/ THE UNIVERSITY OF THE STATE OF NEW YORK

Commissioner of Education
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## Disclaimers

For guidance related to Educator Evaluation plans, see NYSED Educator Evaluation Guidance. For a definition of terms related to Educator Evaluation, see the Educator Evaluation Glossary.

The Department will review the contents of each local educational agency's (LEA) Educator Evaluation plan as submitted using this online form, including required attachments, to determine if the plan rigorously complies with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. Department approval does not imply endorsement of specific educational approaches in an LEA's plan.

The Department reserves the right to request further information from an LEA to monitor compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. Each LEA is required to keep detailed records on file for each section of the currently implemented Educator Evaluation plan. Such detailed records must be provided to the Department upon request. The Department reserves the right to disapprove or require modification of an LEA's plan that does not rigorously adhere to the requirements of Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the LEA are for informational purposes only for the teachers and principals reviewed under this Educator Evaluation plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the Educator Evaluation plan approved by the Department. The Department also reserves the right to request further information from the LEA, as necessary, as part of its review of this plan.

If the Department reasonably believes through investigation, or otherwise, that statements made in this Educator Evaluation plan are not true or accurate, it reserves the right to reject or disapprove this plan at any time and/or to request additional information to determine the truth and/or accuracy of such statements.

## Educator Evaluation Assurances

**Please read the assurances below and check each box.**

☑ Assure that the content of this form represents the LEA's entire Educator Evaluation plan and that the Educator Evaluation plan is in compliance with Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents.

☑ Assure that a detailed version of the LEA's entire Educator Evaluation plan is kept on file and that a copy of such plan will be provided to the Department upon request for review of compliance with Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents.

☑ Assure that this Educator Evaluation plan will be posted on the LEA's website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall occur later.

☑ Assure that it is understood that this LEA's Educator Evaluation plan will be posted in its entirety on the NYSED website following approval.

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## Required Student Performance Subcomponent

For guidance on the required subcomponent of the Student Performance category, see NYSED Educator Evaluation Guidance.

***100% of the Student Performance category if only the required subcomponent is used or locally determined if the optional subcomponent is selected.***

**Each teacher shall have a locally determined Student Learning Objective (SLO) consistent with the goal-setting process determined by the Commissioner.**

**Educator Evaluation - Ed Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Student Learning Objectives

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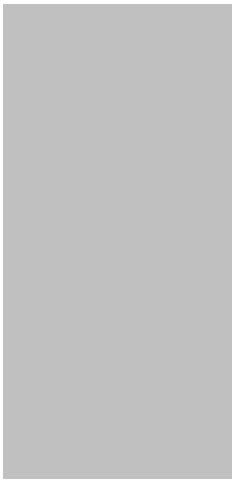

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## Use of the Optional Subcomponent and Student Performance Category Weighting

- If the Optional subcomponent is not used, the Required subcomponent will comprise 100% of the Student Performance category.
- If the Optional subcomponent is used, the percentage of the Student Performance category attributed to the Required subcomponent will be locally determined.

**Please indicate if the Optional subcomponent will be used by making the appropriate selection below.**

NO, the Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

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**Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.**

**Please select a minimum value between 3.50 and 3.75 and choose 4.00 as the maximum value for the Highly Effective range.**

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Highly Effective: | 3.50 | 4.00 |

**Please select a minimum value between 2.50 and 2.75 and a maximum value between 3.49 and 3.74 for the Effective range.**

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Effective: | 2.50 | 3.49 |

**Please select a minimum value between 1.50 and 1.75 and a maximum value between 2.49 and 2.74 for the Developing range.**

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Developing: | 1.50 | 2.49 |

**Please choose 0.00 as the minimum value and select a maximum value between 1.49 and 1.74 for the Ineffective range.**

| | **Minimum Rubric Score** | Maximum Rubric Score |
|---|---|---|
| Ineffective: | 0.00 | 1.49 |

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|---|---|---|---|
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## Teacher Observation

**The teacher observation category is made up of two (2) required and one (1) optional subcomponents.**

- The frequency and duration of observations are locally determined.
- Observations may occur in person, by live virtual observation, or by recorded video, as determined locally.
- LEAs may locally determine whether to use more than one observation by any of the required observers. Nothing shall be construed to limit the discretion of administrators to conduct observations in addition to those required by this section for non-evaluative purposes.

