

Composite Ratings

Matrix

		<i>Teacher Observation</i>			
		<i>Highly Effective (H)</i>	<i>Effective (E)</i>	<i>Developing (D)</i>	<i>Ineffective (I)</i>
Student Performance	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

*If a teacher is rated ineffective on the Student Performance category, and a local selected state-designed supplemental assessment was included as an optional subcomponent of the Student Performance category, the teacher must be rated Ineffective overall.

Student performance

APPR elements	Regulations	negotiated items
SLO targets,	Superintendents or their designees have sole discretion to use pedagogical judgment to determine SLO targets currently, 9 point movement = 1 percentile up or down for those tied into state test percentile ranks	<ol style="list-style-type: none"> Negotiated that Until 2019 or until the regulations change (whichever occurs first), teachers <ul style="list-style-type: none"> will tie into percentile ranks of their students, department scores or school scores depending on grade level and state testing requirements Movement of on HEDI requires 18 percentile points movement (currently 9) and will be adjusted if needed (example: math became 32 percentile points before movement own HEDI band) Administration of Baselines and final exams will be minimized wherever possible.
HEDI Bands	SED has determined all HEDI bands as % of students meeting target	
Optional second assessment		at this time, we have agreed NOT to use this option - any changes in law/ regulations will prompt discussions

Teacher Observation

APPR elements	Regulations	negotiated items
Teacher Practice Rubric	negotiable - must be selected from approved rubrics	will we continue with Danielson 2007 (currently used)
If multiple rubrics will be used for different teachers in the district	multiple rubrics can be used as long as the same one is used for the same teachers	Multiple rubrics will be used: <ol style="list-style-type: none"> 1. Probationary teachers: will have all observables (all Domains) 2. Tenured teachers: <ul style="list-style-type: none"> Path 1: Standard 2 formal observations with selected observables Path 2: A version of old PGP with 2 informal observations with only observables
frequency and duration of observations	A. 2 observations will be as required by law B. Frequency:	A. formal observation - observation lasting a full class period (45 minutes) with claims and evidence written Informal observation - shorter and targeted observation that can be 15 minutes. no claims and evidence are necessary B. Guidelines are embedded contractually <ol style="list-style-type: none"> 1. <i>Probationary teachers:</i> <ol style="list-style-type: none"> a) dependent on year will have a minimum of 2 and a maximum of 4 b) 4 observations (year 1): 11/1, 12/15, 3/15, 6/1 c) 3 observations (year 2 & 3): 11/15, 1/31, 6/1 d) 3 year tenure year: 11/15, 1/31, 3/15 e) 4 year tenure year: 12/31, 3/15 2. <i>Tenured teachers</i> <ol style="list-style-type: none"> a) 2 observations by 1/31 and 6/1

<p>parameters around observations announced and unannounced</p>	<p>A. The new law requires a minimum of two observations: one by a principal or other trained administrator, and another by an impartial independent trained evaluator.</p> <p>B. Commissioner’s regulation requires one observation to be unannounced.</p>	<p>A. Lead Evaluator - will be the building principal or other trained administrator designated by that building principal Outside evaluator - will be an administrator with no affiliation (BEDs) with the building in which they observe.</p> <p>B. announced observation - an observation (weighted 80%) that takes place with prior notification to the teacher. May be a pre-observation (probationary) or simply an email no later than the Friday at noon of the week prior to the observation. Unannounced observation - an observation (weighted 20%) that takes place which may have no prior notification to a teacher</p> <p>C. To answer question about missed observations: should a lead evaluator fail to observe a teacher within the <u>announced</u> time period, a second observation time and day will be set up that is mutually agreeable to both the teacher and the administrator. This process will be repeated until the observation is completed.</p>
<p>weights used for each type of observer</p>	<p>The weights are determined locally through collective bargaining using parameters established by SED.</p> <ul style="list-style-type: none"> o The weight of the principal/supervisor observation is established locally, but must be at least 80% and could be as high as 90%. o The weight of the independent observation is established locally, but must be at least 10%. o The weight of the optional peer observation is established locally within these constraints. 	<p>lead evaluator = 80% outside evaluator = 20% No optional peer reviewer at this time. Can be negotiated at a later date.</p>
<p>observations will be live or taped.</p>		<p>Observations will be live.</p> <p>Post observation conferences, where required, will be scheduled within 2 school days of the observation. Final observation write-ups will be completed for teacher review and signature 10 school days after the the post-observation conference.</p> <p>Failure to complete post-observation conferences and write-ups will be referred to the superintendent and WPTA president or designees for consideration of next steps.</p>

