

# **APPR Legislation: What Does This Mean For Us?**

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**April 27, 2015**

# **Education Law §3012-d: Evaluation of Teachers Principals**

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- **Statutory mandate for Annual Professional Performance Review (APPR), effective July 1, 2015**
- **This was attached to the Governor's budget and became effective April 1, 2015**
  - **APPR revisions tied to State Aid**
- **We are required to have an approved APPR plan by November 15, 2015**

# **What happens if a Plan is not in Place on November 15, 2015?**

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- **Districts are not eligible to receive School Aid Increase**
- **Collective bargaining agreements entered into after April 1, 2015 must be consistent with the new law.**

# What has changed?

## 3 components to 2 Categories:

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- **§ 3012-d now requires two categories to produce a teacher evaluation score:**
- **Category 1: Student performance**
  - **Growth scores provided by the State, based on Grades 3-8 assessment**
  - **Locally Developed Growth score based on Student Learning Objectives (SLO) adopted by the district and approved by the State.**
- **Category 2: Observations based on a Rubric.**
  - **POB has adopted the Marshall Rubric for Observations**

## Observation Category

- **Based on a State-approved rubric. (Marshall has been our adopted rubric)**
- **Observations must be conducted by a trained principal or trained administrator; and**
- **Observations conducted by "impartial, independent trained evaluator":**
  - **May be an administrator within district, but cannot be in the same building as evaluated teacher;**
  - **Selected by the District.**
- **Peer Observation (optional)**

# Student Performance Category

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- **State Provided Growth Score for teachers of courses ending in a state administered test (Grades 3-8 Math & ELA)**
- **For teachers in non-tested areas , an SLO consistent with a goal-setting process determined or developed by the commissioner, will determine the student performance score.**
- **Optional second subcomponent**
  - **Districts may opt to have a locally selected 2<sup>nd</sup> growth measure either state provided or based on a state – designed supplemental assessment**

# Scoring Matrix %: ( 50-50?)

## TBD.. June 30<sup>th</sup>

	Student Performance			
Teacher Observation	I	D	E	H
H	D	E	H	H
E	D	E	E	H
D	I	D	D	E
I	I	I	D	D

# Ineffective Category Rating

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- **If a teacher/principal receives an Ineffective rating on either the Student Performance or the Teacher Observation component – s/he is ineligible to receive an Effective or Highly Effective rating.**
- **If an APPR plan includes a locally selected second Student Performance subcomponent – an Ineffective rating on the Student Performance component must result in an Ineffective overall APPR rating, unless the second subcomponent is also a State provided growth score.**

# Education Law §3012-d: Prohibits

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- **APPR plans may no longer include evaluations based upon the following factors:**
  - **Parent/student surveys;**
  - **Teacher artifacts or lesson plans;**
  - **Student portfolios (unless there is an SED approved rubric);**
  - **Goal setting;**
  - **District/regionally developed assessments (unless SED approved);**
  - **Any growth or achievement target that does not meet minimum standards set by Commissioner.**

## **Questions & Concerns:**

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- **Most State Rubrics (including our Marshall rubric) have domains that require a review of professional materials to develop a rating for appropriate professional practice. This area of the bill diminishes use of the rubric for which the evaluation system is based.**
- **Lesson Plans are an essential tool for development of instruction. Some may say it is a pivotal element upon which decisions are made on effective instruction. This bill requires evaluators to ignore such evidence.**

# Tenure Laws Amended

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- **Teachers and administrators "appointed" to probationary appointments on or after July 1, 2015 will have longer probationary periods.**
- **Probationary period now 4 years for "new" teachers/principals.**
  - **Teachers who have previously received tenure in New York State, and teachers who have served as regular substitute teachers for two or more years will have a probationary period of 3 years or less.**

# Tenure under 3012-D

**\*Subject to APPR Evaluation**

	<b>Current Probationary Period</b>	<b>Probationary Period as of 7/1/15</b>
<b>Administrative position</b>	<b>3 years</b>	<b>4 years</b>
<b>New Teacher</b>	<b>3 years</b>	<b>4 years</b>
<b>Teacher w/ prior tenure</b>	<b>2 years</b>	<b>3 years*</b>
<b>Teacher w/ up to 2 years of regular substitute service</b>	<b>1 year</b>	<b>2 years*</b>

## **Questions & Concerns:**

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- **Effective date of employment and appointment dates may not coincide. Many districts hire in May for the next school year. Will these newly appointed employees be subject to the new tenure laws? Which law applies? If not will they need to be reappointed for July 1, 2015?**

## When will we have guidance?

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- **The Bill charges the NYSED with the task of generating regulations to guide the new APPR process by June 30, 2015.**
  - **Negotiations for the new plan will need to begin soon after to meet the November 15, 2015 deadline**

# Questions & Concerns

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- **Timeline for developing a plan falls during the summer when teachers are on vacation.**
- **Teachers will return in September without certainty as to how they are to be evaluated.**
- **SLO may not be in place in September and therefore baselines for the growth scores may not reflect the year-long growth made by students.**
- **SLO will need to be generated and approved by SED. What will be the process? Timeline?**

*Now the Real Work Begins*

**Finding the time to focus  
on Engaged Learning  
Spaces in our classrooms**