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**Required Subcomponents**

- At least one of the required observations **must be unannounced (across both required subcomponents).**

**Required Subcomponent 1: Observations by Principal(s) or Other Trained Administrator(s)**

- At least one **observation must be conducted by the building principal or other trained administrator.**

**Required Subcomponent 2: Observations by Impartial Independent Trained Evaluator(s)***

- At least one **observation must be conducted by an impartial independent trained evaluator.**
- Impartial independent trained evaluators are trained and selected by the LEA. They may be employed within the LEA, but may not be assigned to the same school building as the teacher being evaluated. This could include other administrators, department chairs, or peers (e.g., teacher leaders on career ladder pathways), so long as they are not from the same building (defined as same BEDS code) as the teacher being evaluated.

** The process selected for conducting observations, including those conducted by trained, impartial independent evaluators, exists in perpetuity until a new plan is approved by the Commissioner. However, if your LEA applies for and receives approval of an Independent Evaluator Hardship Waiver for a school year, then the terms specified in that waiver application will apply for that school year only. Please note that independent Evaluator Hardship Waiver requests must be submitted and approved on an annual basis.*

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**Optional Subcomponent: Observations by Trained Peer Observer(s)**

- **If selected,** at least one **observation must be conducted by a trained peer observer.**
- Peer teachers are trained and selected by the LEA. Trained peer teachers must have received an overall rating of Effective or0r0r0r0ighr tTrai0d <00tiotive o

**trained administrator (supervisor).**

- **Required Subcomponent 2:** At least one **observation must be conducted by an impartial independent trained evaluator (independent evaluator).**
- **Optional Subcomponent: If selected,** at least one **observation must be conducted by a trained peer observer (peer observer).**

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**Please use the table below to enter the minimum number of observations and method of observation for each type listed.**

| | Minimum Number of Observations | **Method of Observation** *Select all that apply* |
|---|---|---|
| Announced Supervisor Observation (Required Subcomponent 1) | 1 | ☑ In person |
| Unannounced Supervisor Observation (Required Subcomponent 1) | 0 | ☑ Not applicable |
| Announced Independent Evaluator Observation (Required Subcomponent 2) | 0 | ☑ Not applicable |
| Unannounced Independent Evaluator Observation (Required Subcomponent 2) | 1 | ☑ In person |
| Announced Peer Observation (Optional) | 0 | ☑ Not applicable |
| Unannounced Peer Observation (Optional) | 0 | ☑ Not applicable |

**Does the information in the table above apply to all teachers?**

☑ No, there are 2 groups of teachers who receive a different number and/or method of observation of each type (e.g., tenured teachers and probationary teachers; identify the first subgroup below).

**Please identify the first subgroup of teachers to whom the information in the table above applies.**

Tenured

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**Peer Observation Assurances**

**Please read the assurances below and check each box.**

☑ Assure that peer observers, as applicable, will be trained and selected by the LEA.

☑ Assure that, if observations are being conducted by trained peer observers, these teachers received an overall rating of Effective or Highly Effective in the previous school year.

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### Additional Requirements

For more information on the additional requirements for teachers, see NYSED Educator Evaluation Guidance.

### Teacher Improvement Plan Assurances

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| **Which groups of teachers may utilize the appeals process?**<br>*Select all groups that have the same process as defined in subsequent columns.*<br>*To add additional groups with a different process, use the "Add Row" button.* | Please select the ground(s) on which the teachers selected are permitted to appeal their overall evaluation rating.<br>*Select all that apply.* | |
|---|---|---|
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|---|---|
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**Approximately how many hours of initial training will new evaluators receive?**

☑ 1-3 days

***Retraining***

**Approximately how many hours of re-training (annual, periodic, or other frequency) will evaluators receive?**

☑ 1-3 days

**Certification of Lead Evaluators**

**How often are lead evaluators certified?**

☑ Annually

**Please identify the party responsible for the certification and re-certification of lead evaluators.**

☑ Superintendent/District Superintendent

**Please read the assurance below and check the box.**

☑ If the Superintendent/District Superintendent or other party is the entity certifying evaluators, and also acts in the capacity of an evaluator, please assure that the certification process, including such self-certification, is implemented with fidelity.

