

Valley Stream Central High School District

APPR PLAN Preliminary Draft for the Evaluation of Principals

August 2011

Statement of Purpose

It is the intent of the Valley Stream Central High School District to foster ongoing professional growth and development, reflection, and refinement of professional practice for all of 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. Negotiations regarding the final terms of the APPR process are ongoing and this document reflects the parameters being discussed. This does not constitute a final agreement nor imply that one has been reached.

Rationale

In accordance with 3012c, the evaluation processes herein are based on the New York Teaching and ISSLC Standards provided by the Commissioner of Education pursuant to the Regulation 100.2.

The Valley Stream Central High 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. As prescribed by the regulations, a committee of all four principals and the Superintendent are meeting on an ongoing basis to determine the process for the evaluation of principals.

Demographic Information

The Valley Stream Central High School District is one of only three in New York State that covers grades 7-12 exclusively. The District operates one junior high school, grades 7-9 (Memorial Junior High School); one senior high school, grades 10-12 (Central High School); and two combined junior and senior high schools, grades 7-12 (North High School and South High School). The four buildings are located on approximately 58 acres of land.

Students enter the District's secondary schools after graduation from one of the 10 schools maintained by Elementary Districts Thirteen, Twenty-Four and Thirty, whose combined outer boundaries are coterminous with the boundary of the High School District. In addition to

the major portion of the Village of Valley Stream and most of North Valley Stream, the District includes parts of Elmont, Franklin Square, Lynbrook and Malverne.

Approximately 4,600 students in grades 7 through 12 are enrolled in the schools and are served by a professional staff of approximately 450 teachers, specialists, administrators, social workers, and registered nurses. Demographically, the district is a multicultural community of students from diverse backgrounds. According to the most recent School Report Card, 32% are classified as white, 28% as African American, 24% as Hispanic and 16% as Asian.

The District is governed by a nine member Board of Education composed of three appointees from each of the elementary district boards. The board members receive no salary or any other financial compensation, either direct or indirect, for their services.

The Annual Professional Performance Review Plan

The Valley Stream Central High School District's Board of Education will approve a preliminary draft of an APPR plan on an annual basis by September 1 and make it public on the district website (www.vschs.org) by September 10. The draft will be based on the ISSLC standards. Those elements of the initial plan that are subject to collective bargaining under Section 3012-c shall be added to the plan at such time as negotiations are complete.

Performance Improvement Plans

The Valley Stream Central High School District Principals and the Superintendent will develop a Performance Improvement Process for principals.

Appeals of Annual Performance Evaluations

The Valley Stream Central High School District Principals and the Superintendent will develop an appeals process for the Annual Performance Evaluation of Principals.

Other Processes

The Valley Stream Valley Stream Central High School District and the Superintendent will develop other such processes as required by Section 3012-c.

Evaluator Training

The Valley Stream Central High School District will ensure that all lead evaluators/evaluators are properly trained and certified to complete an individual's performance review. This training will include the following requirements for Lead Evaluators:

- New York State Teaching Standards and ISSLC Standards
- Evidence-based observation
- Application and use of Student Growth Percentile and Value-Added Growth Model data
- Application and use of the New York State-approved principal rubrics
- Application and use of any assessment tools used to evaluate principals
- Application and use of New York State-approved locally selected measures of student achievement
- Use of New York State Instructional Reporting System
- Specific considerations in evaluating principals of English Language Learners and students with disabilities

The Valley Stream Central High School District will work with the Nassau BOCES Network Team and other professional organizations to ensure that lead evaluators maintain inter-rater reliability over time and that they are re-certified on an annual basis.

Data Management

The Valley Stream Central High School District will work with Nassau BOCES and SED to develop a process that aligns its Student Information System (SIS), TEACH, and other data systems to ensure that SED receives timely and accurate information.

The Valley Stream Central High School District will work with its administrators and staff, SED, and the regional testing center to ensure that assessments are not disseminated to students before administration and that principals do not have a vested interest in the outcome of the assessments they score.

The Valley Stream Central High School District will work with its principals and superintendent to determine decisions about local measures of student achievement, principal practice rubrics, any other instruments, and the scoring methodology for the assignment of points to locally selected measures of student achievement and other measures of principal effectiveness.

Monitoring

The Valley Stream Central High School District agrees to collaborate with the SED regarding any concerns and/or monitoring of the district regarding evaluation implementation.

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