

# New APPR Legislation - §3012-d

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*What are the Implications for Glen Cove?*

*Dr. Michael Israel*

*October 2016*

# APPR 3012-D Teacher Plan: Negotiations Team

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# Education Law §3012-d:

## Evaluation of Teachers Principals

- Statutory mandate for Annual Professional Performance Review (APPR), effective July 1, 2015
- Attached to the Governor's budget and became effective April 1, 2015 (APPR revisions attached to State Aid)
- Board of Regents reviewed and approved changes at June 15, 2015 meeting
- Approved changes will impact the Glen Cove current APPR plan
- We are required to have an approved APPR plan by December 2016

# Guidance Documents

*SED has released guidance on the changes to APPR*

- A “blue” memo [blue-memo-3012-d.pdf](#)
- **August 2015** Guidance document [Guidance\appr-guidance-3012-d.pdf](#)
- Teacher Road Map [..\Guidance\teacher-evaluation-road-map-2015-2016\\_3012-d.pdf](#)
- Principal Road Map [..\Guidance\principal-evaluation-road-map-2015-2016\\_3012-d.pdf](#)

# APPR 3012c

## Three Subcomponents

### Subcomponent 1 & 2- Student Performance

- **Required** - Growth scores provided by the State, based on Grades 3-8 assessment
- **Required** - Locally developed growth score based on Student Learning Objectives (SLOs) adopted by the district and/or BOCES and approved by the State

### Subcomponent 3 - Observations based on a rubric

- Must use a State-approved rubric
- Glen Cove has adopted the NYSUT rubric for observations of teachers and the Multi-Dimensional rubric for principals

# Significant Changes

## Old

- ~~20% state provided growth score/or locally developed SLO~~
- ~~20% locally assessed measure of student performance~~
- ~~60% “other measures” (at least 31 points from observations)~~

~~**Total: Composite Effectiveness Score and HEDI rating**~~

## New

***All educators receive two ratings***

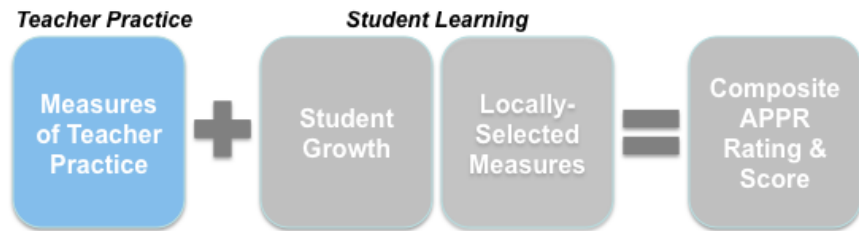
- One based on impact on student performance
- One based on observations

***Combination of results determines overall HEDI rating – “the matrix”***

# APPR §3012-d

- Retains the HEDI ratings for teachers

- Highly Effective
- Effective
- Developing
- Ineffective



- Moves from composite score (60-20-20) =100%  to Matrix (50-50)

STUDENT PERFORMANCE	OBSERVATION				
	SCORES	H	E	D	I
	H	H	H	E	D
	E	H	E	E	D
	D	E	E	D	I
	I	D**	D**	I	I

# New Scoring Matrix

	<b>Observation</b>			
<b>Student Performance</b>	<b>H</b>	<b>E</b>	<b>D</b>	<b>I</b>
<b>H</b>	<b>H</b>	<b>H</b>	<b>E</b>	<b>D</b>
<b>E</b>	<b>H</b>	<b>E</b>	<b>E</b>	<b>D</b>
<b>D</b>	<b>E</b>	<b>E</b>	<b>D</b>	<b>I</b>
<b>I</b>	<b>D*</b>	<b>D*</b>	<b>I</b>	<b>I</b>

\*If a teacher is rated ineffective on the Student Performance category, and a state-designed supplemental assessment was included as an optional subcomponent of the Student Performance category, the teacher can be rated no higher than Ineffective overall.



# Student Performance

➤ District-wide group, team, or linked results based on State/Regents assessments:

- Common Core Comprehensive English
- Common Core Algebra I
- Living Environment
- US History

# Student Performance Rating

- Use of only the measure based on State Regents Exams
  - Counts as 100% of the student performance category

Overall Student Performance  
Category Score and Rating  
0-20

Rating	Minimum	Maximum
Highly Effective	18	20
Effective	15	17
Developing	13	14
Ineffective	0	12

# Teacher and Principal Scoring Ranges

Highly Effective	Effective	Developing	Ineffective
18-20 Points	15-17 Points	13-14 Points	0-12 Points
90-100% of students meeting or exceeding expected growth targets	75-89% of students meeting or exceeding expected growth targets	60-74% of students meeting or exceeding expected growth targets	0-59% of students meeting or exceeding expected growth targets

# Standardized Score Setting

Percent of Students Meeting Target	Score	Percent of Students Meeting Target	Score
0-4%	0	49-54%	11
5-8%	1	55-59%	12
9-12%	2	60-66%	13
13-16%	3	67-74%	14
17-20%	4	75-79%	15
21-24%	5	80-84%	16
25-28%	6	85-89%	17
29-33%	7	90-92%	18
34-38%	8	93-96%	19
39-43%	9	97-100%	20
44-48%	10		

# Observations

- Based on a State-approved rubric (2014 NYSUT Teacher Practice Rubric)
- Tenured teachers- two observations (one unannounced)
- Probationary teachers- three observations (one unannounced)
- Announced Observations must be conducted by a trained administrator (weighted at 80%); and
- ***Unannounced observation must be conducted by "impartial, independent trained evaluator" (weighted 20%)***

