

Since its inception, the Race to the Top Annual Professional Performance Review (APPR) requirements have been in constant flux. As we move into the 2016-17 school year the plan will again undergo required changes by NYSED. While many of the changes to next years' APPR are positive, they do require us to revisit the process and this always causes some level of stress.

In an effort to help in the understanding these changes, and to reduce some of the associated stress, the District APPR committee is providing this brief outline of next year's plan. The plan is still pending approval from NYSED, but based on the guidance and information received through BOCES and NYSUT we feel confident that we have a plan that is legally compliant.

This outline will replace the existing APPR handbook. It is our hope that this document will provide a solid but concise overview of the new APPR.

**How the New Plan Changes Things:**

**A. Overall HEDI Scores**

Under the new plan a teacher's score will be in two areas, (1) student performance and (2) teacher observations. Under the new systems each of the two areas is assigned a HEDI rating and the final overall rating is based on the following rubric.

		<b>Teacher Observations</b>			
		<b>Highly Effective</b>	<b>Effective</b>	<b>Developing</b>	<b>Ineffective</b>
<b>Student Performance</b>	<b>Highly Effective</b>	H	H	E	D
	<b>Effective</b>	H	E	E	D
	<b>Developing</b>	E	E	D	I
	<b>Ineffective</b>	D	D	I	I

**IMPORTANT POINT:** Under the new system if a teacher is rated *Effective* by Observations that teacher *cannot* in any case receive an overall rating of *Ineffective* regardless of their student performance scores. This is a positive change from previous renditions.

## B. Student Performance Score

Previously the student performance score was based on a combination of the State 20 score and the Local 20 score. Under the new system the student performance score will be based only on the State score. For the 2016-17 school year this will mean that teachers who teach a course that ends with a Regents exam or the 4<sup>th</sup> and 8<sup>th</sup> grade NYS science exam will write an SLO for their individual students. This is the same for those teachers as was done in the 2015-16 school year.

For everyone else [all other teachers K-12 subject to APPR] the student performance score will be based on a district-wide goal of percentage of students that pass the five Regents examinations required for graduation. They are Algebra I, Earth Science, Global History, U.S. History and English 11. In tracking our percentage of students that pass these tests during a school year the result is in excess of 95%. We are setting a goal of 90% passing for purposes of APPR (of course our collective desire and efforts are to see all kids pass). The State requires that we use the following scoring band for percentage of our goal:

Highly Effective	Effective	Developing	Ineffective
100-90%	89-75%	60-67%	55-59%

**IMPORTANT POINT:** For scoring this means that if our students continue to achieve the same percentage of success in passing the Regents examinations, we will attain 100% of our goal of 90% passing. It is the 100% percent that is used for the scale in determining the HEDI score.

**IMPORTANT POINT:** For the 2016-17 school year teachers of 3-8 ELA and Math will be included in the district-wide group goal.

## C. Teacher Observations Score

Teacher observations will continue to be scored using the Danielson rubric. Within each building the Principals and Assistant Principals will continue to be the lead evaluators. Tenured teachers will continue to receive one announced observation and one unannounced observation. Non-tenured teachers will continue to have two announced observations and one unannounced observation. Announced observations will continue to be for a full period. Unannounced observations will be targeted for twenty (20) minutes and focused on domains 2 and 3. The timing of these observations will remain as they currently are. Completed observation forms will be handled and returned to teachers in a confidential manner.

What will be new is the requirement of having a minimum of 10% of the total teacher observation score come from an “outside” evaluator. This is defined as someone outside your building. These observations will be done by members of the central office team. The outside administrator and the building principal will discuss what days the outside observer can schedule observations. A sign-up sheet will be posted for teachers to choose a time for the outside observer to conduct the observation. The outside observation is target for ten minutes in length will focus on domain 2. As long as a rating of effective or highly effective is achieved a post observation meeting is not required.

Summary of the observation percentages:

<b>Tenured Teachers</b>		<b>Non-Tenured Teachers</b>	
Announced Observation	<b>70%</b>	Announced Observation	<b>35%</b>
Unannounced Observation	<b>20%</b>	Announced Observation	<b>35%</b>
Outside Observation	<b>10%</b>	Unannounced Observation	<b>20%</b>
		Outside Observation	<b>10%</b>

HEDI score for combined observations

	<b>Overall Observation Category Score and Rating</b>	
	Minimum	Maximum
<b>H</b>	3.5	4.0
<b>E</b>	2.5	3.49
<b>D</b>	1.5	2.49
<b>I</b>	0	1.49

**IMPORTANT POINT:** Summative and professional plans are no longer part of the NYSED APPR plan. While we recognize that this makes obtaining evidence for domain 4 challenging, we will look to obtain this information through post observation discussions.

**Conclusion:**

Overall these changes are positive and should result in less testing for our students and less stress for staff. While this is a step in the right direction there remains a long way to go to make this evaluation system as strong and effective as the one we had in place prior to this mandated change. Nonetheless, our lead evaluators continuously share that they are pleased with the outstanding instruction they see and wonderful professional conversations that take place in the post-observation conferences. While parts of the plan are mandated by the State and remain outside of our control, our collective challenge is to implement the law in a manner consistent with our values of being student-centered, creating a supportive environment for all, seeking continuous improvement all in a progress and collaborative way.

Thank you for all you do.