

Let's Review the Metrics

APPR 3012 d

March 2018

- Did your plan change from last year?
- Did you get an approved Independent Hardship Waiver for 2017-18?

Mandated *Individual* SLOs – Which teachers?

- Gr 3 Teachers – using ELA 3 and Math 3
- Grade 8 Science – using state science assessments (defined in Task 2.4) (50% rule applies)
- Regents Teachers – using the regents scores (50% rule applies)
- ELL teachers – using NYSESLAT (50% rule applies) - OPTIONAL as per plan
- Sp Ed teachers – using NYSAA (50% rule applies) - OPTIONAL as per plan

!!! Individual SLOs Require a target for each individual student !!!
What % of students met their target?

Note: Districts may have specified additional individual SLOs in their approved 3012-d plan
(Identified in Task 2.12)

All of these teachers need to be identified early in the school year since their scoring paths differ and require a great deal of record keeping and verification

Who gets two sets of Scores?

Original (Advisory) + Transition (Official)

Any teacher/ principal who got a state-provided growth score or used the 3-8 ELA and Math assessments in the calculation of their APPR score

- Grade 3 teachers
- Grade 4-8 ELA / Math teachers
- Principals of 3-8 and HS Principal

+

Teachers specified in your plan as using ELA / Math 3-8 in any way

Deriving the Overall Composite Rating

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)).

Courses With Small N Size

STEP 1
Level 1 = performance is well-below average/expectations
Level 2 = performance is below average/approaching expectations
Level 3 = performance is average/meeting expectations (also aligned with concept of proficiency)
Level 4 = performance is well-above average/ exceeding expectations (also aligned with concept of mastery)

Level 1 = 0 points
 Level 2 = district decides
 Level 3 = district decides
 Level 4 = 3 points

STEP 2		
Average Points Earned on SLO	Scoring Range	HEDI Rating
0-.13	0	Ineffective
.14-.27	1	
.28-.41	2	
.42-.55	3	
.56-.69	4	
.70-.83	5	
.84-.97	6	
.98-1.11	7	
1.12-1.25	8	
1.26-1.39	9	
1.40-1.53	10	
1.54-1.67	11	
1.68-1.89	12	Developing
1.90-2.09	13	
2.10-2.29	14	
2.30-2.49	15	Effective
2.50-2.59	16	
2.60-2.69	17	Highly Effective
2.70-2.89	18	
2.90-2.99	19	
3.0	20	

Targets

Targets need to be set at the beginning of the school year in order to hold the most validity and to establish a goal for instruction. They should be based on baseline/ historic data.

The following targets are needed:

- ELA and Math targets for grade 3 students
- Targets for regents exams – may be the same or different for individual SLOs and District-wide measures – can vary across Regents exams
- Targets for NYSESLAT and NYSAA (Optional as per Approved Plan)
- Targets for third party assessments if used in your approved plan

Setting Targets

- The SLO process includes a minimum growth target of one year of expected growth for all students, as determined by the Superintendent or another trained administrator serving as his or her designee.
- SLO targets may take the following characteristics into account, as applicable:
 - Poverty
 - Students with Disabilities
 - English language learners status
 - Prior academic history

Assigning Student Performance Score pathways – “Buckets”

0. K-2 Teachers
1. Grade 3 Teachers
2. Gr 4-8 ELA/Math Teachers
3. Gr 8 Science Teachers
4. HS Teachers using Regents exams for individual SLOs
5. ELL teachers using NYSESLAT for individual SLOs
6. Sp Ed administering NYSSA and using for individual SLOs
7. All other teachers

more “Buckets”

8. Principals getting State Scores
9. Principals using SLO for score
10. Teachers with BOTH State growth scores and SLO scores to satisfy 50% rule

Best Practices

- Establish lists of teachers subject to APPR in the fall*
- Establish Targets in the fall – Lead Evaluators meet and discuss SLO's with teachers*
- Determine methodology for calculating each teacher/principal's score as per approved APPR Plan
- Collect data electronically
 - Use SMS grade book to set up rosters, assign targets and record post test – lock data entry
 - Eases the pain of gathering the info in the summer
 - Avoids lost paper; enhances the ability to retrieve at a later date
- Establish data verification teams including the principals
- Keep everyone informed of changes

* Should be in-progress or completed by now

The following should be completed now!

- Work on the “exceptions teachers”- find the exceptions early so you are not surprised near the deadline. These are the teachers easily overlooked because they don't appear on LHRIC verification reports
 - Teachers without courses or incorrect course numbers (e.g. Reading teachers, ENL, enrichment teachers, shared teachers, push-in teachers)
 - Teachers with missing or incorrect Teacher IDs
 - Special teachers (semester or unusual courses)

Between Now and end of May

- Periodically check roster data as it may change
- Work on exceptions- find the exceptions early so you are not surprised near the deadline

End of May – post assessments and Teacher Observations should be available-

- Provide Observation data for teachers and principals
- Confirm that all teachers (subject to APPR) with observation scores have a matching student performance score or pathway
- Continue to check rosters with Pre and Post Assessments and Targets

End of June– can confirm third party and district post assessments and scores (Still missing State Assessments, Regents, and AP scores).

Verify that all other data is ready.

Make sure teachers confirm the pre and post assessment scores, targets before they leave for the summer

- **Mid- July**- You should have June Regents scores- you now have complete data for teachers that rely on the Regents. **HS Principals can now confirm their data. Which teachers with observation scores are still missing student performance scores ?**
- **During August**-Create final reports for teachers or use LHRIC-provided reports. **All Principals confirm that all teachers are accounted for and all have both an observation score and a student performance score.**
- **End of August** Confirmation of all scores including State ELA/Math 3-8 (Still missing AP Scores)- Last confirmation possible. All exceptions have been resolved. **All principals have confirmed their data is complete and accurate.**
- **September 1** -Provide teachers with final reports.