

2021-2022 APPR OATA Teachers

Observations (for Teachers):

- Continue with Danielson Teacher 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 newsletters, Parent Square, e-mails, phone calls, and agenda notes, but must be brought up during the post observation by the teacher (not the administrator)
- Walk-Through only
 - Number of Walk-throughs
 - Tenured – 2 Walk-Throughs (with an optional additional 1 walk-through at the discretion of the teacher or evaluator)
 - Untenured – 3 Walk-Throughs (with an optional additional 1 walk-through at the discretion of the teacher or evaluator)
 - Unannounced walk-through will be 1st 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 1st announced, others by request
 - Unannounced counts for 10% and announced counts for 90% of score
 - For untenured teachers, the highest score of element counts if observed in multiple announced 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 40 minutes
 - Evaluators may take pictures during the observation as part of the evidence for a rubric element
 - 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- 3.75	4.0
E	2.50- 2.75	3.49- 3.74
D	1.50- 1.75	2.49- 2.74
I	0*	1.49- 1.74

**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.*

Student Performance:

- The District/Building Wide Goal of the passing rate of the 5 core Regents exams (ELA, Algebra I, Living Environment, Global History, and US History).

After the Observations are complete and your Student Performance is calculated, the chart below will be used to determine your overall APPR:

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



2021-2022 APPR
OATA Non-Teachers

- Nurses
 - Evaluation checklist created between OATA and Administration
 - Completed by May 30th
- TAs
 - Evaluation checklist created between OATA and Administration
 - Completed by May 30th
- Counselors, Psychologist, Speech Therapist
 - Self-directed Plan with goal for the year
 - Goal created and agreed upon by November 30th
 - Meet to discuss progress in January
 - Meet to discuss completion of goal in May
 - Discussion of summer hours toward future goals