

# **APPR Update**

**Presented by Deborah Lloyd-Priest, NYSUT Labor  
Relations Specialist**

**November 23, 2015**

# Education Law § 3012-d

- End of 2015 legislative session 2015
- New plans must be agreed to locally and approved by SED by November 15, 2015 to receive an increase in state aid for 2015-16 school year and thereafter until a new plan is in place
- Plans in effect remain in place until a new plan is negotiated and approved by SED
- SED has developed a hardship waiver which will allow districts to extend the November 15th deadline

# Hardship Waiver

- 4-Month waivers will be provided to all districts bargaining in good faith
- 1<sup>st</sup> waiver submission period October 1- 30, 2015;
- 2<sup>nd</sup> waiver submission window Feb. 1-March 1, for March 15 approval.
- Waivers can be renewed until September 1, 2016
  - Plans approved by SED prior to March 1, 2016 must be implemented for the 2015-16 school year
  - Plans approved by SED after March 1, 2016 will be implemented in the 2016-17 school year

# Elements of The New APPR System

- Student Performance
- Observation
- Matrix
- TIPs
- Appeals

# Student Performance Category

## 3012-c

- 20% Growth
  - ✦ Grades 4-8 ELA and Math State-provided growth score
  - ✦ Student Learning Objectives (SLO) *Mt Vernon - based on local assessments*
- 20% local Measures
  - ✦ Achievement or growth; locally negotiated; could be: state assessments, approved commercial assessments or be locally-developed.



## 3012-d

- *Required*
  - Grades 4-8 ELA and Math Teachers - State-provided growth model with a backup Student Learning Objectives (SLO)
  - All other Teachers - SLOs
- *Optional up to 50%*
  - Must be growth (statistical model); locally negotiated; selected from a list of approved assessments; could be a group or measure based on state assessments. Incentive to use only state assessments.

# SLO Rules

- 50 percent rule –
  - SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.
    - If the teacher has a growth measure, it must be used
    - Courses ending in a state assessment do not take precedence over other larger courses
- Summative assessments for SLOs must be a state assessment or one approved by SED. Pre-tests do not need approval.
- SLOs for courses that do not end in state assessments may incorporate group measures based on state/Regents assessments

# SLO Scoring Bands

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

Red = Ineffective

Orange =Developing

Blue =Effective

Green =Highly Effective

# Student Performance Category Score and Rating

## State Required SLO targets

HEDI Bands	points	Percent meeting target
Highly Effective	18-20	90-100%
Effective	15-17	<b>75-89%</b>
Developing	13-14	60-74%
Ineffective	0-12	0 -59%

- To reach effective, teachers will need 75% of students to reach their target
- A teacher that would have been effective with 55% of students reaching their target, will be rated ineffective



# SLOs – Setting Targets

- Targets set locally
- Targets must reflect one year's expected growth
- Expected growth can be adjusted for prior performance, economic disadvantage, disability and English Language Learner status
- No minimum N size – alternative target-setting methodology available – However, there are issues with the SED required chart

# Optional Second Assessment

- Must be collectively bargained
- Options:
  - second state-provided growth score, or
  - state created or purchased, or
  - approved commercial or locally –developed with state modified growth targets
- Must have a growth model, which is defined as a statistical model
- SED issued a Request for Qualifications (RFQ), which will lead to a state-approved list of assessments with growth models

# Student Performance Rating

- Required state growth must be weighted at least 50% of the student performance category
- The optional second assessment may be weighted up to 50% of the student performance category
- Each measure must receive a score out of 20
- State will continue to provide a growth score for teachers on the growth model
- SLOs will be scored using the state-provided scoring bands

# Student Performance Category Score and Rating

Multiple Measures must be combined using the a weighted average using the table below

State Required Rating	Minimum	Maximum
Highly Effective	18	20
Effective	15	17
Developing	13	14
Ineffective	0	12

