

## **A-Tenured Teachers**

The Annual Professional Performance Review plan includes a variety of methods for tenured teachers to choose from in order to demonstrate their performance in the classroom. The methods are as follows:

1. Classroom Observation
2. 3 Informal Conferences
3. Weekly Journal
4. Critique 2 Lessons
5. Portfolio
6. Electronic/Multi-Media/Technology Integration
7. Peer Collaboration
8. Formal Study Group
9. 4 Classroom Walk Through's – With Documentation
10. Pilot Peer Assistance & Review (AFT Grant Initiative TBA)

## **B-Non-Tenured Teachers**

All non-tenured teachers will be evaluated using the following process:

### **Year 1 and Year 2**

1. Two Traditional Classroom Observations
2. Self Reflection

### **Year 3**

1. Three Classroom Observations (one by Central Office Administrator)
2. Self Reflection

Previously New York tenured teachers start at year 2.

**MARLBORO CENTRAL SCHOOL DISTRICT**  
**Annual Professional Performance Review**  
**Non-Tenured Teacher**  
**Goals and Action Plan**

**Teacher Name:** \_\_\_\_\_

**Assignment:** \_\_\_\_\_

**Administrators Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Goal Setting Conference Dates: Fall:** \_\_\_\_\_

**Spring:** \_\_\_\_\_

**Three Classroom Observation: 1.** \_\_\_\_\_ **2.** \_\_\_\_\_ **3.** \_\_\_\_\_

(year 3 only)

**Areas of Focus:**

**District Performance Indicators:**

- I. Content Knowledge
- II. Preparation & Organization
- III. Instructional Delivery
- IV. Classroom Management
- V. Knowledge of Student Development
- VI. Student Assessment
- VII. Collaborative Relationships
- VIII. Reflective and Responsive Practice

- 1. Increase Mastery at all levels
- 2. Increase student with disabilities performance
- 3. Increase performance of under achieving populations

**(To be completed before first conference with administrator and modified throughout the year.)**

Goals to Achieve	Objectives	Activities/Strategies to Accomplish Goals	Methods of Assessment Used
1.			
2.			