



# APPR Evaluation Overview



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September 2011





# APPR Committee



Michelle Bridge  
Frank DiDonato  
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Jennifer Romer

Jack Alvey  
Michele Bowman  
John Caporta  
Ralph Lyons



 Committee has met regularly since  
May

 Collaboratively designed required  
components


 Board of Education adopted a basic  
plan

 On-going process



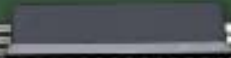


# APPR – Important Points About Law 3012-c

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- 📖 School districts and BOCES must review the performance of teachers and principals annually using multiple measures of assessments and performance, including student achievement data.
  - 📖 The new APPR evaluation system will differentiate teacher and principal effectiveness using four new rating categories: Highly Effective; Effective; Developing and Ineffective.

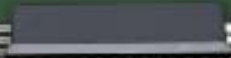


- 📖 Beginning this September, the new system must be implemented for classroom teachers of English Language Arts or Math in grades 4-8 and their respective principals. September 2012 - all remaining teachers/principals.
- 📖 APPR will be a significant factor in employment decisions, such as promotion, retention, tenure determination, termination, and supplemental compensation and professional development.







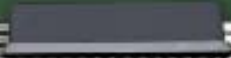



- 📖 Tenured teachers and principals with a pattern of ineffective teaching or performance - defined by law as two consecutive annual "ineffective" ratings - may be charged with incompetence and terminated through an expedited hearing process.
- 📖 Districts are awaiting guidance on how to evaluate teachers of subjects where no standardized tests exist to measure student performance - such as art, music, foreign language and technology.




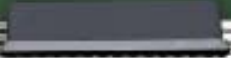



# Teacher Evaluation

-  20% of the total evaluation is based on State Assessments
  -  20% of the total evaluation is based on a local assessment
  -  60% is based on observation
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# Observable Measures

- 📁 60 % of evaluation is based on multiple observable measures
    - 📁 These items may be noted during an observation, and/or through an evidence binder
    - 📁 Observable measures will also include:
      - Standard 1: Knowledge of Students & Student Learning
      - Standard 2: Knowledge of the Content
      - Standard 6: Professional Responsibilities & Collaboration
      - Standard 7: Professional Growth
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# Communication



## Possible examples of Communication



Newsletter



Letter to parents/family



Webpage



Email



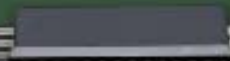
School/home journal



Phone calls




Parent conference requests







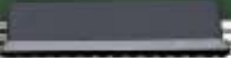



# Email Correspondence

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- ✉ General or specific emails pertaining to ongoing needs or remedies for issues in class
  - ✉ Positive or negative behaviors
  - ✉ Assistance in class for activities or events







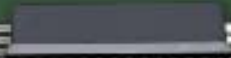
# Parent Conference

-  Action plans
  -  Copy of conference requests by either parent or teacher
  -  Conference forms
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# Team Meetings

-  Group projects
-  Student concerns
-  Department or grade level goals
-  Long term planning





# APPR/Annual Goals



Grade level, building level or department goals



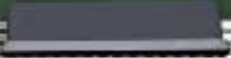
Write up: mid year and end year















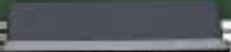

# Phone Log

Student	Date/Time	Purpose	Contact






# Classroom Demographics

-  Articulation forms
  -  LEP's at a glance
  -  AIS/RTI needs/ goals
  -  Socio-economic factors
  -  Dual household mailing needs
  -  Custody issues
  -  Banana splits
  -  Medical needs/ concerns
  -  Behavior issues/ concerns
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# Consultations with Pupil Personnel Services



Psychologists  
Social Workers  
CSE Referrals

ESL Teachers  
IST Referrals  
Speech Therapists








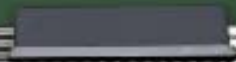
# Professional Development

-  Professional development requests
-  Conference completion certificates
-  Copy of professional development hours in district
-  Team meeting dates









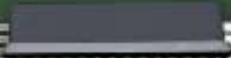

# Professional Committees/Affiliations

-  Department Chair
-  Professional Associations
-  Mentor Committee
-  Instructional Support Teams
-  Safety Committee
-  Code of Conduct Committee
-  Technology Committee
-  Literacy Committee
-  Committee for Curriculum Study
-  Professional Development Committee
-  Common Core Committee
-  Shared Decision Making Committee







# Annual Review

-  Copy of pre-observation report
  -  Lesson plan
  -  Post-observation interview
  -  Reflections
  -  Observation rubric
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# Summary

-  On-going negotiated process
  -  Professional Development will be provided throughout the school year
  -  Questions should be directed to your Principal, APPR Committee Representative or Personnel Office
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A classroom scene featuring a large green chalkboard. At the top center, a world map is displayed in a horizontal frame. On the left side of the chalkboard, a wooden ruler stands vertically. At the bottom center, a black chalk eraser is placed on the chalkboard ledge. The word "Questions" is written in white, stylized text in the center of the chalkboard. The background wall is a light, textured color with a power outlet visible at the bottom right.

Questions