



APPR Changes



# Stakeholder Conversations with NYSED

Two main ideas emerged from those conversations:

- Many districts and bargaining units are satisfied with most aspects of their existing plans and the Department should allow them to make small changes to those plans without having to develop completely new evaluation systems.
- Some stakeholders believe the existing regulations are too prescriptive and are requesting greater flexibility to explore alternate approaches to evaluating teachers and principals.

# Minimal Changes vs Beyond Minimal Changes

- NYSED chose to make minimal changes
  - Still called 3012-d
- Existing plans remain in effect until a districts gets a new plan **approved** by NYSED (Plans approved by March 1 are effective that school year)
- No defined date to have a new plan as in the past
  - Districts may choose to continue with current plan until they open their Teacher/Principal contracts for negotiation

# Scoring

NYSED continues to determine the weights and scoring ranges for measures in both subcomponents

20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

## 5.1) Scoring Ranges

### Student Performance

HEDI ratings must be assigned based on the point distribution below.

### Teacher Observation

HEDI ratings must be assigned based on locally-determined ranges consistent with the constraints listed below.

	Overall Student Performance Category Score and Rating		Overall Observation Category Score and Rating	
	Minimum	Maximum	Minimum	Maximum
<b>H</b>	18	20	<b>H</b>	3.5 to 3.75 4.0
<b>E</b>	15	17	<b>E</b>	2.5 to 2.75 3.49 to 3.74
<b>D</b>	13	14	<b>D</b>	1.5 to 1.75 2.49 to 2.74
<b>I</b>	0	12	<b>I</b>	0 1.49 to 1.74

## 5.2) Scoring Matrix for the Overall Rating

		Teacher Observation Category			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance Category	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

# Matrix slightly modified

## 5.2) Scoring Matrix for the Overall Rating

		Teacher Observation			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (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 (see Education Law §3012-d (5)(a) and (7)).

No longer true

The use of the optional subcomponent does not change the developing rating

## No changes to the existing regulations around:

- Teacher Observations/Principal School Visits
- Use of the matrix to calculate overall ratings
- Teacher and principal improvement plans
- Use of evaluation ratings to determine employment decisions
- Requirements for evaluator training
- Requirements for local appeal processes
- Deadlines for material changes and completing APPRs
- Requirements for providing data to NYSED

# Assessments

State or Regents assessments

State-approved assessments consisting of the following:

- State-approved third-party assessments

- State-approved district, regional, or BOCES-developed assessments

Will be reviewed by NYSED for rigor

# Growth Scores

- We stopped reporting the state-provided Growth Scores for Teachers in 2018-19
- There is no requirement to use the state-provided growth score; however, they will still be calculated and used for the ESSA indicator
- District **may** choose to incorporate growth scores in SLOs and have targets in terms of SGPs/MGPs (Subject to Collective Bargaining)



# SLOs

- SLOs may use group, team or linked results
- SLOs can be school/program-wide and district-wide measures
- The 50% rule is no longer required

# Targets and Goal Setting

- The goal-setting process continues to include a mandatory growth target of one year's expected growth
- New language: : ...the local collective bargaining representative shall negotiate with the district on the selection and **use of** an assessment in a teacher's or principal's evaluation.”
- Who gets to set the targets? (Had been Principal and then Superintendent) Not yet clear if the targets get negotiated – waiting for the guidance document.

# Optional Student Performance Subcomponent

- No longer limited to a statistical growth model
- Can be based on a variety of locally selected measures of student growth **or achievement**
- All choices of assessments and decision to use an optional performance subcomponent are subject to collective bargaining

## New: Variance Process

- Allows districts to request a variance from one or more regulatory requirements to implement new and innovative approaches to evaluating teachers and principals.
- More to come in the guidance document

# Resources Coming

- APPR Guidance
- SLO Guidance
- Variance Guidance
- New SLO templates (teachers, principals, school/program and district-wide measures)

New email address

[SLOHelp@nysed.gov](mailto:SLOHelp@nysed.gov)

Templates now available

The APPR plan template is located in the NYSED Business Portal and is now available for LEAs who want to submit material change requests.

**Material changes submitted after March 1 do not take effect until the subsequent school year.**