

**SUPPLEMENTAL MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE NEWBURGH ENLARGED CITY SCHOOL DISTRICT**, hereinafter referred to as “The District” and **THE NEWBURGH TEACHERS’ ASSOCIATION**, hereinafter referred to as “the Association” or “the NTA”;

**WHEREAS**, the District and the Association have entered into negotiations and mutually selected a teacher practice rubric for the 2011-12, 2012-13 and 2013-14 school years in consideration of the implementation of New York State Education Law §3012-c regarding annual professional performance reviews of classroom teachers and building principals;

**NOW, THEREFORE**, the parties mutually agree to use the Danielson Framework for Teaching (2011 Revised Edition) as the rubric for common branch classroom teachers who teach ELA or Mathematics in grades 4-8 and other teachers in grades 4-8 who teach ELA or Mathematics for the 2011-12 school year and use the same rubric for all classroom teachers as defined in Part 30-2.2(d) of the Regents Rules for the 2012-13 and 2013-14 school years.

In addition, the parties have mutually agreed to the following point allocations for the Local 60 Points in the Final Summative Evaluation for those teachers subject to Section 3012-c and Part 30-2.4 and Part 30-2.5 of the Regents Rules for the 2011-12 and 2012-13 school years:

<b>Danielson 2011 Revised Framework for Teaching</b>	
	<b>Points</b>
<b>1. PLANNING &amp; PREPARATION: 16 Points</b>	
1a: Demonstrating Knowledge of Content and Pedagogy.	3
1b: Demonstrating Knowledge of Students.	3
1c: Setting Instructional Outcomes.	2
1d: Demonstrating Knowledge of Resources.	2
1e: Designing Coherent Instruction.	3
1f: Designing Student Assessments.	3
<b>2. THE CLASSROOM ENVIRONMENT: 14 Points</b>	
2a: Creating an Environment of Respect and Rapport.	3
2b: Establishing A Culture for Learning.	3
2c: Managing Classroom Procedures.	3
2d: Managing Student Behavior.	3
2e: Organizing Physical Space.	2
<b>3. INSTRUCTION: 17 Points</b>	
3a. Communicating with Students.	4
3b. Using Questioning and Discussion Techniques.	3
3c. Engaging Students in Learning.	4
3d. Using Assessment in Instruction.	3
3e. Demonstrating Flexibility & Responsiveness.	3
<b>4. PROFESSIONAL RESPONSIBILITIES: 13 Points</b>	
4a. Reflecting on Teaching.	3
4b. Maintaining Accurate Records.	3
4c. Communicating with Families.	2
4d. Participating in a Professional Community.	1
4e. Growing and Developing Professionally.	2
4f. Showing Professionalism.	2
<b>Total Points: 60</b>	

The parties further agree that the Local 60 Points will be computed for the purpose of the Final Summative Evaluation based upon the following methodology:

1. If a sub-domain is worth 4 points, then points will be designated as follows:
  - a. A "Highly Effective" rating shall receive 4 points
  - b. An "Effective" rating shall receive 3.5 points
  - c. A "Developing" rating shall receive 3 points
  - d. An "Ineffective" rating shall receive 0 points
  
2. If a sub-domain is worth 3 points, then points will be designated as follows:
  - a. A "Highly Effective" rating shall receive 3 points
  - b. An "Effective" rating shall receive 2.5 points
  - c. A "Developing" rating shall receive 2 point
  - d. An "Ineffective" rating shall receive 0 points
  
3. If a sub-domain is worth 2 points, then points will be designated as follows:
  - a. A "Highly Effective" rating shall receive 2 points
  - b. An "Effective" rating shall receive 1.9 points
  - c. A "Developing" rating shall receive 1.5 point
  - d. An "Ineffective" rating shall receive 0 points.
  
4. If a sub-domain is worth 1 point, then points will be designated as follows:
  - e. A "Highly Effective" rating shall receive 1 points
  - f. An "Effective" rating shall receive 0.9 points
  - g. A "Developing" rating shall receive 0.7 point
  - h. An "Ineffective" rating shall receive 0 points

The parties agree to reexamine the point distributions and Local 60 HEDI bands and make adjustments thereto in the event that there are changes to the State's composite scoring bands for the 2013-14 school year.

**WHEREAS**, the parties further agree the Local 60 Points that are subject to HEDI bands are determined to fall within the following ranges for the 2011-12 and 2012-13 school years:

Rating	Point Range
Highly Effective	58-60
Effective	49-57
Developing	39-48
Ineffective	0-38

**NOW, THEREFORE**, the parties mutually agree to delineate the Local 60 Points and HEDI bands as described hereinabove for common branch classroom teachers who teach ELA or Mathematics in grades 4-8 and other teachers in grades 4-8 who teach ELA or Mathematics for the 2011-2012 school year and for all classroom teachers subject to Section 3012-c and Part 30-2.5 of the Regents Rules for the 2012-2013 and 2013-14 school years. These provisions shall be incorporated into the District's APPR plan document.

SO AGREED, this 26<sup>th</sup> day of June, 2012.

THE DISTRICT

By: 

THE NTA

By: 