

THE ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)

A PARENT AND GUARDIAN INFORMATIONAL BROCHURE

WHAT IS THE ANNUAL PROFESSIONAL PERFORMANCE REVIEW?

- The annual Professional Performance Review (APPR) is an evaluation of the teacher's or principals practice.
- A teacher's practice must reflect the New York State teaching standards.
- A principal's practice must reflect the standards for school leaders.
- Teacher and principal evaluations include student achievement and growth data.

IS THIS SOMETHING NEW?

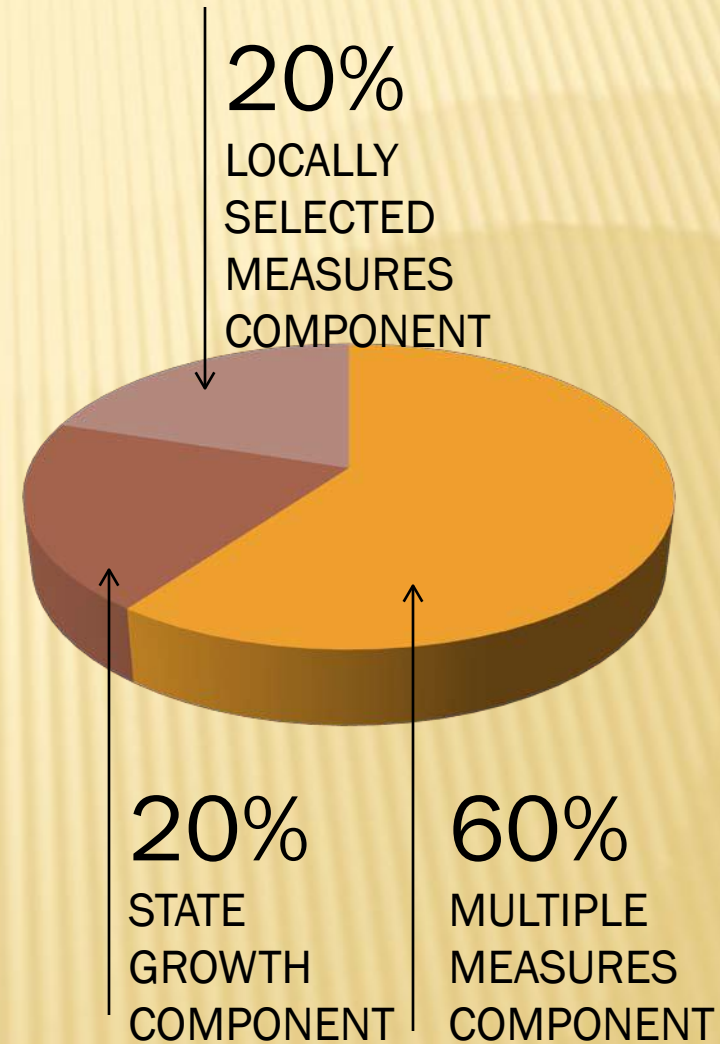
- No. Teachers and principals have always been evaluated. However, the evaluations must include student achievement and growth data, and meet other SED requirements in accordance with the law.

HOW OFTEN ARE TEACHERS & PRINCIPALS EVALUATED?

- Teachers and principals are evaluated each year.
- The evaluation has three parts.

WHAT ARE THE APPR COMPONENTS?

- State Growth Component- 20%
- Locally Selected Measures Component - 20%
- Multiple Measures Component – 60%



20% LOCALLY SELECTED MEASURES COMPONENT

- Score is calculated based on locally selected tests for particular content areas and grades

20% STATE GROWTH COMPONENT

- Score is calculated by NYS based on state assessments in grades 4-8, OR
- Where there is no state assessment teachers and principals will develop student learning objectives

NOTE: A student learning objective is a goal that a teacher establishes for her/his students at the beginning of the year or course

60% MULTIPLE MEASURES COMPONENT

- Teachers and principals observed and assessed using a state approved rubric.
- A minimum of 2 observations announced/ one unannounced.
- May include other measures such as NYSED-approved surveys, structured review of artifacts (lesson plans, etc.) or goal setting

WILL TEACHERS & PRINCIPALS RECEIVE REPORT CARDS OR GRADES?

Teachers and principals will receive a single score between 0-100 each year. Each number rating is related to one of the following ratings:

- Highly effective: 91-100
- Effective: 75-90
- Developing: 65-74
- Ineffective: 0-64

WHERE CAN I FIND INFORMATION ON MY DISTRICT'S APPR PLAN?

- The district's APPR plan is available on the district's website.

WHAT HAPPENS IF A TEACHER OR PRINCIPAL RECEIVES A DEVELOPING OR INEFFECTIVE RATING?

- If a teacher or principal receives a final rating of "developing" or "ineffective", he/she will receive a teacher improvement plan or a principal improvement plan.

CAN I OBTAIN THE RATING OF MY CHILDS TEACHER OR PRINCIPAL?

Yes. Per Education Law 3012-c10(b) parents and legal guardians of a student may request the final quality rating and the overall effectiveness score for each teacher and building principal their student is assigned to for the current school year. All assignments are tentative until the class commences.

Parents should contact the Personnel Office at 687-8000 for instructions on how to request the information. The school district will provide these scores.

WHO EVALUATES TEACHERS & PRINCIPALS?

- Teachers are evaluated by their principal or supervisor.
- Principals are evaluated by their supervisor or superintendent.
- The law requires that evaluations be conducted by certified Lead Evaluators.