**Inter-rater Reliability**

**Inter-rater reliability refers to the extent to which different evaluators produce similar ratings in judging the same abilities or characteristics in the same target person or object. Within the context of educator evaluation, inter-rater reliability requires all evaluators trained in the observation process to reach independent consensus on observable behaviors to ensure the accuracy, consistency, and precision of the implementation of the chosen evaluation rubric(s). It also requires administrators to analyze and track educator evaluation data and ensure that observations are being completed with fidelity.**

**Select the option(s) below that best describe the process in place for maintaining inter-rater reliability.**

***Please check all that apply.***

☑ Data analysis to detect disparities on the part of the evaluators

☑ Periodic

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## Required Student Performance Measures

The required student performance measure for a principal may be either a student learning objective (SLO) or an input model, where the principal's overall rating shall be determined based on evidence of principal practice that promotes student growth related to the Leadership Standards.

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**STUDENT LEARNING OBJECTIVES**

For guidance on SLOs, see NYSED SLO Guidance.

*SLO measures may be either individually attributed or collectively attributed.*

**Individually attributed measures**

An individually attributed SLO is based on the learning outcomes of a student population within the principal's building or program.

> *Individually attributed results*: scores and ratings will be based on the growth of students in the principal's building/program in the current school year.

**Collectively attributed measures**

A collectively attributed SLO is based on a student population across multiple buildings/programs of similar grade configuration or across multiple building/programs where the learning activities of one building/program indirectly contribute to student learning outcomes in another building/program. When determining whether to use a collectively attributed SLO, the LEA should consider:

- identifying which measures and assessments could be used to encourage partnerships or teams where there is an opportunity for a collective impact on student learning;
- identifying which assessments could be used to help foster and support the LEA's focus on a specific priority area(s);
- the impact on the LEA's ability to make strong and equitable inferences regarding an individual educator's effectiveness; and
- when using multiple measures, the appropriate weight of each measure that reflects individually and collectively attributed results.

> *Collectively attributed results*: scores and ratings for the selected principals will be based on the growth of students in an LEA who take the applicable assessments in the current school year. > *Collectively attribugl4 cg multiple measures, the approp04400510003004uavely attribugl4n tr the selected p*

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**INPUT MODEL**

*Selection of the Input Model will require:*

- a description of the areas of principal practice that will be evaluated;
- a description of how the selected areas of principal practice promote student growth;
- a description of the evidence of student growth and principal practice that will be collected; and
- a description of how the district will use the evidence to differentiate effectiveness resulting in a score from 0 to 20 and ratings of Highly Effective, Effective, Developing, or Ineffective.

**Measure Type(s)**

**Please indicate below which type(s) of measures will be used to evaluate principals. Please check all that apply.**

☑ Student Learning Objective (SLO)

## Assurances

**Please read the assurances below and check each box.**

☑ Assure that processes are in place for the superintendent to monitor SLOs and/or input models.

☑ Assure that the final Student Performance category rating for each principal will be determined using the weights and growth parameters specified in Subpart 30-3 of the Rules of the Board of Regents and the approved Educator Evaluation plan.

**NORTHEASTERN CLINTON CSD**

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| **Building Configuration(s) for Applicable Principals** ***Select all that apply*** | Measure | State or Regents Assessment(s) ***Select all that apply*** | Locally-developed Course-Specific Assessment(s) ***Select all that apply*** | Third Party Assessment(s) ***Select all that apply*** | Applicable School or BOCES-Program *Please leave blank unless instructed by the Department to complete this column.* |
|---|---|---|---|---|---|
| | | ☑ Grade 6 ELA<br>☑ Grade 7 ELA<br>☑ Grade 8 ELA<br>☑ Grade 3 Math<br>☑ Grade 4 Math<br>☑ Grade 5 Math<br>☑ Grade 6 Math<br>☑ Grade 7 Math<br>☑ Grade 8 Math<br>☑ ELA Regents<br>☑ Algebra I Regents<br>☑ Living Environment Regents<br>☑ US History Regents | | | |

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### Optional Student Performance Subcomponent

For guidance on the optional subcomponent of the Student Performance category,see NYSED Educator Evaluation Guidance.

***Percentage of Student Performance category to be locally determined if selected.***

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**Please read the assurances below and check each box.**

☑ Assure that the designation of components of the selected practice rubric as observable is locally negotiated.

☑ [redacted]

processes, including practice rubric component weighting consistent with the description in this plan.

