

Belfast Central School

Principal 3021-d APPR Agreement- October 2019

Student Performance Category

- District/Building SLO will be used for all Principals
 - 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 Principals 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%

Principal Observation Category

- Each principal will have at least one school visit by a supervisor.
- Marzano's School Leader Evaluation Model (2013) will be utilized for all observations.
- The BCS Principals and Superintendent have agreed upon the following minimum observation criteria.
 - Tenured Principals
 - Will have one unannounced observation by the principal
 - May request an additional announced observation
 - If more than one observation is completed, the observation scores will be averaged.
 - Non-Tenured Principals
 - Will have one unannounced and one announced observation by the principal

- The Principal 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

- There will be a post-evaluation meeting with the Principal and principal after each observation.
- BCS will continue to apply for the annual independent evaluator hardship waiver.

Overall Rating

- Each Principal's overall APPR rating will be defined by the NYS HEDI chart based on their student performance category and Principal 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