

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
Tenured Teacher
Goals and Action Plan

Teacher Name: _____

Assignment: _____

Administrators Name: _____

Date: _____

Goal Setting Conference Dates: Fall: _____

Spring: _____

APPR choice (check one below):

- Traditional Classroom Observation
- Critique 2 Lessons
- Electronic/Multi-Media
- 4 Walk Thru's – With Documentation
- Informal Conference

- Weekly Journal
- Portfolio
- Formal Study Group
- Peer Collaboration (Names of colleagues involved)
- Pilot Peer Assistance & Review

Areas of Focus:

- 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

District Performance Indicators:

- 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.			