

Evaluation of Teachers and Administrators

The Hyde Park 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, Commissioner's Regulations, and Rules of the Board of Regents.

The primary purposes of these evaluations are:

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

20% - student growth on state assessments or other comparable measures of student growth (increases to 25% upon implementation of a value-added growth model);

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

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 score of 65-74
- d) Ineffective = composite effectiveness of score 0-64

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).

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

Upon 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.

Procedure for Parent Request of Composite Score

- A parent may request his child’s teacher’s composite score from the previous school year beginning October 15th. In the case of courses that change by marking period or semester, the request cannot be made until the child is in that teacher’s class.
- The request must be made in person, or in writing, to the school principal for teacher scores, or the superintendent for the request of principal scores.
- At the time the request is made, a clerical person will schedule an appointment for that person with the appropriate building administrator. An attempt will be made to schedule the appointment within seven working days of the submission of the request. Proper identification must be provided prior to the receipt of composite score.
- During the meeting with the parent/guardian, the building administrator will provide the composite score orally to the parent.

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