**At what level are the observable components of the selected rubric(s) rated?**

☑ Subcomponent level (each observable subcomponent receives a rating)

**How are the observable components of the selected rubric(s) weighted?**

☑ Each component is weighted equally and averaged

## Scoring the School Visit Category

**If an evaluator conducts multiple school visits of the same type, how are those school visits weighted?**

**Examples of school visits of the same type include but are not limited to:**

- **Two school visits by the superintendent with one early in the school year to discuss organizational goals and**

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| | **Overall School Visit Category Score and Rating** | |
|---|---|---|
| | Minimum | Maximum |
| **H** | 3.5 to 3.75 | 4.0 |
| **E** | 2.5 to 2.75 | 3.49 to 3.74 |
| **D** | 1.5 to 1.75 | 2.49 to 2.74 |
| **I** | 0.00* | 1.49 to 1.74 |

** In the event that an educator earns a score of 1 on all rated components of the practice rubric across all school visits, a score of 0 will be assigned.*

**HEDI Ranges**

**Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.**

**Please select a minimum value between 3.50 and 3.75 and choose 4.00 as the maximum value for the Highly Effective range.**

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Highly Effective: | 3.50 | 4.00 |

**Please select a minimum value between 2.50 and 2.75 and a maximum value between 3.49 and 3.74 for the Effective range.**

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Effective: | 2.50 | 3.49 |

**Please select a minimum value between 1.50 and 1.75 and a maximum value between 2.49 and 2.74 for the Developing range.**

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Developing: | 1.50 | 2.49 |

**Please choose 0.00 as the minimum value and select a maximum value between 1.49 and 1.74 for the Ineffective range.**

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Ineffective: | 0.00 | 1.49 |

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## Principal School Visit Subcomponent Weighting

For a definition of terms used in this section, see the Educator Evaluation Glossary.

**Required Subcomponent 1: School visits by Supervisor(s) or Other Trained Administrator(s)**

**- At least 80% of the Principal School Visit category score**

**Required Subcomponent 2: School visits by Impartial Independent Trained terms uwh8xs2T j EMC /Span <</MCID 7 8xs2T j E S4( -)Tj EMC /Span <<**

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**administrator (supervisor).**

- **Required Subcomponent 2:** At least one **school visit must be conducted by an impartial independent trained evaluator (independent evaluator).**
- **Optional Subcomponent: If selected,** at least one **school visit must be conducted by a trained peer principal (peer principal).**

**Please use the table below to enter the minimum number of school visits for each type listed.**

| | Minimum Number of School Visits |
|---|---|
| Announced Supervisor School Visits (Required Subcomponent 1) | 1 |
| Unannounced Supervisor School Visits (Required Subcomponent 1) | 0 |
| Announced Independent Evaluator School Visits (Required Subcomponent 2) | 0 |
| Unannounced Independent Evaluator School Visits (Required Subcomponent 2) | 1 |
| Announced Peer School Visits (Optional) | 0 |
| Unannounced Peer School Visits (Optional) | 0 |

**Does the information in the table above apply to all principals?**

☑ No, there are 2 groups of principals who receive a different number of school visits of each type (e.g., tenured principals and probationary principals; identify the first subgroup below).

**Please identify the first subgroup of principals to whom the information in the table above applies.**

Tenured

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## Number of School Visits: Subgroup 2

- At least one of the required school visits must be unannounced (across both required subcomponents).
- Required Subcomponent 1: At least one school visit must be conducted by the superintendent or other trained administrator (supervisor).
- Required Subcomponent 2: At least one school visit must be conducted by an impartial independent trained evaluator (independent evaluator).
- Optional Subcomponent: If selected, at least one school visit must be conducted by a trained peer principal (peer principal).

**Please identify the second subgroup of principals to whom the information in the table below applies.**

Probationary

**Please use the table below to enter the minimum number of school visits for each type listed.**

| | Minimum Number of School Visits |
|---|---|
| Announced Supervisor School Visits (Required Subcomponent 1) | 2 |
| Unannounced Supervisor School Visits (Required Subcomponent 1) | 0 |
| Announced Independent Evaluator School Visits (Required Subcomponent 2) | 0 |
| Unannounced Independent Evaluator School Visits (Required Subcomponent 2) | 1 |
| Announced Peer School Visits (Optional) | 0 |
| Unannounced Peer School Visits (Optional) | 0 |

**Independent Evaluator Assurances**

**Please read the assurances below and check each box.**

☑ Assure that independent evaluator(s) are not employed in the same school building, as defined by BEDS code, as the principal(s) they are evaluating.

