

Belfast Central School
Teacher 3021-d APPR Agreement
January 2020

Student Performance Category

- District/Building SLO will be used for all teachers
 - SLO will be based on student results on the following NYS assessments:
 - CC Algebra
 - CC ELA
 - US History
 - Global History
 - Living Environment (Biology)
 - Science 8
 - Science 4
 - All teachers will receive the same student performance score from 0-20 points. (The effective HEDI chart for student performance points is below.)

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

Teacher Observation Category

- All announced observations will be a full class period in length.
- All unannounced observations will be a half class period. (approximately 20 min.)
- The emphasized 2014 NYSUT rubric will be utilized for all observations.
- The following observation criteria have been agreed upon by the BTA and BCS.
 - Tenured teachers
 - Will have one unannounced observation by the superintendent to take place before the announced observation
 - Will have one announced observation by the principal to take place after the unannounced observation
 - May *request* a post observation meeting after the unannounced observation
 - Once **all observations** for the year are completed, the **overall observation score will be calculated**. This will ensure all

observable teaching standards are addressed across the total number of observations for the year.

- Non-Tenured Teachers
 - Will have one unannounced observation by the superintendent
 - Will have two announced observations by the principal
 - Will have a post observation meeting after the unannounced
 - Once **all observations** for the year are completed, the **overall observation score will be calculated**. This will ensure all observable teaching standards are addressed across the total number of observations for the year.
- Announced observations will have a scheduled post-observation conference with the principal. The principal or teacher may elect to have a pre-observation conference.
- If the teacher/class is doing an atypical instructional activity when the superintendent enters the classroom for an unannounced observation, the superintendent will return at a later time to complete the observation.
- The Teacher Observation HEDI ranges are below

	Overall Student Performance Category Range
Highly Effective	3.5-4.0
Effective	2.5-3.49
Developing	1.5-2.49
Ineffective	0-1.49

- BCS will continue to apply for the annual independent evaluator hardship waiver.

Overall Rating

- Each teacher's overall APPR rating will be defined by the NYS HEDI chart based on their student performance category and teacher observation category rating. (The SED HEDI chart is below.)

TEACHER OBSERVATION/PRINCIPAL SCHOOL VISIT

STUDENT
PERFORMANCE

	Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Highly Effective (H)	H	H	E	D
Effective (E)	H	E	E	D
Developing (D)	E	E	D	I
Ineffective (I)	D*	D*	I	I