

## APPR MOA

This Memorandum of Agreement ("Agreement") by and between the Board of Education of the City School District of the City of New York (the "Board") and the United Federation of Teachers, Local 2, AFT, AFL-CIO (the "Union") modifying the collective bargaining agreements between the Board and the Union as set forth more particularly below. This Agreement will be incorporated into the Board's 2020-2021 APPR submission to the New York State Department of Education. This Agreement will cover the evaluation system for eligible teachers during the 2020-2021 school year only.

Nothing in this Agreement shall constitute a waiver or modification of any provision of any memorandum of agreement, collective bargaining agreement, letter or other agreement between the Board and the Union except as expressly set forth herein.

Any issue regarding the implementation of this APPR Plan shall be resolved exclusively through negotiation between the parties as set forth in the "APPR Complaints" agreement dated February 4, 2021. Observations for which the final observation score is effective or highly effective shall not be subject to the APPR complaint process.

1. **Timelines**—Upon execution of this Agreement, citywide trainings will be conducted beginning the week of 3/1. The first day for observations shall be 3/9 and the last day of observations shall be June 11, 2021.
2. **Eligibility**—Eligibility to be rated under this APPR Plan shall not change from previous years. Employees on the S/U evaluation system shall remain on the S/U system. While they may be observed at the principal's discretion, all substitute teachers including those who in previous years would have been eligible, do not need to be observed.
3. **Initial Planning Conference (IPC)** – The Initial Planning Conference shall only be required for teachers who received an overall rating of Ineffective or Unsatisfactory for school year 2018-2019. An IPC may be conducted at the discretion of the principal but, although encouraged, is not required for teachers who received any other rating in 2018-2019, or teachers who did not receive a rating in 2018-2019. No paperwork or other documentation is required from any IPC that may be conducted for the 2020-2021 school year.
4. **Summative Conferences** – A Summative Conference shall only be required for teachers who receive a final MOTP score of Developing or Ineffective. No paperwork or other documentation is required from any Summative Conference that may be conducted for the 2020-2021 school year.
5. **Rubric Components** – Only components observed during the observation will be rated but a good faith effort will be made to observe as many components as possible. Components for which no evidence is observed shall not be rated. There shall be no requirement to observe all eight components of the Danielson Rubric during the 2020-2021 school year.
6. **Observation Requirements** – The minimum number of observations per teacher shall be as follows:
  - a. Teachers rated Ineffective or Unsatisfactory in 2018-2019 shall receive a minimum of two observations. Such a teacher may request, no later than April 6, 2021, that one of the two observations be a Formal Observation.
  - b. Teachers who received any other rating in 2018-2019 or teachers who did not receive a rating in 2018-2019 shall receive a minimum of one Informal Observation.
  - c. A teacher who receives an Observation Score of Ineffective or Developing on their first observation in 2020-2021 shall receive a second observation. This second observation shall be a Formal Observation.

7. **Prior Walkthroughs** – In the event that a teacher’s classroom was observed actually or virtually via a “walkthrough” prior to this Agreement, that observation can be used to meet the minimum number of observations described above if and only if the Observation Score of that walkthrough was Effective or Highly Effective. The principal shall not be required to provide specific evidence for these walkthrough observations but must enter the date of the walkthrough and ratings into Advance.
8. **Measures of Student Learning (MOSL)** – As in prior years, there shall be a “MOSL Committee” in each school in which teachers are eligible for this APPR Plan. Whether or not MOSL-eligible assessments are administered in the school during the 2020-2021 school year, committees shall have the option of recommending either of the following:
  - a. A Citywide MOSL (as approved by DOE & UFT)
  - b. A selection from a menu of school wide measures (as approved by DOE & UFT)

If the principal does not accept the recommendation of the MOSL Committee, a default measure shall be used. The default measure shall be the Citywide MOSL.

9. **Video Submission** – Teachers shall have the sole discretion to submit a video lesson in lieu of an observation. Teachers who choose to submit a video lesson shall inform the principal of this decision no later than April 6, 2021. The video must be submitted no later than May 7, 2021. Submitted videos shall be no longer than 20 minutes in duration. In the event that no video is submitted, the principal shall conduct an observation.
10. **PROSE** – PROSE schools may use this evaluation system, or use a previously approved evaluation plan. Schools that choose to use the previously approved evaluation system must notify the DOE no later than April 6, 2021 or default to this Agreement.

#### 11. **Independent Evaluators**

**Year 2 Status** - As soon as is practicable, a committee (“Year 2 Committee”) consisting of an equal number of members appointed by the Chancellor and the UFT President shall convene. The purpose of the Year 2 Committee shall be to review the 2019-2020 school year observations of all teachers in “Year 2 Status.” If a teacher in year 2 status meets the following criteria, they will be removed from Year 2 status:

- a. Teacher received at least one observation from the principal.
- b. Teacher received at least one observation from the Peer Independent Evaluator.
- c. Teachers completed observations would have led to a MOTP score other than “Ineffective.”

Any teacher who remains in Year 2 status following this review shall receive, in addition to the observations they have received from the principal, one observation by a Peer Independent Evaluator as described in the Collective Bargaining Agreement covering teachers.

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*Richard Carranza, Chancellor*

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*Michael Mulgrew, UFT President*