

New APPR Legislation - §3012-d

• • •

What are the Implications for Glen Cove?

Dr. Michael Israel

September 2015

Education Law §3012-d:

Evaluation of Teachers Principals

- Statutory mandate for Annual Professional Performance Review (APPR), effective July 1, 2015
- APPR revisions attached to State Aid

A November Deadline?

- A “hardship” waiver can be issued depending on whether various factors are met

Current APPR

Three Subcomponents

- **Required** - Growth scores provided by the State, based on Grades 3-8 assessment
- **Required** - Locally developed growth score based on Student Learning Objectives (SLOs) adopted by the district and/or BOCES and approved by the State

Observations based on a rubric

- Must use a State-approved rubric
- Glen Cove has adopted the NYSUT rubric for observations of teachers and the Multi-Dimensional rubric for principals



New APPR Requirements

All educators receive two ratings

- One based on impact on student performance
- One based on observations

Combination of results determines overall HEDI rating – “the matrix”

APPR §3012-d

- Retains the HEDI ratings for teachers
 - Highly Effective
 - Effective
 - Developing
 - Ineffective

New APPR Scoring Matrix

	Observation			
Student Performance	H	E	D	I
H	H	H	E	D
E	H	E	E	D
D	E	E	D	I
I	D*	D*	I	I

*If a teacher is rated ineffective on the Student Performance category, and a state-designed supplemental assessment was included as an optional subcomponent of the Student Performance category, the teacher can be rated no higher than Ineffective overall.

Ineffective Category Rating

- *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.*

Student Performance

- State provided growth score for teachers of courses ending in a State administered test (Grades 3-8 Math & ELA) *plus back-up SLOs in case there is no growth score*
- For teachers in non-tested areas , an SLO based on district/BOCES-determined assessments
 - State-approved third party assessment (*new RFQ process*)
 - State-approved district, regional, or BOCES-developed assessment (*new – RFQ process*)
 - School or BOCES-wide group, team, or linked results based on State/Regents assessments

Identifying Similar Students

This ensures that **all educators** have a chance to demonstrate effectiveness on this measure regardless of the composition of his or her classroom

Factors in State Growth Model

- Academic History
- Students with Disabilities
- English Language Learners
- Poverty

Student Performance Rating Decisions....

- Use of only the required state growth or SLO component (based on state assessments)
 - Counts as 100% of the student performance category
- Mandatory growth score + optional assessment demonstrating student growth
 - State score – min. 50%
 - Optional score – no more than 50%

Overall Student Performance
Category Score and Rating
0-20

Rating	Minimum	Maximum
Highly Effective	18	20
Effective	15	17
Developing	13	14
Ineffective	0	12

Teacher and Principal Scoring Ranges - SLOs

Highly Effective	Effective	Developing	Ineffective
18-20 Points	15-17 Points	13-14 Points	0-12 Points
90-100% of students meeting or exceeding expected growth targets determined by the Superintendent	75-89% of students meeting or exceeding expected growth targets determined by the Superintendent	60-74% of students meeting or exceeding expected growth targets determined by the Superintendent	0-59% of students meeting or exceeding expected growth targets determined by the Superintendent

Optional Local Assessment

- Use of optional second measure is negotiated

Observations

- Based on a State-approved rubric (We anticipate that we can still use NYSUT)
- Minimum of two observations (one unannounced)
- Observations must be conducted by a trained principal or trained administrator (worth at least 80%); and
- *At least one observation must be conducted by "impartial, independent trained evaluator" (new – worth at least 10%)*



Rubrics

- Must be on state-approved list

Overall Teacher/Principal Observation Scoring and Rating

Overall Rubric Score Conversion

	<i>Permissible Statewide Ranges</i>	
	<i>Minimum</i>	<i>Maximum</i>
Highly Effective (H)	3.50 to 3.75	4.0
Effective (E)	2.5 to 2.75	3.49 to 3.74
Developing (D)	1.5 to 1.75	2.49 to 2.74
Ineffective (I)	0	1.49 to 1.74

Tenure under 3012-d

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

*Subject to APPR evaluation

Our “To Do” List

Student Performance

- Do we utilize the optional second measure to determine growth for our teachers?

Observations

- Will we continue to use NYSUT rubric?
- Will we utilize trained peer evaluators?

