inside Shen
news & information for Shenendehowa Staff

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New APPR Updates

Last year, New York's Education Law §3012-c was enacted in New York requiring an annual performance evaluation of all teachers and principals. The evaluation system is designed to measure teacher and principal effectiveness based on performance, including measures of student achievement and evidence of educator effectiveness in meeting New York State teacher or school leader standards.

When the new evaluation system is in place, New York State will differentiate teacher and principal effectiveness using four rating categories – Highly Effective, Effective, Developing, and Ineffective. Education Law §3012-c(2)(a) requires annual professional performance reviews (APPRs) to result in a single composite teacher or principal effectiveness score, which incorporates multiple measures of effectiveness.

Under the new law, 40% of an educator's evaluation score must be based on measures of student learning—including measures of student growth on State assessments or other comparable measures of student growth, and other locally-selected measures of student achievement which may include student growth.

Teacher and principal evaluation systems must base 60% of each teacher's and principal's evaluation score on multiple measures of demonstrated effectiveness that broadly align with New York State Teaching Standards and the Educational Leadership Policy Standards: ISLLC 2008 for principals.

Frequently asked questions about the new APPR

Who is working to develop the APPR Plan for Shen?

An ad hoc group comprised of members of the PPRC which includes teachers and administrators has been diligently working on developing a plan for the past several months. The group consists of six teachers and six administrators, and is facilitated by the president of the STA and the Superintendent of Schools. The ad hoc group is charged to develop the plan and forward it to STA for ratification and to the Board of Education for approval.

When will the overall APPR plan be finalized?

A "barebones" plan was adopted by the Board of Education in August 2011. The goal now is to recommend an enhanced plan to the Board of Education in the coming months. The timeliness of doing so is a priority to the ad hoc committee.

Who will be evaluated in the new APPR process?

Teachers and principals will be evaluated under this new system.

In the 2011-2012 school year, teachers of ELA or math in grades 4-8 (including co-teachers and teachers of common branch subjects), and their principals will be evaluated under this new system. This applies to both tenured and non-tenured teachers.

According to the law, all teachers and principals will be evaluated under this new system in the 2012-2013 school year.

How does the new system benefit teachers?

In a world where tenure and the teaching profession have been bombarded by negative publicity, this new system gives us all a chance to highlight our individual performance and clearly demonstrate the progress our students are making. It is an excellent time to do away with the broad brush stroke with which public education has been painted, and statistically show the profound impact teachers have on students.

How will it change what we do here at Shen?

This new law requires all New York school districts to implement a rating system to describe a teacher's effectiveness at the end of each school year. This rating system is based on a point scale that is currently under review by the New York State Department of Education. In addition to measures of student growth which will comprise 40% of a teacher's and principal's evaluation, each local district will be able to determine how 60% of the evaluation -- the 60 points given to the "other" category based on classroom observations and other evidence supplied by the teacher – are distributed.

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Preparing for the New APPR

If you are a teacher of ELA or Math in Grades 4-8, you will be observed. Your school principal or certified evaluator will complete three observations for probationary teachers, and at least one for tenured teachers of ELA or Math in Grades 4-8. You and your principal will mutually agree (in the pre-observation conference) about the areas of focus for the observation and the classroom observation form.

To be proactive, familiarize yourself with the new Teaching Standards and the Danielson Rubric. These are the competencies against which your classroom performance will be judged. The Danielson Rubric is available at http://usny.nysed.gov/rttt/teachers-leaders/practicerubrics/Docs/Teachscape_Rubric.pdf. STA has also given each teacher of grade 4-8 a copy of these Teaching Standards.

Should I keep a portfolio?

Keeping a portfolio organized by the Teaching Standards or the Danielson Rubric is a great way to gather and organize evidence to be used for the overall evaluation and rating.

Do I need to do formal, daily lesson plans?

Daily planning is essential to good teaching. Certain components are essential to daily planning:

- Goals and objectives
- Anticipatory set/warm-up/engage and hook/bell-ringer
- Guided and independent practice/explain and model
- Closure/Evaluation
- Groupings/transitions
- Materials needed
- Assessment – formative and/or summative

Formal lesson plans are required for observations. Teachers are encouraged to use a lesson plan template that meets their needs. Different lesson plan templates are available through the Center for Innovative Learning and from STA.

