

Pioneer 3012d APPR Process & Procedures for 2019-2020

ARCADE ELEMENTARY & DELEVAN ELEMENTARY –

Grades K-2 3012d Full Implementation: **School wide measure** - 3rd and 4th Grade NYS ELA, 3rd and 4th Grade NYS Math, and 4th Grade NYS Science

3rd Grade Teachers - % of students achieving a level 2, 3, and 4 on the 3rd grade ELA and Math and the 4th grade Science test.

4th Grade Teachers – Growth Score
Back up SLO – School wide measure

Transition: 4th Grade Science

PIONEER MIDDLE SCHOOL –

Grades 5-8 Any Teacher who doesn't teach 5-8 ELA and Math: **School wide measure** - 5th, 6th, 7th, 8th grade NYS ELA, 5th, 6th, 7th, 8th grade NYS Math, 8th Grade NYS Science and Physical Setting/Earth Science Regents

5th – 8th Grade Teachers – Growth Score
Back up SLO – School wide measure

Transition: 8th Grade NYS Science and Physical Setting/Earth Science Regents

PIONEER HIGH SCHOOL –

3012d Full Implementation: **School wide measure** - RE Algebra I Common Core (Integrated Algebra), RE in English Language Arts (Common Core), RE US History and Government, Living Environment, Physical Setting/Earth Science

9th – 12th Grade Regents Teachers – SLOs

Back up SLOs – Not Applicable

OBSERVATIONS FOR RETURNING TEACHERS MAY BEGIN THE SECOND FULL WEEK OF SEPTEMBER (9/16/19). FIRST YEAR TEACHER OBSERVATIONS MAY BEGIN AS OF OCTOBER 1, 2019.

There is no expected order in which the observations should occur.

THE UNANNOUNCED OBSERVATION

The unannounced observation is worth 10% and will typically be conducted by District level administrators. This observation will last a minimum of 30 minutes or until evidence has been collected in all four cornerstones of the Thoughtful Education Rubric not to exceed one class period. However, the administrator may leave sooner than the 30 minute period if the evidence reflects a rating of 4 in all cornerstone areas.

Teachers have the right to exercise one “WAIVE OFF” for their unannounced observation at the onset of the lesson, which means that the administrator will return at another time to conduct this observation. The write-up of this observation will be sent directly to the teacher for his/her signature. The teacher will receive written feedback regarding the observation no more than 5 working days after the observation has occurred. The signed observation is to be returned to the administrator within 5 work days as well. A post-observation meeting can be scheduled if requested by the teacher. In that event, the teacher will be required to complete a post-observation form before the meeting which should be sent to the administrator prior to the conference. The preceding deadlines are subject to change if mutually agreed upon between the administrator and the teacher.



THE ANNOUNCED OBSERVATION

The announced observation is worth 90% and every effort will be made to be conducted by the teachers' direct supervisor. This observation will encompass all four cornerstones and at least two other episodes. All teachers will complete a preconference form and email it to the administrator conducting their observation. A preconference will be held with all non-tenured teachers but is only necessary with tenured teachers upon the administrator's request.

The announced observation will last for a full period. For all announced observations, the teacher will have a post-observation conference with the observing administrator, scheduled at a mutually agreeable time. A post-observation form will not need to be completed by the teacher unless requested by the administrator.

The teacher will participate in a post-observation meeting no more than 5 working days after the observation has occurred. He/she will receive the formal write-up of the observation within 15 working days of the observation. The preceding deadlines are subject to change if mutually agreed upon between the administrator and the teacher.

