



3012-d

- \* Statutory mandate for APPR, effective July 1, 2015
- \* Board of Regents reviewed and approved June 15, 2015
- \* Approved changes impact all current APPR Plans
- \* Revised APPR Plans must be approved by November 15, 2015, or districts must apply for Hardship Waivers
- \* Must demonstrate good faith effort to negotiate
- \* Must train all administrators and teachers on 3012-d

## 3012-d Continued....

- \* Without an approved plan by November 15, 2015, districts will not receive NYS School Aid increases
- \* If approved, waiver is for four months
- \* District are required to continue negotiations, even if applying for Hardship Waivers; track meetings and anything that is agreed upon
- \* Current APPR Plan remains in place until a new agreement is reached

## Basic Design

### Old Plan

- \* 20% State-provided growth score or SLO
- \* 20% locally assessed measure of performance
- \* 60% Other Measures (Observations/Evaluations)

Total: Composite Score and Rating

### New Plan

Two ratings:

- Student Performance – based on growth score or SLO
- Observations

Combination of results determines overall HEDI score (Matrix)

## HEDI Ratings

- \* Highly Effective
- \* Effective
- \* Developing
- \* Ineffective

All ratings based upon combination of Student Performance Rating and Observation Rating.

## Tenured Teachers 80/20%

- \* Two observations a year
- \* Classroom observations weighted at 80%/20%
- \* 80% Principal or other trained observer
- \* 20% Independent Evaluator – cannot be attached to the building

## Tenured Teachers Format of Observation

- \* At least one announced; at least one unannounced
- \* Observe a minimum of 3 standards (All observable standards must be addressed during the year.)
- \* Individual observations are scored and averaged at 80%/20% for final observation score
- \* Observation score automatically generated from an average of elements highlighted

## Tenured Teachers End-of-Year Evaluation

- \* Narrative only
- \* Heat map closed
- \* No scores for individual standards
- \* Overall Observation Score automatically entered in form based upon 80%/20% from Observations
- \* Overall Observation Rating automatically generated from chart

	Overall Observation Category Score and Rating	
	Minimum	Maximum
Highly Effective	3.5 - 3.75	4.0
Effective	2.5 to 2.75	3.0 to 3.25
Developing	1.5 to 1.75	2.0 to 2.25
Ineffective	0	1.0 to 1.25

## Tenured Teachers NYS Composite Score Form

- \* Overall Observation Rating automatically entered
- \* Student Performance Rating entered manually
- \* OASYS generates the Final Evaluation Rating, based on the NYS matrix

Student Performance Category	Overall Observation Category Rating				
	Highly Effective	Effective	Developing	Ineffective	
Highly Effective	Highly Effective	Effective	Effective	Developing	Ineffective
Effective	Highly Effective	Effective	Effective	Developing	Ineffective
Developing	Effective	Effective	Developing	Ineffective	Ineffective
Ineffective	Developing	Developing	Ineffective	Ineffective	Ineffective

## Non-Tenured Teachers 80/20%

- \* Four observations a year?
- \* Principal or other trained administrator: 80%
- \* Independent evaluator: 20%
- \* Each observation gets a score.
- \* Observation scores weighted and averaged.

## Non-Tenured Teachers Observation Format

- \* At least one announced; at least one unannounced
- \* Observe a minimum of 3 standards (All observable standards must be addressed during the year.)
- \* Observation score automatically generated from an average of elements highlighted
- \* Score on bottom of Observation form

## Non-Tenured Teachers: Evaluations

- \* Mid-Year Evaluation narrative
- \* No score for individual standards
- \* Overall Observation Score automatically entered in form based upon 80%/20% of Observations
- \* Overall Observation Rating automatically generated from matrix

	Overall Observation Category Score and Rating	
	Minimum	Maximum
Highly Effective	3.5 to 3.75	4.0
Effective	2.5 to 2.75	3.49 to 3.74
Developing	1.5 to 1.75	2.49 to 2.74
Ineffective	0	1.49 to 1.74