APPR measurements

What Rubric will used to evaluate teacher performance?

The PPRC Ad Hoc committee has recommended that we adopt Charlotte Danielson's Framework for Teaching (2011 Revised Edition), http://usny.nysed.gov/rttt/teachers-leaders/practicerubrics/Docs/Teachscape_Rubric.pdf which builds on our current practice.

How will the State measure Student Growth?

Student growth means the change in student achievement for an individual student between two or more points in time.

Teacher or principal student growth percentile scores provided by NYSED to school districts will provide a calculation of student growth after one or more of the following student characteristics are taken into consideration: poverty, students with disabilities and English language learners.

As of 7/1/11, teachers of common branch subjects and grades 4-8 ELA and math will use 2010-2011 student data as baseline for initial computation of composite score.

As of 7/1/12, all teachers will use 2011-2012 student data as baseline for initial computation of composite score.

Will common branch teachers receive two scores, one each for ELA and math?

In 2012, common branch teachers will receive a growth score for ELA and another one for mathematics. NYSED will combine these scores into a single measure to determine a state-provided growth score for this subcomponent of the educator's evaluation. The Commissioner will determine the formula for combining these two scores.

What are the Locally Selected Assessments?

40% of teachers' and principals' evaluations are to be based on measures of student learning. 20% of an educator's evaluation is to be based on a locally-selected measure of student learning. Local school districts have many options to determine this score, including using state test scores, an assessment from NYSED's List of Approved Assessments, or the use of a district-wide goal-setting process where a goal could be measured using a district- or school-created assessment that is rigorous and comparable across classrooms in the same grade/subject or in the same program in a school district.

What locally selected measures of student achievement will make up the 20 points of the composite score at Shen?

This is currently under study by the APPR ad hoc committee. The list of locally selected assessments has been narrowed down to a few choices which are under review by teachers and administrators.

Will students with special needs be assessed differently?

Students with special needs will be given the same assessments but their scores will be weighted differently. NYSED will provide further guidance on the weighting formula.

Supports in place for APPR

What support will I receive from my administrator?

The optimum performance for all is a mutual goal. The performance of both teachers and principals are evaluated under the new law and regulation. All administrators are required to complete certain training and be certified as lead evaluators, lending to their ability to be supportive. It is incumbent on administrators and teachers to work together to successfully implement this new APPR system.

How is Professional Development supporting teachers?

The Center for Innovative Learning (formerly known as Professional Development) will provide training for both tenured and non-tenured teachers and administrators. Detailed plans are currently under construction. Non-tenured teachers will also learn more about Shen's APPR process through the Mentor program.

What is the process for teacher improvement?

The district currently has a comprehensive teacher improvement process, and will look to enhance it further by closer alignment with the Teaching Standards and the Danielson Rubric. Areas of improvement will be clearly defined with measureable results.

Can fourth and/or fifth grade teachers be observed in any subject area or do they have to be observed teaching an ELA or math lesson?

Evaluators and teachers are encouraged to collaborate and mutually agree upon the content of the observed lesson. It is advantageous for both parties if the observed lesson is one that will provide many opportunities to observe evidence of the NYS Teaching Standards.

Who is accountable for measures of student achievement in a co-teaching classroom?

Both teachers are accountable for ELA and/or Math instruction and student performance.

What does "Teacher of record" mean?

In the 2011-2012 school year, "teacher of record" means those teachers who are primarily and directly responsible for a student's learning activities that are aligned to performance measures of a course consistent with guidelines prescribed by the Commissioner. For the 2012-2013 school year and school years thereafter, teachers of record shall be defined in a manner prescribed by the Commissioner.

Does the menu option still exist?

Yes – in the 2011-2012 school year, only teachers of grades ELA and Math in Grades 4-8 are affected by the new law. All other tenured teachers will still follow Shen's APPR (2010) plan which includes the menu option. In the 2012-2013 school year, the new law affects all teachers and principals, K-12.

Will my administrator be certified in the new evaluation process?

Yes, all administrators (building and academic) have been certified by BOCES in the new evaluation process. Ongoing training will occur throughout the school year.

What is the appeals procedure?

This will be determined through collective bargaining between the Shenendehowa Teachers Association and the District.