

APPR information for Tenured Teachers
White Plains Teachers' Association
Teacher Performance Checklist

- 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>
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.

III. Teacher Performance

- A. If you are tenured, please go to B below.
If your are not tenured, please review the document “APPR information for New Teachers” found at wptaonline.org.
Observations will use Danielson 2007
- B. Are you interested in Path 1 (traditional 2 observations per year)?
 - 1. Yes! - go to C below
 - 2. No - go to D below
- C. Path 1

1. **formal observation**-observation lasting a full class period(45 minutes) with claims and evidence written
 - a) will be announced and includes a pre-conference, observation and post observations 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.
 - b) uses Domains 1a., 1e, All of Domain 2 , All of Domain 3
 - c) weighted 80%
 2. **Informal observation** - shorter and targeted observation that can be 15 minutes. No claims and evidence are necessary
 - a) unannounced
 - b) uses Domains 2 and Domain 3
 - c) weighted 20%
- D. Path 2 is a version of old PGP with 2 informal observations with only observables (domains 2 and 3) and continues for 3 years.
1. Professional groups guidelines
 - a) 3 Colleague Minimum
 - b) may be across grade levels, subjects, departments, but should be composed of members of same building.
 - c) each member should keep a log of members, goals, notes of meetings, and any other important information
 2. Observations
 - a) required by law
 - b) 1 announced informal observation
 - c) 1 unannounced informal observation
 - d) no claims and evidence will be written (unless deemed necessary), no post-observation needed (unless requested by teacher or administrator)
 3. Timeline
 - a) Year 1: Goal setting based on an observable and/or district goals
 - (1) 2 Informal observations (confirmatory walk-throughs): (required by law)
 - (a) announced and at least 15 minutes by a lead evaluator (80%) and;
 - (b) unannounced by an outside evaluator (20%) as per the regulations
 - (2) Danielson domains 2 & 3 only
 - b) Year 2: Same as year one
 - c) Year 3: Return to Path One