

APPR information for All Teachers - Student Performance
White Plains Teachers' Association

I. APPR will be based on a Matrix

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.

II. Student Performance:

- A. Negotiated that Until 2019 or until the regulations change (whichever occurs first), teachers
 - 1. will tie into percentile ranks of their students, department scores or school scores depending on grade level and state testing requirements
 - 2. 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)
- B. Administration of Baselines and final exams will be minimized wherever possible.
- C. Student performance scores for the purposes of evaluation will be based on the following:
 - 1. For teachers whose courses do not end in a state exam*
 - a) ALL K-5 teachers (including Special Area teachers**) will be rated based on the regional percentile ranking of the Common Core English Regents. This score is based on a matched samples of students who took both the 8th grade ELA Assessment and the Common Core English Exam.
 - b) All 6-7 grade Science teachers will be rated using the Science department score (based on percentile rankings of Regents exams and the ILS if available) OR the rating of the ILS teachers.
 - c) All other middle school (6-8) core content teachers will receive a departmental score based on percentile rankings of Regents exams
 - d) All 6-12 special area teachers will be rated using either the Common Core English Regents exam or a departmental score based on Regents exams, if appropriate.
 - e) All other 9-12 teachers whose courses do not end in a state exam will be rated using the appropriate department score based on Regents exams.
 - 2. For all teachers whose courses end in a state exam (does not include Global 1 or ELA 9 for example): teacher ratings will be based on prior/historical test data that best matches the exam.