☑ Assure that independent evaluator(s) will be trained and selected by the LEA.

***Please also read the additional assurances below and check each box.***

☑ Assure that if the LEA is granted an annual Rural/Single Building District Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective; and, that in any school year for which there is an approved waiver, the second school visit(s) shall be conducted by one or more evaluators selected and trained by the LEA, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor or his/her designee. See Section 30-3.5(c)(1)(ii)(a) of the Rules of the Board of Regents.

☑ Assure that if the LEA is granted an annual Undue Burden Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective and, that in any school year for which there is an approved waiver and such waiver contains information that conflicts with the information provided in Task 9 of the LEA's approved Section 3012-d Educator Evaluation plan, the provisions of the approved waiver will apply. See Section 30-3.5(c)(1)(ii)(b) of the Rules of the Board of Regents.

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**Peer School Visit Assurances**

**Please read the assurances below and check each box.**

☑ Assure that peer principals, as applicable, will be trained and selected by the LEA.

☑ Assure that, if school visits are being conducted by trained peer principal(s), these principal(s) received an overall rating of Effective or Highly Effective in the previous school year.

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**Category and Overall Ratings**

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| **Which groups of principals may utilize the appeals process?** *Select all groups that have the same process as defined in subsequent columns. To add additional groups with a different process, use the "Add Row" button.* | Please select the ground(s) on which the principals selected are permitted to appeal their overall evaluation rating. *Please select all that apply.* | What is the maximum length of time for the principals selected to receive a final decision from the filing of the appeal? |
|---|---|---|
| | and methodologies required for such reviews, pursuant to Education Law Section 3012-d<br>☑ The adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as required under Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents<br>☑ The LEA's issuance and/or implementation of the terms of the principal improvement plan, as required under Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents | |

**If "Other" was selected in the table above, please list the corresponding row number and group(s) of principals that may utilize the appeals process.**

| Row Number | **Groups of principals not specified in the table above that may utilize the appeals process.** |
|---|---|
| (No Response) | (No Response) |

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## Upload Educator Evaluation LEA Certification Form

***Please Note: SED Monitoring timestamps each revision and signatures cannot be dated earlier than the last revision. To ensure the accuracy of the timestamp on each task, please submit from Task 12 only.***

**Implementation of the Evaluation Plan**

**Please indicate below the first academic year to which this evaluation plan will be applicable.**

☑ 2022-23

**Please obtain the required signatures, create a PDF file, and upload your joint certification of the Educator Evaluation plan using the "LEA Certification Form" found in the "Documents" menu on the left side of the page.**

LEA Certification.pdf

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**Northeastern Clinton Central School**

**Teacher's Comments:**

**Administrator's Comments:**

Teacher's Signature

Teacher's Signature

# Northeastern Clinton Central School

**SECTION V: IMPROVEMENT PLAN**

# Northeastern Central School District
# Principal Improvement Plan Process

An improvement plan designed to rectify perceived or demonstrated deficiencies must be developed and implemented no later than October 1st of the school year following the scho

# Principal Improvement Plan

Name of Principal _____

School Building _____ Academic Year _____

Deficiency that promulgated the “ineffective” or “developing” performance rating:

Improvement Goal/Outcome:

Action Steps/Activities:

Timeline for completion:

Required and Accessible Resources, including identification of responsibility for provision:

Dates of formative evaluation on progress (lead evaluator and principal initial each date to confirm the meeting):

December:

March:

Other:

Evidence to be provided for Goal Achievement:

Assessment Summary: Superintendent is to attach a narrative summary of improvement progress, including verification of the provision of support and resources as outlined above no later than 10 days after the identified completion date. Such summary shall be signed by the superintendent and principal with the opportunity for the principal to attach comments.

**LEA CERTIFICATION FORM: Please download, sign, and upload this form to complete the submission of your LEA's Educator Evaluation plan.**

By signing this document, the LEA and its collective bargaining agent(s) certify that the Educator Evaluation plan submitted to the

visits;

- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0, for each

[redacted]

[redacted]

[redacted]