

2011-2012 ANNUAL PROFESSIONAL REVIEW PLAN
FOR TEACHERS SUBJECT TO
EDUCATION LAW §3012-c
AUSABLE VALLEY CENTRAL SCHOOL DISTRICT

Date of Adoption: August 17, 2011

Date of Amendment: November 16, 2011

Items that are mandatory topics of negotiation by and between the parties are pending by mutual agreement. The District will continue discussions to reach a mutually acceptable APPR. Areas addressed in the NYSUT vs. The Board of Regents lawsuit and deemed “invalid” will be modified and/ or negotiated (IF deemed mandatory) at the conclusion of the Board of Regents appeal, adoption of new “valid” regulations, or by mutual agreement between the parties.

Annual Professional Performance Review Plan for Teachers and
Principals/Instructional Administrators Covered by L. 2010, Ch. 103, Effective
November 16, 2011

The Board of Education of the AuSable Valley Central School District (the "District"), acting in public session on November 16, 2011, hereby adopts this Annual Professional Performance Review Plan (the "APPR Plan") for those of its classroom teachers and principals/instructional administrators who will become covered by the annual professional performance review provisions of Chapter 103 of the Laws of 2010 during the 2011-12 school year.

1. Definition of Covered Teachers/Principals/Instructional Administrators

This APPR Plan will apply only to classroom teachers of record for common branch subjects or English language arts or mathematics in grades four through eight and their principal/instructional administrators.

2. Ensuring Accurate Principal/Instructional Administrator, Teacher and Student Data

The District shall provide accurate data to the State Education Department (the "SED") in a format and timeline prescribed by the Commissioner. The District shall also provide an opportunity for every covered teacher and principal/instructional administrator to verify the subjects and/or student rosters assigned to him/her. The specific Individual Building Principal shall be designated as the Data Coordinator who shall be in charge of collecting the required data, overseeing changes in and maintenance of the local data management systems, and ensuring the accuracy of the data.

3. Reporting Individual Subcomponent Scores

The Data Coordinator shall be responsible for reporting to the SED the individual subcomponent scores and the total composite effectiveness score for each covered classroom teacher and principal/instructional administrator in the District, and shall do so in a format and timeline as prescribed by the Commissioner.

4. Security and Scoring of Assessments

The Data Coordinator or designee, assigned by the Superintendent, shall be responsible for overseeing the security and scoring processes utilized by the District.

5. Details of the District's Evaluation System

Components of the Annual Professional Performance Review ("APPR") that are mandatory topics of negotiation under Taylor Law and 3012-c are pending the outcome of negotiations. The District will continue discussions to reach a mutually acceptable APPR. Areas addressed in the NYSUT vs. Board of Regents lawsuit deemed "invalid" will be modified and/or negotiated (if deemed mandatory) at the conclusion of the Board of Regents appeal, adoption of new "valid" regulations, or by mutual agreement between the parties.

6. Appeals of Annual Professional Performance Reviews

The details of the District's procedure for resolving appeals of annual professional performance reviews under Chapter 103 cannot be described at this time because those details must be determined through collective negotiations with the bargaining agent of the covered teachers and principals/instructional administrators (where applicable), and such negotiations have not been finalized. Upon the completion of the negotiations, this APPR Plan will be amended to reflect the agreed-upon procedures.

7. Duration and Nature of Training Provided to Evaluators and Lead Evaluators

- A. The "lead evaluator" is the administrator who is primarily responsible for a teacher's or principal's/instructional administrator's APPR composite rating under Chapter 103.
- B. All evaluators shall successfully complete a training course that meets the minimum requirements prescribed in Chapter 103.
- C. To be deemed a district certified lead evaluator one must successfully complete a training course meeting the minimum requirements prescribed in the law and regulations.

D. Nothing herein shall be construed to prohibit an evaluator who is properly certified by the State as a school administrator from conducting classroom observations or school visits as part of an annual professional performance review under Chapter 103 prior to completion of the training required by said Chapter or the regulations thereunder, as long as such training is successfully completed prior to completion of the annual professional performance review.

8. Filing and Publication of APPR Plan

This APPR Plan shall be filed in the District Office, and shall be made available to the public on the District's website by September 10, 2011, or within ten days after its adoption, whichever shall later occur.

Adoption Date: November 16, 2011

Legal Reference(s): Education Law §3012-c, 8 N.Y.C.R.R. Part 30-2 and Section 100.2(o).