

APPR information for New Teachers  
White Plains Teachers' Association

- I. The following terms will be used throughout the APPR with the following definitions:
- A. *Lead Evaluator* will be defined as the building principal or designee as determined by that building's principal.
  - B. *Outside Evaluator* will be defined as a trained administrator not linked to the building to which that person is assigned.
  - C. *Formal observation* will be defined as an observation that will be a full class period and contain components of the Danielson rubric beyond Domains 2 and 3
  - D. *Informal observation* will be defined as an observation of a minimum of 15 minutes but not lasting more than a class period and focus on domains 2 and 3 of the Danielson rubric.
  - E. *Announced observation* will be defined as the observation weighted 80% and the teacher must be notified of the week window in which this will occur no later than Friday noon of the week preceding to the observation.
  - F. *Unannounced observation* will be defined as the observation weighted 20% and there will be no prior notification to the teacher. The unannounced observation will only include domains 2 and 3 of the Danielson rubric.

II. 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>
<b>Student Performance</b>	<b>Highly Effective (H)</b>	H	H	E	D
	<b>Effective (E)</b>	H	E	E	D
	<b>Developing (D)</b>	E	E	D	I
	<b>Ineffective (I)</b>	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.

III. 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.

#### IV. Teacher Performance

##### A. Observations will use Danielson 2007

1. all Announced Observations:
  - a) Domains 1a., 1b., 1c., and 1e. = 25%
  - b) All of Domain 2 = 30%
  - c) All of Domain 3 = 30%
  - d) Domain 4a., 4b., 4c., and 4e. = 15%
2. all unannounced observations:
  - a) All of Domain 2 = 50%
  - b) All of Domain 3 = 50%

##### B. The number of observations is dependent on probationary year:

1. 4 observations (year 1): 11/1, 12/15, 3/15, 6/1
2. 3 observations (year 2 & 3): 11/15, 1/31, 6/1
3. 3 year tenure year: 11/15, 1/31, 3/15
4. 4 year tenure year: 12/31, 3/15

##### C. 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.

##### D. All long-term substitutes, leave replacements, and part-time teachers will have a minimum of 2 observations for full year positions and 1 observation for 1/2 year.