# Overall Teacher/Principal Observation Scoring and Rating

Overall Rubric Score Conversion

	<i>Permissible Statewide Ranges</i>	
	<i>Minimum</i>	<i>Maximum</i>
Highly Effective (H)	<b>3.50</b>	<b>4.0</b>
Effective (E)	<b>2.5</b>	<b>3.49</b>
Developing (D)	<b>1.5</b>	<b>2.49</b>
Ineffective (I)	<b>0</b>	<b>1.49</b>

- Each observation type uses a 1-4 rubric scale
- ***An overall score between 1-4 is produced***
- ***Observation types are combined using a weighted average and produce an overall observation category score***
- ***Every observation has to have a score!***

# Who Does APPR Apply To?

All Classroom Teachers  
(Teachers of Record)

Leave Replacements

Exceptions:

- Psychologists
- Social Workers
- Speech Teachers
- Counselors
- HS Librarian
- Teaching Assistants

# Guiding Principles for the Development of the 3012-D APPR Plan

## Reduce the Amount of Unnecessary Testing

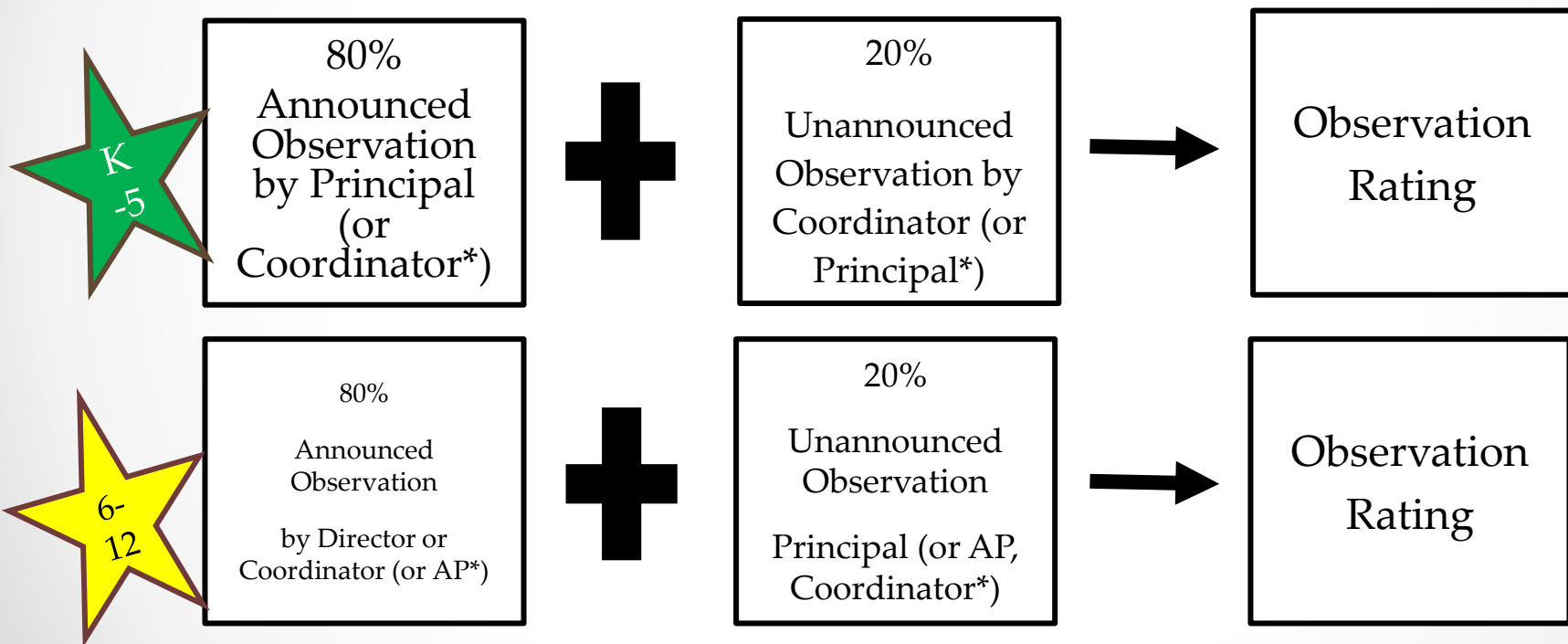
(Eliminated all testing for APPR purposes in grades K-8 and dramatically reduced the amount of testing for APPR purpose in grades 9-12)

Shift the Focus from  
“Testing to APPR” to  
“Assessments for  
Teaching & Learning”

Meet the Obligation  
of Compliance



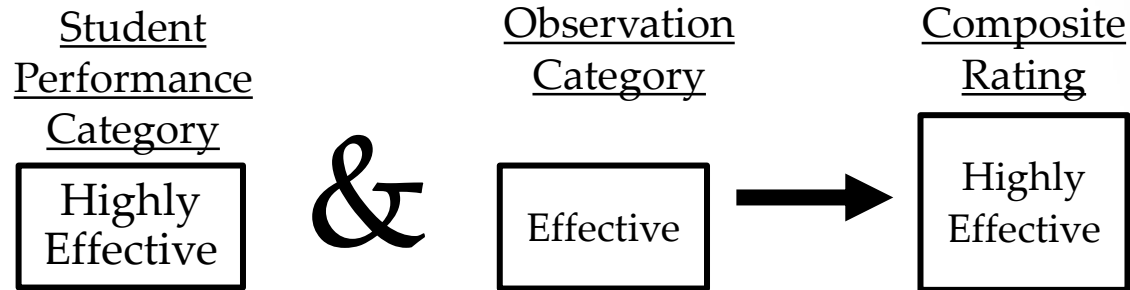
# Observation Category



# APPR 3012-D:

## How are teacher and principal APPR Ratings

### Calculated?



State  
Mandated  
Composite  
Rating  
Matrix

Observation					
Student Performance		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D	D	I	I