# Observations Category

1. Required observations by a principal
2. Required observations by an impartial independent evaluator
  - Cannot be from the same school
  - May be from another school in the district (different BEDs Code)
  - May include administrators, department chairs or peers, such as teacher leaders on career ladders
  - Hardship waiver available for rural schools and one building districts
- Optional observations by a peer evaluator rated effective or highly effective
- One observation must be unannounced

# Observation Category

- All Current Teacher Practice Rubrics are continued.
- All of a teacher's observations must use the same rubric
- All *observable standards* must be measured each year
- Different rubrics may be used for teachers in different grades or subjects if agreed to locally
- Artifacts may only be used if part of the observation process (e.g. a lesson plan viewed during part of the observation cycle)
- All evaluators including the independent evaluator must be trained on the district rubric
- Non-observable standards may be included in the rubric score

# Observation Weightings

- Principal evaluation at a minimum of 80% and maximum of 90%
- Independent evaluator at a minimum of 10% and maximum of 20%
- Optional Peer Evaluator could be weighted at up to 10%
- Final weights set through collective bargaining
- All other procedures determined through collective bargaining

# Observation Score and Rating

- Each observation will have an average rubric score from 1 to 4, with one exception - *a teacher earning a score of 1 on all rated components across all observations will be assigned a score of 0*
- Each score will be weighted
- The final observation score will be converted to a rating

Overall Rubric Score Conversion

	<i>Permissible Statewide Ranges (actual cut scores determined locally)</i>	
	<i>Minimum</i>	<i>Maximum</i>
<b>Highly Effective (H)</b>	<b>3.5 to 3.75</b>	<b>4.0</b>
<b>Effective (E)</b>	<b>2.5 to 2.75</b>	<b>3.49 to 3.74</b>
<b>Developing (D)</b>	<b>1.5 to 1.75</b>	<b>2.49 to 2.74</b>
<b>Ineffective (I)</b>	<b>0</b>	<b>1.49 to 1.74</b>



# Overall Rating

The final category ratings are applied to a matrix to get a final rating

Teacher Observation

S  
t  
u  
d  
e  
n  
t  
P  
e  
r  
f  
o  
r  
m  
a  
n  
c  
e

	H	E	D	I
H	H	H	E	D
E	H	E	E	D
D	E	E	D	I
I	D	D	I	I

# Rating Matrix - Optional Assessment Rule

		Observation			
		H	E	D	I
Student Performance	H	H	H	E	D
	E	H	E	E	D
	D	E	E	D	I
	I	D or I	D or I	I	I

If an optional second assessment is selected and a teacher is Ineffective in the student performance category but Effective or Highly Effective in the Observation Category

- ✦ If the optional assessment is a state-provided growth measure (like a building score), the teacher's overall rating will be Developing
- ✦ If the second optional assessment uses any measure other than a state-provided growth measure, the overall rating must be Ineffective

# Use of Results of APPR

- A student may not have two ineffective teachers (based on previous year's score) in a row, but a district may request a waiver
- In order to get the waiver, the district must show the teacher has an improvement and/ or removal plan and the district can show a hardship with making alternative arrangements
- If a teacher receives two consecutive Ineffective ratings, the district may bring a 3020-a proceeding and the burden of proof shifts to the teacher with 90 days for the hearing
- If a teacher receives three consecutive Ineffective ratings, the district **must** bring a 3020-a and the only defense a teacher can use is fraud or mistaken identity with 30 days for the hearing

# Corrective Action

- SED will continue to monitor trends in evaluation results
- If SED identifies a problem, a corrective action plan will be developed
- According to the Regulations, the corrective action plan can order changes to collective bargaining agreements
  - NYSUT is opposing this unauthorized change

# Teacher Improvement Plans

- TIPs required for all developing and ineffective teachers
- TIPs must be issued by October 1
- **Superintendent given the authority to develop the TIP**
  - NYSUT is opposing this unauthorized change

# Appeals

- The current appeals process was continued
- One additional ground for appeal was added
  - Teacher receiving a Highly Effective rating on observation and an Ineffective rating on student performance can base an appeal on an anomaly determined locally
- New appeals process for growth scores

THANK YOU