

Ed Law 3012-d

You should have picked up
“APPR information for teachers 6-5-2016”
as you came in

The purpose of today’s general membership meeting is to provide a short, broad and general information regarding our APPR tentative agreement.

There will be time for questions at the end of the presentation

Welcome to the Matrix...

Overall Rating

The final rating will be determined using the following matrix. The teacher's rating for each category is applied to the rubric to determine the overall rating.

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 Category

**Grades 4-8 ELA/MATH
State Growth Scores***

**Grades 9-12 Regents/
8th ILS+ES We must use
our exam scores to show
growth**

**All other teachers K-12
may attach to a state
percentile rank
(WP has been cited for the
amount of testing.)**

Teacher Observation Category

Danielson Rubric

- **Specific Domains selected**

2 Required Observations:

- **1 of which must be unannounced**
- **Formal (1 period in length) vs Informal (minimum of 15 minutes)**

Lead Evaluator 80%: Building principal and her/his designee*

Outside Evaluator 20%: Any Non-building administrator

Our Tentative Agreements under 3012-d for **tenured** teachers

Path One

Announced Observation

Announced without pre-observation conference
80%

- You will receive notification of at least one week; the notification shall be no later than the preceding Friday at noon.
- Danielson domains 1, 2, and 3

Unannounced Observation

Outside observer and 20%

up to a full period observation of domains 2 & 3

If an observation is a D or I, an Action Plan will be collaboratively developed and an additional observation may be conducted by another Evaluator (announced with one week window). Score is averaged with first observation.

Path Two

Old PGP

3 Colleague Minimum

Must have a an E or H in previous year
Minimal training TBD

Year 1: Goal setting based on an observable and/or district goals

2 confirmatory walk-throughs:

- announced and at least 15 minutes by a lead evaluator (80%) and;
- unannounced by an outside evaluator (20%) as per the regulations

Danielson domains 2 & 3 only

Year 2: Same as year one

Year 3: Return to Path One

*Observations are required by law.

Probationary Teachers

- Multiple Observations* that will be averaged together for the 80% completed by principals and coordinators/directors.

*The number of observations is determined by the probationary year

- Pre-observations will occur in year one and year two.
- Tenure year evaluation will mimic tenured Path One.

Student Performance

For teachers whose courses do not end in a state exam*

Grades 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 Regents.)

Grades 6-12

- Teachers in these grades whose courses do not end in a state regents or the ILS will receive a departmental score or the regional percentile ranking of the Common Core English Regents
- Teachers whose courses end in a state regents will be rated on their students' percentile ranking

APPR: This year (Transitional APPR)

Grades K-8

- If your state and local scores are based on percentile ranks your evaluation is out of 60 points. (observation only)
- If you receive a growth score and your local score is based on an independent test, then your evaluation is based out of 80 points. (observation plus local score combined)
- If you do not receive a growth score and your local score is based on a percentile rank, then your evaluation is based on 80 points. (observation plus state score combined)

Disclaimer: Composite score ratings for K-8 teachers are still being negotiated.

Grades 9-12

- No change

QUESTIONS/COMMENTS/CONCERNS

School visits for clarification

- Tuesday, June 7 - **HS** (tentative) 11:30 Location TBD
 - MS Lunch periods
- Wednesday June 8 - **MAS** 11:30-1:30 Room 26
- Thursday June 9
- Monday June 13 **George Washington:** 11:30-1:30 Rm 119
- Tuesday June 14 **Post Road** 12:00-1:00 Room 104
- Wednesday June 15
- Thursday June 16 - **Church St.** 11:00 - 1:00 Room 123
- Friday June 17 - **Eastview** Lunch periods