

THE ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)

A PARENT AND GUARDIAN INFORMATIONAL BROCHURE

➔ WHAT IS THE ANNUAL PROFESSIONAL PERFORMANCE REVIEW?

- The Annual Professional Performance Review (APPR) is an evaluation of a teacher's or principal's practice.
- A teacher's practice must reflect the New York State teaching standards.
- A principal's practice must reflect the standards for school leaders.
- Teacher and principal evaluations include student achievement and growth data.

➔ IS THIS SOMETHING NEW?

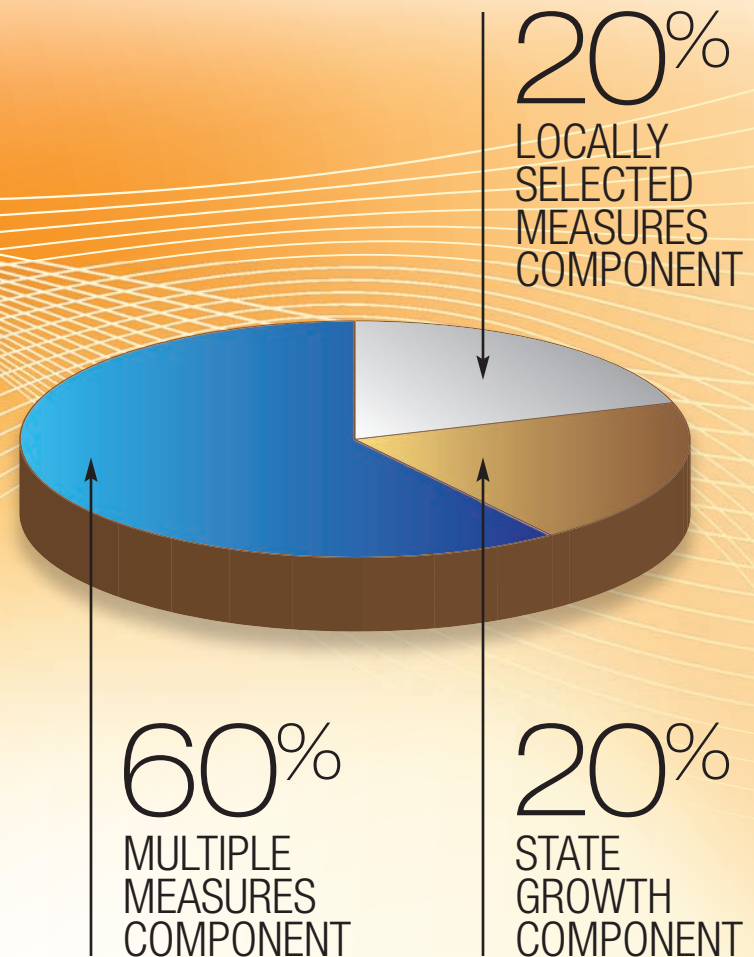
- No. Teachers and principals have always been evaluated. However, the evaluations now must include student achievement and growth data, and meet other SED requirements in accordance with the law.

➔ HOW OFTEN ARE TEACHERS & PRINCIPALS EVALUATED?

- Teachers and principals are evaluated each year.
- The evaluation has three components.

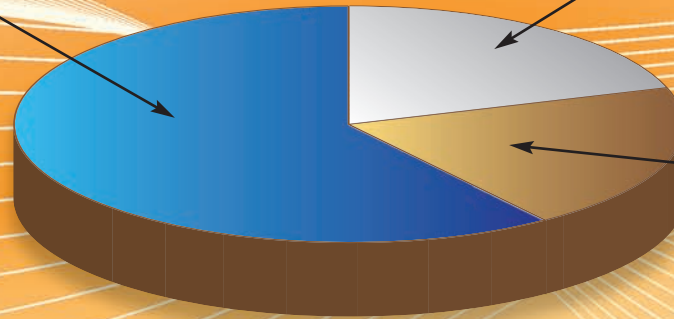
➔ WHAT ARE THE APPR COMPONENTS?

- State Growth Component – 20%
- Locally Selected Measures Component – 20%
- Multiple Measures Component – 60%



60% MULTIPLE MEASURES COMPONENT

- Teachers and principals are observed and assessed using a state-approved rubric
- A minimum of 2 observations required – one announced/one unannounced
- May include other measures such as NYSED–approved surveys, structured reviews of artifacts (lesson plans, etc.) or goal setting



20% LOCALLY SELECTED MEASURES COMPONENT

- Score is calculated based on locally selected tests for particular content areas and grades

20% STATE GROWTH COMPONENT

- Score is calculated by NYS based on state assessments in grades 4-8, OR
- Where there is no state assessment, teachers and principals will develop student learning objectives

Note: A student learning objective is a goal that a teacher establishes for her/his students at the beginning of the year or course.

➔ WILL TEACHERS & PRINCIPALS RECEIVE REPORT CARDS OR GRADES?

Teachers and principals will receive a single score between 0-100 each year. Each number rating is related to one of the following ratings:

- Highly Effective: 91-100
- Effective: 75-90
- Developing: 65-74
- Ineffective: 0-64

➔ WHERE CAN I FIND INFORMATION ON MY DISTRICT'S APPR PLAN?

- The district's APPR plan is available on the district's website.

➔ WHAT HAPPENS IF A TEACHER OR PRINCIPAL SCORES POORLY?

- If a teacher or principal receives a final rating of "developing" or "ineffective," he/she will receive a teacher improvement plan or a principal improvement plan.

➔ CAN I OBTAIN THE RATING OF MY CHILD'S TEACHER OR PRINCIPAL?

- Yes. Per Education Law 3012-c 10 (b) parents and legal guardians of a student may request the final quality rating and the overall effectiveness score for each teacher and building principal their student is assigned to for the current school year.
- Parents should contact the school for instructions on how to request this information. The school district will provide these scores.

➔ WHO EVALUATES TEACHERS & PRINCIPALS?

- Teachers are evaluated by their principal or supervisor.
- Principals are evaluated by their supervisor or the superintendent.
- The law requires that evaluations be conducted by certified Lead Evaluators.

