (involving ESBOCES and varied stakeholder groups as necessary and/or appropriate) to determine decisions about local measures of student achievement; teacher and principal practice rubrics; any other evaluation measures and instruments (such as surveys, self-assessments, portfolios); and the scoring methodology for the assignment of points to locally selected measures of student achievement and other measures of teacher or principal effectiveness.

The following items will be included in the district's finalized APPR plan:

- Local measures of student achievement.
- Name(s) of the approved teacher and/or principal practices rubric(s).
- Other evaluation instruments used to evaluate a teacher's and/or principal's performance under the other measures of effectiveness subcomponent.
- Scoring methodology for the assignment of points to the locally selected measures of student achievement subcomponent (20%) and the other measures of effectiveness subcomponent (60%).
- Description of how timely and constructive feedback will be provided to teachers and principals on their annual professional performance reviews.

The Bayport-Blue Point UFSD will support teachers and principals whose performance is evaluated as needing an individual improvement plan (TIP). The improvement plan defines specific standards-based goals that a teacher or principal must make progress toward attaining within a specific period of time, such as a 12-month period, and may include the identification of areas that need improvement, a timeline for achieving improvement, the manner in which improvement will be assessed, and, where appropriate, differentiated activities to support improvement in these areas.

The plan clearly describes the professional learning activities that the educator must complete. These activities connect directly to the areas needing improvement. The artifacts that the teacher or principal produce serve as benchmarks of their improvement. Additionally, this will also serve as evidence for the final stage of their improvement plan and will be described and will contain items such as lessons, student work, or unit plans. The supervisor must clearly state in the plan the additional support and assistance that the educator will receive. In the final stage of the improvement plan, the teacher or principal meet with their supervisor to review the plan alongside any artifacts and evidence from evaluations in order to provide a final, summative rating for the teacher or principal.

To the extent that a teacher/principal wishes to challenge a performance review and/or the improvement plan, the Bayport-Blue Point UFSD will entertain appeals in accordance with appeal procedures developed through negotiations.

Under Education Law §3012-c, a teacher/principal may only challenge:

- the substance of the annual professional performance review;
- the school districts or board of cooperative educational services adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-c;
- the adherence to the Commissioner's regulations, as applicable to such reviews;
- compliance with any applicable locally negotiated procedures applicable to annual professional performance reviews or improvement plans; and the school districts or board of cooperative educational services issuance and/or implementation of the terms of the teacher or principal improvement plans under Education Law §3012-c.

The Bayport-Blue Point UFSD will ensure that all lead evaluators/evaluators are properly trained and certified, as necessary, to complete an individual's performance review. Evaluator training will be conducted by the district. Lead evaluator training will be conducted in accordance with the certification requirements per the Commissioner's regulations. This training will include the following:

- New York State Teaching Standards and ISLLC 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 Bayport-Blue Point UFSD will establish a process to ensure that lead evaluators maintain inter-rater reliability over time and that they are recertified on an annual basis by an NYSED approved/certified trainer.

The Bayport-Blue Point UFSD will work with ESBOCES and SED to develop a process that aligns their student management system, TEACH, and human resources data 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 courses and/or student rosters assigned to them.

The Bayport-Blue Point UFSD will work with ESBOCES and SED to develop a process that aligns their student management system, TEACH, and human resources data systems to report to SED the individual subcomponent scores and the total composite effectiveness score for each applicable educator.

The Bayport-Blue Point UFSD will ensure the security of all state assessments grade 3 through 8, as well as Regents exams, by having them delivered to a central district location with SED approved lockable space. These exams will not be disseminated to students prior to SED's administrative dates and times. All assessments will be checked in upon arrival and all discrepancies between SED invoice and received assessments will be reported directly to SED. The Bayport-Blue Point school district will provide for the facilitation and secure scoring for all 3 through 8 assessments and Regents exams to ensure that neither teachers nor principals who have a vested interest in the scoring process have prior access to the exams.

The Bayport-Blue Point UFSD agrees to collaborate with SED regarding any concerns and/or monitoring of the district regarding evaluation implementation. If you should require additional information and/or details of the above outlined plan, please contact me 631.472.7860.