

APPR

Annual Professional Performance Review

West Babylon Schools



Three Components of NYSED APPR

- Rubric (60%)
- State Growth/SLO (20%)
- Local Growth (20%)

Rubric- 60%

- Most teachers using the Thoughtful Classroom Teacher Effectiveness Framework
- Other non-instructional WBTA members using rubric specific to role
- Rubric Principals using the Marshall Principal Evaluation Rubric

Components of Rubric Score Teachers

- 60 percent of the APPR is based on multiple measures of effective teaching practice aligned with the state's teaching standards.
 - 40 % shall be based on classroom observations using The Thoughtful Classroom Teacher Effectiveness Framework, Instructional Practice Dimensions 1-9.
 - *20% will be based on The Thoughtful Classroom Teacher Effectiveness Framework Professional Practice Dimension 10*

Types of Observation

Formal observations

- Include a pre-observation and post-observation conference
- Is included in a teacher's formal evaluation
- Minimum 3 non-tenured/1 tenured

Informal observations- minimum 1 per year

- Do not include a pre-observation conference (Unannounced- two weeks notice)
- Includes a post-observation conference
- Is included in a teacher's formal evaluation

Learning Walks

- Do not include a pre/ post observation conference
- Is not included in a teacher's formal evaluation

Principals

- Evidence collected throughout school year
- Based on 6 Domains of Marshall Rubric linked to standards
- Site visits
 - 2 – 7 site visits in total
 - 1 site visit unannounced (2 weeks notice)

Growth Component - 20%

- Teachers in grades 4 – 8 ELA/Math receive a score determined by NYSED
- All other teachers create Student Learning Objectives (SLO) to cover a minimum of 50% of their student caseload
- Principals will receive a score determined by NYSED
 - Elementary and JHS Principal based on ELA and Math Assessments
 - SHS Principal based on Regents results

State Provided Growth- How is it Calculated?

- Based on ELA/Math results in grades 4-8
- NYS compares all similar students by grade level in the state
- Adjustments made for ESL students, Special Education students, and students receiving free/reduced lunch
- Teachers receive a score based on the average scores of all students on their rosters
- Principals receive a score based on the average score of all students in their building

What is an SLO?

Student Learning Objective

- SLOs determine growth of students during a course
- Compares baseline data to summative data
- Baseline data can be prior year's assessments, Regents, final exams, department created test or AIMSweb data
- Summative data must be State assessment or Regents if available or department created test, final exam or AIMSweb data

District HEDI Chart- Approved by NYSED

| | | | | | | | | | | | | | | | | | | | | | |
|-------------------------|---|----------------|----------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------|
| HEDI Scoring | <i>How will evaluators determine what range of student performance “meets” the goal (effective) versus “well-below” (ineffective), “below” (developing), and “well-above” (highly effective)?</i> | | | | | | | | | | | | | | | | | | | | |
| | HIGHLY EFFECTIVE | | | EFFECTIVE | | | | | | | | | DEVELOPING | | | | | | INEFFECTIVE | | |
| | 20 | 19 | 18 | 17 | 16 | 15 | 14 | <u>13</u> | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| | 98- 10 0% | 94- 97 % | 90- 93 % | 88 - 89 % | 86 - 87 % | 84 - 85 % | 82 - 83 % | 80 - 81 % | 78 - 79 % | 76 - 77 % | 74 - 75 % | 72- 73 % | 70 - 71 % | 68 - 69 % | 66 - 67 % | 64 - 65 % | 62 - 63 % | 60 - 61 % | 50 - 59 % | 40 - 49 % | 0- 39 % |

Local Component - 20%

- STAR Renaissance assessments
- All students, K-12, take web based assessments in fall and spring

Local Assessment- How is it Calculated?

- K – 12 students take web based assessments in fall and spring
- Individual student growth is determined
- Median Student Growth percentiles for each teacher and principal are correlated to a point value out of 20 points

Calculation of Final Score for Teachers

Summative Evaluation Rating Form (Calculating final composite score of Teacher Effectiveness)

Subcomponent Scores

- A. Student Growth Score (*A number between 0-20 will be provided by SED*)
- B. Locally Selected Measures of Student Achievement (*A number between 0-20 will be arrived at by using the formula in section VIII A of the APPR*)
- C. Teacher Effectiveness Total (out of 60 pts) (*From Appendix 3A*)

Total ADD A + B + C = (Maximum score of 100 points)

| Level | Total Composite |
|------------------|-----------------|
| Highly Effective | 91 – 100 |
| Effective | 75 – 90 |
| Developing | 65 – 74 |
| Ineffective | 0 - 64 |

Total Score _____ = Final Effectiveness HEDI Rating of
_____ (out of 100)

Calculation of Final Score for Principals

| Level | Total Composite Score |
|------------------|------------------------------|
| Highly Effective | 91 – 100 |
| Effective | 75 – 90 |
| Developing | 65 – 74 |
| Ineffective | 0 - 64 |

APPR

We are learning more and
more every day!

