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

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

A. If you are tenured, please go to B below.

   If you 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 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