

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 mutually agreed to revise the methodology by which it computes the Local 60 Points for the purpose of the Final Summative Evaluation for the 2011-12 school year to be as follows:

The parties further agree that the Local 60 Points that are subject to HEDI bands shall fall within the following ranges for the 2011-12 school year:

Rating	Point Range
Highly Effective	59-60
Effective	57-58
Developing	47-56
Ineffective	0-46

This methodology ensures that all points, 0-60 can be earned by a teacher subject to evaluation hereunder.

Each unit member shall be evaluated in each component of the Danielson Revised Rubric, and shall be given a score on each component between 1 and 4. A "4" shall indicate Highly Effective; "3" shall indicate Effective; "2" shall indicate Developing; and, "1" shall indicate Ineffective. The domains and components of the Danielson (Revised 2011) Rubric shall be weighted as set forth in Attachment "A" hereto;

Upon completion of an evaluation, the unit member's composite weighted score shall be between 1 and 4. The unit member shall be assigned points between 0 and 60 in accordance with the conversion chart set forth in Attachment "B" hereto;


These provisions shall be incorporated into the District's APPR plan document for the 2011-12 school year for all classroom teachers subject to Section 3012-c and Part 30-2.4 of the Regents Rules.

SO AGREED, this 15th day of February, 2013.

THE DISTRICT

By: 

THE NTA

By: 

Attachment "A"

Danielson's Framework For Teaching (2011 Revised Edition)		Relative Value of Each Domain	Relative Value of Each Sub-Domain as part of the Domain
Domain1: Planning and Preparation		27%	
	A. Knowledge of Content and Pedagogy		19%
	B. Knowledge of Students		19%
	C. Setting Instructional Outcomes		12%
	D. Knowledge of Resources		12%
	E. Designing Coherent Instruction		19%
	F. Designing Student Assessments		19%
			100%
Domain 2: Classroom Environment		23%	
	A. Respect and Rapport		22%
	B. Culture for Learning		22%
	C. Managing Classroom Procedures		21%
	D. Managing Student Behavior		21%
	E. Organizing Physical Spaces		14%
			100%
Domain 3: Instruction		28%	
	A. Communicating with Students		24%
	B. Questioning/Prompts and Discussion		18%
	C. Engaging Students in Learning		24%
	D. Using Assessment in Instruction		17%
	E. Using Flexibility and Responsiveness		17%
			100%
Domain 4: Professional Responsibilities		22%	
	A. Reflecting on Teaching		23%
	B. Maintaining Accurate Records		23%
	C. Communicating with Families		15%
	D. Participating in a Professional Community		8%
	E. Growing and Developing Professionally		16%
	F. Showing Professionalism		15%
			100%

Attachment "B"

Rubric Score	Conversion score	Rubric Score (cont'd)	Conversion score (cont'd)	Rubric Score (cont'd)	Conversion score (cont'd)
1	0	1.35	20	2.437	55.3
1.018	1	1.358	21	2.532	56.2
1.032	1.2	1.367	22	2.581	56.4
1.035	1.4	1.375	23	2.6	57
1.042	1.6	1.383	24	2.629	57.1
1.048	1.8	1.392	25	2.662	57.2
1.05	2	1.4	26	2.679	57.3
1.053	2.5	1.417	27	2.7	57.4
1.065	3	1.435	28	2.73	57.5
1.067	3.5	1.468	29	2.781	57.6
1.07	4	1.484	30	2.8	57.7
1.084	4.5	1.5	31	2.9	57.8
1.108	5	1.517	32	3	57.9
1.115	5.5	1.533	33	3.1	58
1.123	6	1.567	34	3.2	58.1
1.131	6.5	1.6	35	3.3	58.2
1.136	7	1.634	36	3.4	58.3
1.146	7.5	1.647	37	3.5	58.4
1.154	8	1.649	38	3.6	58.5
1.162	8.5	1.666	39	3.7	59
1.169	9	1.7	40	3.8	59.3
1.177	9.5	1.737	41	3.9	59.7
1.185	10	1.754	42	4	60
1.192	10.5	1.784	43		
1.2	11	1.8	44		
1.208	11.5	1.819	45		
1.217	12	1.851	46		
1.225	12.5	1.887	47		
1.233	13	1.9	48		
1.242	13.5	1.918	49		
1.25	14	1.935	50		
1.258	14.5	1.984	51		
1.267	15	2	52		
1.275	15.5	2.067	52.4		
1.283	16	2.1	52.8		
1.292	16.5	2.153	53		
1.3	17	2.188	53.4		
1.308	17.5	2.2	53.7		
1.317	18	2.237	54		
1.325	18.5	2.3	54.3		
1.333	19	2.386	54.7		
1.342	19.5	2.4	55		