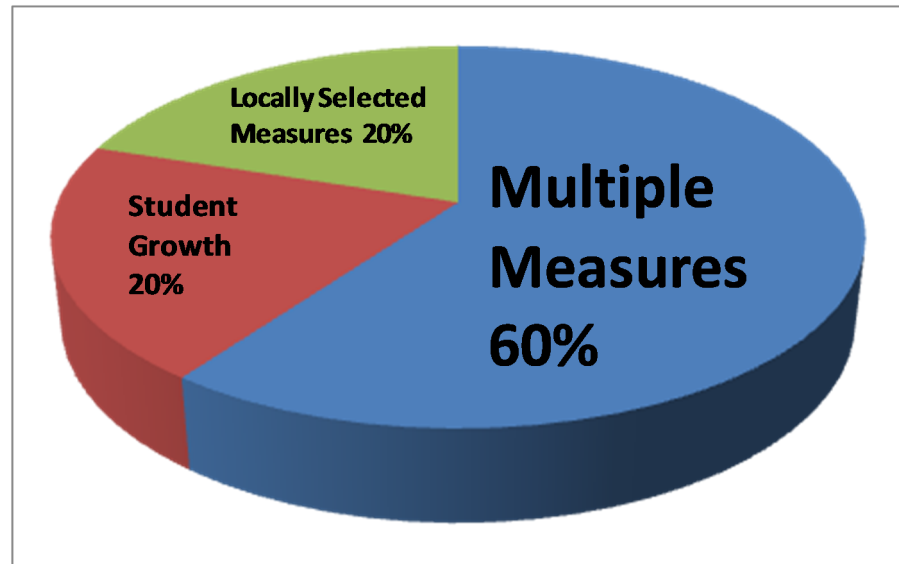




# PLAINVIEW-OLD BETHPAGE CSD

## The ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)



### ⇒ **What is the Annual Professional Performance Review (APPR)?**

- ◆ The Annual Professional Performance Review (APPR) is an evaluation of a teacher's or principal's practice.
- ◆ A teacher's practice must reflect the NYS 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 now include student achievement and growth data, and meet other State Education Department (SED) requirements in accordance with law.

### ⇒ **How often are principals and teachers evaluated?**

- ◆ Teachers and principals are evaluated each year.

### ⇒ **What are the APPR components?**

- ◆ Growth Component—20%
- ◆ Locally Selected Measures Component—20%
- ◆ Multiple Measures Component—60%

### **\*Locally Selected**

#### **Measures 20%**

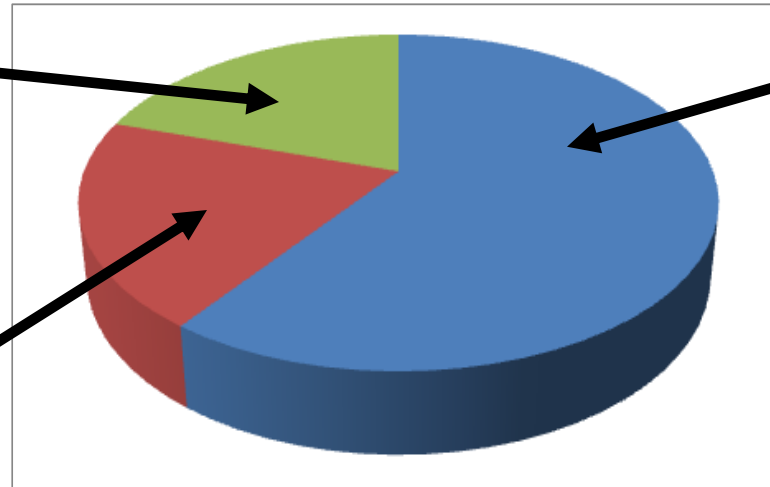
Scores based on POB achievement above the state average on selected state Exams (i.e. Grade 3-8 NYS Assessment, English Regents, etc.).

#### **\*Student Growth 20%**

State-provided growth score for grades 4-8 teachers & all principals (with exception of K-Center principal).

—OR—

One or more student learning objectives (SLOs) for grades K-3 and 9-12 teachers and the K-Center principal.



#### **60% Multiple Measures Component**

Teachers & principals are observed and assessed using the Marshall state-approved rubric.

- ◆ Tenured teachers are observed a minimum of twice (at least one must be unannounced).
- ◆ Non-tenured teachers are observed a minimum of four times (at least one must be unannounced).

*Note: A student learning objective (SLO) is a goal that a teacher establishes for his/her students in a particular course at the beginning of the year.*

### **WILL TEACHERS & PRINCIPALS RECEIVE REPORT CARDS OR GRADES?**

Teachers & principals will receive a single composite score each year. Each score corresponds to one of the following rating bands:

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

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

The district's APPR plan can be found on the district's website at: <http://www.pobschools.org>

### **WHAT HAPPENS IF A TEACHER OR PRINCIPAL SCORES POORLY?**

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

Note: \*Please see our website at <http://www.pobschools.org/Page/2607> for specific grade level locally selected and student growth measures.

### **CAN I OBTAIN THE RATING OF MY CHILD'S TEACHER OR PRINCIPAL?**

- ◆ Yes. Per Education Law 3012-c 10(b), parents and legal guardians of a student may request the final rating and the overall effectiveness score for each teacher and building principal their student is assigned to for the current school year.
- ◆ Parents should contact the principal of their child's school for instructions on how to request this information. Instructions are also provided on the district website. The district is obligated to provide this information.
- ◆ Scores will not be available until the fall when they are finalized.

### **WHO EVALUATES TEACHERS AND PRINCIPALS?**

- ◆ Teachers are evaluated by their principal and/or supervisor (department chair or director).
- ◆ Principals are evaluated by the Superintendent of Schools.
- ◆ The law requires that evaluations be conducted by certified Lead Evaluators.