

MEMORANDUM OF AGREEMENT

BETWEEN THE SUPERINTENDENT OF THE CHAZY CENTRAL RURAL SCHOOL DISTRICT AND THE CHAZY TEACHERS ASSOCIATION

RE: REVISED PROFESSIONAL TEACHER EVALUATION PROCESS (APPR)

1. Pre Observation Conference:

1.1 Schedule: Conducted no later than two days before the announced observation.

1.2 Purpose: Facilitate dialogue between teachers and administrators to discuss goals, expectations, and any pertinent details.

1.3 Required Documentation: Pre-Observation form completed in Frontline, addressing specific elements:

- Element 1.3A
- Element 2.1A
- Element 5.2A
- Element 7.1A

2. Announced Observation (20-Minute Formal Observation):

2.1 Timing: Scheduled between October and January 1st annually.

2.2 Format: A 20-minute observed session with prior notification to the teacher.

2.3 Focus Areas:

- Element 3.1B
- Element 3.2D
- Element 4.3A

3. Unannounced Observation (5-Minute Walkthrough):

3.1 Timing: Conducted between January 1st and May 31st each year.

3.2 Format: A brief, unannounced 5-minute observation to capture an authentic snapshot of classroom dynamics.

3.3 Focus Areas:

- Element 3.1B
- Element 4.4A

4. Post-Conference:

4.1 Timing: Within seven days following the announced observation.

4.2 Purpose: Provide constructive feedback, discuss observations, and collaborate on professional development.

4.3 Required Documentation: Post-Observation form completed in Frontline, summarizing discussions and next steps.

5. Student Performance Measure:

5.1 Evaluation Criterion: % pass rate on the five required Regents Exams.

5.2 Assessment Period: Calculated over the summer.

5.3 Data Submission: Results entered into Frontline.

6. Teacher Improvement Plan (TIP):

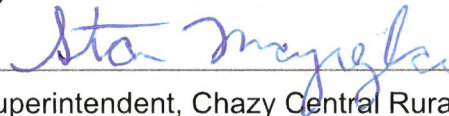
6.1 Trigger: Any teacher receiving an overall ineffective score.

6.2 Implementation: Per the negotiated APPR Agreement.

6.3 TIP Components:

- Elements requiring improvement based on evaluation results.
- Specific, measurable goals for improvement.
- Professional development opportunities.
- Timelines for progress assessment.

This Memorandum of Agreement is effective as of January 31, 2024, and both parties agree to adhere to the terms outlined herein.

 1-31-24

Superintendent, Chazy Central Rural School District

Date: _____ Kiki Trume

President, Chazy Teachers Association

Date: 1-31-2024

