

## 2016-2017 APPR

By not continuing with the current plan, the new state regulations would need to be followed. This includes using the following matrix for determining a teacher's overall rating:

Full Matrix of Ratings:				
	Observation			
	H	E	D	I
Student Performance				
H	H	H	E	D
E	H	E	E	D
D	E	E	D	I
I	D	D	I	I

### Student Performance:

- Student Performance score based on 50% State Growth Score/SLO\* and 50% on Local Measure
  - \*Growth Score/SLO must be based on a state test and/or state approved assessment (I.E. – Grade Level State ELA/Math, Regents, STAR). If you do not give a state approved assessment, district-wide SLO will be used (based on the remaining Regents exams (not listed below)).
- Local measure based on passing rate of 5 core Regents exams (ELA, Algebra, Living Environment, Global, US)

RATING	POINTS	% STUDENTS MEETING TARGET
H	18-20	90-100
E	15-17	75-89
D	13-14	60-74
I	0-12	0-59

Observations:

- Continue with Danielson Rubric, but only *limited* elements
  - 1A, 1C, 2A, 2C, 2D, 3A, 3B, 3C, 3D, 3E, 4A, 4C, 4F
  - Please note that 4A, 4C, and 4F must be discussed at post-observation meeting as they cannot be observed in a walk through. 4C can include teacher website, newsletter, Remind, Dojo, e-mails, Edmodo, phone calls, and agenda notes, but must be brought up during the post observation by the teacher (not the administrator)
- Counselors, TAs and Psychologist will use separate rubrics, but all others (Teachers, AIS, Reading Specialists, Special Ed, etc.) will use Danielson rubric from last year
- Primary Observer – 85%, Secondary Observer – 15%
- Walk-Through only
  - Number of Walk-throughs
    - Tenured – 3 Walk-Throughs (with an optional additional 1 walk-through at the discretion of the teacher or evaluator)
    - Untenured – 4 Walk-Throughs (with an optional additional 1 walk-through at the discretion of the teacher or evaluator)
  - Unannounced walk-through will be 1<sup>st</sup> walk through
  - Observer gives 5 days notice of announced walk throughs (ex. On Tuesday will be told that observation will be on following Tuesday)
  - Post observation following 1<sup>st</sup> announced, others by request
  - Highest score of element counts if observed in multiple walk-throughs
  - N/A scoring of elements that are not observed when multiple elements in standard
    - Standard 1 (Knowledge of Students and Student Learning): 4C
    - Standard 2 (Knowledge of Content and Instructional Planning): 1A, 1C
    - Standard 3 (Instructional Practice): 3A, 3B, 3C, 3D, 3E
    - Standard 4 (Learning Environment): 2A, 2C, 2D
    - Standard 5 (Assessment for Student Learning): 3D, 4C
    - Standard 6 (Professional Responsibilities and Collaboration): 4C, 4F
    - Standard 7 (Professional Growth): 4A
  - Duration of walk-throughs
    - Minimum of 15 minutes
    - Maximum of half the class period (40 minutes if 80 minute class, 20 minutes if 40 minute class, etc.)
  - Observation rubric within 5 days of observation for timely discussion and correction
  - Checklist of elements covered in each observation
  - Average of observed elements for teacher evaluation score

RATING	POINTS RANGE MIN	POINT RANGE MAX
H	3.50- <del>3.75</del>	4.0
E	2.50- <del>2.75</del>	3.49- <del>3.74</del>
D	1.50- <del>1.75</del>	2.49- <del>2.74</del>
I	0*	1.49- <del>1.74</del>

*\*In the event that an educator earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned.*