APPR: Annual Professional Performance Review

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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

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<tr>
<th>Teacher Rubrics</th>
<th>Principal Rubrics</th>
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<tr>
<td>Danielson’s Framework for Teaching</td>
<td>Vanderbilt Assessment of Leadership in Education</td>
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<td>Marzano’s Causal Teacher Evaluation Model</td>
<td>The Reeves Leadership Performance Matrix</td>
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<tr>
<td>NYSTCE Framework for the Observation of Effective Teaching</td>
<td>Multidimensional Principal Performance Rubric</td>
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<td>NYSUT Teacher Practice Rubric</td>
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