APPRII. 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

<table>
<thead>
<tr>
<th>Student Performance</th>
<th>Teacher Observation</th>
<th>Highly Effective (H)</th>
<th>Effective (E)</th>
<th>Developing (D)</th>
<th>Ineffective (I)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>H</td>
<td>H</td>
<td>E</td>
<td>D</td>
<td></td>
</tr>
<tr>
<td>Effective</td>
<td>H</td>
<td>E</td>
<td>E</td>
<td>D</td>
<td></td>
</tr>
<tr>
<td>Developing</td>
<td>E</td>
<td>E</td>
<td>D</td>
<td>I</td>
<td></td>
</tr>
<tr>
<td>Ineffective</td>
<td>D*</td>
<td>D*</td>
<td>I</td>
<td>I</td>
<td></td>
</tr>
</tbody>
</table>

*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.