<p>domains to use and weights of each</p>	<p>Prohibited Elements The new law contained a list of elements prohibited from being used in teacher evaluation. These include:</p> <ul style="list-style-type: none"> Evidence of student development and performance derived from lesson plans and student portfolios that are not part of an approved rubric; Parent and student surveys; Professional goal setting; Any district or regional assessment not approved by SED; and Any growth or achievement target that does not meet minimum standards. 	<p>Probationary teachers:</p> <ol style="list-style-type: none"> all Announced Observations: <ul style="list-style-type: none"> 1a., 1b., 1c., and 1e. = 25% All of Domain 2 = 30% All of Domain 3 = 30% 4a., 4b., 4c., and 4e. = 15% all unannounced observations: <ul style="list-style-type: none"> All of Domain 2 = 50% All of Domain 3 = 50% <p>Tenured Teachers:</p> <ol style="list-style-type: none"> Path 1 <ol style="list-style-type: none"> Announced observations <ul style="list-style-type: none"> 1a. and 1e. = 20% All of Domain 2 = 40% All of Domain 3 = 40% all unannounced observations: <ul style="list-style-type: none"> All of Domain 2 = 50% All of Domain 3 = 50% Path 2 <ol style="list-style-type: none"> all announced observations: <ul style="list-style-type: none"> All of Domain 2 = 50% All of Domain 3 = 50% all unannounced observations: <ul style="list-style-type: none"> All of Domain 2 = 50% All of Domain 3 = 50%
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<p>which rubric score conversion will be used from permissible state ranges</p>	<table border="1"> <thead> <tr> <th colspan="3">Overall Rubric Score Conversion</th> </tr> <tr> <th colspan="3">Permissible Statewide Ranges (actual cut scores determined locally)</th> </tr> <tr> <th></th> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr> <td>Highly Effective (H)</td> <td>3.5 to 3.75</td> <td>4.0</td> </tr> <tr> <td>Effective (E)</td> <td>2.5 to 2.75</td> <td>3.49 to 3.74</td> </tr> <tr> <td>Developing (D)</td> <td>1.5 to 1.75</td> <td>2.49 to 2.74</td> </tr> <tr> <td>Ineffective (I)</td> <td>0</td> <td>1.49 to 1.74</td> </tr> </tbody> </table>	Overall Rubric Score Conversion			Permissible Statewide Ranges (actual cut scores determined locally)				Minimum	Maximum	Highly Effective (H)	3.5 to 3.75	4.0	Effective (E)	2.5 to 2.75	3.49 to 3.74	Developing (D)	1.5 to 1.75	2.49 to 2.74	Ineffective (I)	0	1.49 to 1.74	<p>H= 4.0-3.75 E= 3.74-2.62 D = 2.61 - 1.5 I= 1.4 - 0</p>
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TIPS

APPR elements	Regulations	negotiated items
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any changes to the process?		no changes at this time
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APPEALS

APPR elements	Regulations	negotiated items
any changes to the process?	<p>The regulations continue the appeals process requirements from section 3012-c. A teacher may only challenge the following in an appeal: The substance of the APPR which includes:</p> <ul style="list-style-type: none"> • Where a teacher is rated Ineffective on the student performance category but rated Highly Effective on the observation category based on an anomaly, as determined locally. • The district’s adherence to the standards and methodologies of the APPR. • The adherence to the regulations and compliance with locally negotiated procedures. • District’s issuance and /or implementation of the terms of the teacher improvement plan. 	<ol style="list-style-type: none"> 1. Maintaining current appeal process 2. added: “where a teacher is rated ineffective on the student performance category but rated highly effective on the observation category is based on an anomaly, as determined locally.

TRANSITIONAL APPR

APPR elements	Regulations	negotiated items
student performance 2015-2016 and composite scores	<p><i>Districts operating under 3012-c</i> For the 2015-2016 school year for districts that have received a hardship waiver and are operating under 3012-c, the transition rating will be determined based on the remaining subcomponents of the APPR that are not based on the grade 3-8 ELA or math State assessments and/or a State –provided growth score on Regents examinations.</p>	<p>a chart of teachers who will be rated on 60, 80 and 100 points must be created</p> <p>Still pending negotiations.</p>

Overall: The WPTA and WPCSD agree to convene an APPR committee semi-annually to review the components of the APPR. The collaborative labor-management committee may submit mutually agreed upon changes to the state for review according to the guidelines of SED. The committee shall meet at any point when NYSED makes changes to APPR regulations that impact teachers.

At the ratification of 3012d by the WPTA and WPCSD, all WPTA members not included in 3012d shall have APPR observations and evaluations revert to pre 2012 3012c procedures.