

APPR: Annual Professional Performance Review



**DR. WILLIAM K. LLOYD
SUPERINTENDENT OF SCHOOLS**

What is APPR?



- Annual evaluation of the performance of probationary, tenured teachers, and probationary and tenured principals
- **Purpose:** improve student achievement through improved teacher and principal performance

New State Mandates



- **Include four specific rating categories:**
 - Highly effective
 - Effective
 - Developing
 - Ineffective
- **Adopt a state-approved evaluation rubric**
- **Calculate a *composite effectiveness score* utilizing state-approved formula**

Composite Effectiveness Score



- 20% based on student growth on state assessments
- 20% based on student growth on locally selected measures
- 60% based on other measures of teacher/principal effectiveness as prescribed by New York State Education Department
 - Observations
 - School visits
 - Other measures that provide structured feedback on instructional practice

Plan for Implementation



- **Current APPR will remain in effect for teachers and principals until new contracts are negotiated**
- **Established ongoing committee in fall, 2010 consisting of administrators, teachers and parents**
- **Committee Responsibilities**
 - Review state-approved evaluation models for teachers and administrators
 - Collaboratively make a recommendation to adopt a specific model

Approved Rubrics for Review



Teacher Rubrics	Principal Rubrics
Danielson's Framework for Teaching	Vanderbilt Assessment of Leadership in Education
Marzano's Causal Teacher Evaluation Model	The Reeves Leadership Performance Matrix
NYSTCE Framework for the Observation of Effective Teaching	Multidimensional Principal Performance Rubric
NYSUT Teacher Practice Rubric	