

**MOUNT SINAI UNION FREE SCHOOL DISTRICT
MOUNT SINAI, NEW YORK 11766**

DISTRICT OFFICE

DR. ANTHONY J. BONASERA
SUPERINTENDENT

MAUREEN POERIO
Executive Administrative Assistant

LYNN KIRCHENKO
Treasurer

**Annual Professional Performance Review (APPR) Plan
Under Education Law §3012-c
August 30, 2011**

1. Statement of Purpose

It is the intent of the Mount Sinai School District 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.

2. Rationale

In accordance with Education Law §3012-c and the Commissioner's regulations, 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 Mount Sinai School District is committed to focusing its efforts and resources to bring about a meaningful evaluation process as an important means to achieve this goal.

3. Demographic Information

The Mt. Sinai school community has a population of approximately 9600 people residing in 3500 households. 96% of the population is white, with 1% African American, 1.5% Asian with the remaining population a mix of Hispanic, Native American and Mid Easterners. Mt. Sinai is a "bedroom" community where 93% of the residents own their homes. There are three school buildings, an elementary school, a middle school and high school housing 2800+ students. The median household income exceeds \$90,000 with approximately 40% of the population having a college degree.

4. The Annual Professional Performance Review Plan and District's Evaluation System

The Mount Sinai School District Board of Education will approve an APPR plan on an annual basis by September 1 and make it public on the district website, Mount Sinai School District by September 10. If negotiations are pending over any portions of the plan, the plan shall so indicate and an amended plan shall be approved and posted upon completion.

All educators will receive timely and constructive feedback as part of the evaluation process.

The Mount Sinai School District has a collective bargaining agreement in effect on July 1, 2010, whose terms conflict with requirements in law or the Commissioner's regulations, as such those terms will remain in place during the duration of the agreement and until entry into a successor agreement.

The Mount Sinai School District is in the process of reviewing its prior APPR plan last approved by the Board in February, '06 to ensure alignment with New York State Education Law §3012-c and Commissioner's regulations. It is the intention of the Mount Sinai School District (involving ESBOCES and varied stakeholder groups as necessary and/or

appropriate) to develop and make 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.

5. Performance Improvement Plans

The Mount Sinai School District will support teachers whose performance is evaluated as needing an individual improvement plan (TIP) as designated in their mid-year or annual evaluation. It is understood that the ultimate objective of an improvement plan is increased student achievement, and that the intent of such a plan is instructional rather than disciplinary.

The Mount Sinai School District will support principals whose performance is evaluated as needing an individual improvement plan (PIP) by in concert with Article VII of the collective bargaining agreement with the association. It is understood that the ultimate objective of an improvement plan is increased student achievement, and that the intent of such a plan is instructional rather than disciplinary.

6. Appeals of Annual Performance Evaluations

To the extent that a teacher/principal wishes to challenge a performance review and/or the improvement plan, the Mount Sinai School District will entertain appeals in accordance with appeal procedures developed through negotiations

7. Evaluator Training

The Mount Sinai School District 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 ESBOCES. 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 Mount Sinai School District 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 working with ESBOCES and the district's team.

8. Data Management

The Mount Sinai School District 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 Mount Sinai School District 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.

9. Assessments

The Mount Sinai School District will secure and score Regents exams in a manner which ensures that assessments are not disseminated to students before administration and insure that teachers or principals do not have a vested interest in the outcome of the assessments they score.

The Mount Sinai School District will work with ESBOCES and SED to secure 3-8 exams in a manner which ensures that assessments are not disseminated to students before administration and that teachers or principals do not have a vested interest in the outcome of the assessments they score.

The Mount Sinai School District will provide for the facilitation and secure scoring of all 3-8 assessments to help ensure that neither teachers nor principals have a vested interest in the scoring process.

10. Monitoring

The Mount Sinai School District agrees to collaborate with SED regarding any concerns and/or monitoring of the district regarding evaluation implementation.



Mount Sinai Union Free School District

118 North Country Road
Mount Sinai, New York 11766
(631)870-2550
(631) 473-0905 (Fax)

Maureen Poerio
District Clerk/Executive Administrative Assistant

Dr. Anthony J. Bonasera
Superintendent of Schools

Lynne Kirchenko
District Treasurer

Note: The following is a listing of those areas in the law that are not in full compliance due to the requirement of having to be negotiated with the bargaining units. The law allows for the existing contractual agreements to “play out” before negotiations take place. While the Board offered to negotiate these items prior to the expiration date, the bargaining units, on advice of their counsel, chose to wait until their agreements expired.

Statement of Inconsistencies with the Law

The following list indicates items subject to collective negotiations:

- Evaluation appeals process;
 - 60% non-student performance sub-component of the overall composite
- Effectiveness score;
 - Selection of performance indicators
 - Allocation of points among performance indicators
 - Sub-component cut scores
- Selection of measures of student growth data for the 20% student performance sub-component effectiveness score (limited to the negotiations of procedure for selection of the measure, not the measure itself)
- Impact negotiations arising from the assignment for training as a lead evaluator
- Teacher Improvement Plan and Principal Improvement Plan
- Negotiation of procedures for the use of the APPR evaluation as a significant factor in employment decisions
- Negotiation of professional development aspects of the APPR plan
- Negotiation of selection of assignment of students to teachers for purposes of calculation of student performance data
- Local assessment measure security.

Donna Compagnone, Trustee
Michael Di Marco, Trustee
Lynn Jordan, Trustee

Board of Education
Robert P. Sweeney, President

Kerri Kelly, Trustee
John Kostic, Trustee
Edward K. Law, Vice President