

A Snapshot of the APPR Process



Michele Bowman

Assistant Superintendent for Personnel & Professional Development

Sean Crall

East Greenbush Teachers Association President



What is APPR?

- * The Annual Professional Performance Review (APPR) is an evaluation of a teacher's or principal's practice.
- * A teacher's practice must reflect the New York State teaching standards.
- * A principal's practice must reflect the standards for school leaders.
- * Teacher and principal evaluations include student achievement and growth data.
- * The purpose of this plan is to improve student achievement through improved teacher performance.
- * The EGCSO develops its own evaluation plan within those guidelines.



How are teachers evaluated under APPR?

- * 60% Classroom Observation & Evidence
- * 20% Student Growth
- * 20% Student Achievement



How are principals evaluated under APPR?

- * 60% Leadership and Management Observation
- * 20% Student Growth
- * 20% Student Achievement



What is the goal of APPR?

- * APPR is one of a number of statewide initiatives to improve student performance and assure that all students graduate from high school both college and career ready.
- * APPR aims to provide standardized, objective evaluation results, which can be used to better focus professional development for teachers and principals.



Is this the first time teachers and principals have been evaluated?

- * Teachers and principals have always been evaluated.
- * However, the evaluations now include student achievement data which is directly tied to student performance on state exams or other state-approved learning measures.



Will APPR scores be made public?

- * APPR scores are not considered public information.
- * However, state leaders have agreed that teachers' and principals' composite APPR ratings may be released to parents or guardians upon request and verification of identity, **only** for their child's current teachers and principal.



How are teachers and principals evaluated?

- * Teachers: 60% Classroom Observation & Evidence
- * Principals: 60% Leadership and Management Observation



How are teachers and principals evaluated?

*20%
**Student
Growth**



How are teachers and principals evaluated?

***20%**
**Student
Achievement**



How can I learn more about APPR?

- * Visit our website: www.egcsd.org
- * Call our District's Curriculum Office
- * Engage NY: www.engageny.org/
- * Common Core Learning Standards:
www.p12.nysed.gov/ciai/common_core_standards/
- * Common Core State Standards Initiative:
www.corestandards.org/
- * Race to the Top: www.usny.nysed.gov/rttt/
- * Achieve the Core: www.achievethecore.org

