APPRA
Annual Professional Performance Review
West Babylon Schools
Three Components of NYSED APPR

- Rubric (60%)
- State Growth/SLO (20%)
- Local Growth (20%)
Rubric- 60%

- Most teachers using the Thoughtful Classroom Teacher Effectiveness Framework
- Other non-instructional WBTA members using rubric specific to role
- Rubric Principals using the Marshall Principal Evaluation Rubric
Components of Rubric Score

Teachers

- 60 percent of the APPR is based on multiple measures of effective teaching practice aligned with the state’s teaching standards.
  - 40% shall be based on classroom observations using The Thoughtful Classroom Teacher Effectiveness Framework, Instructional Practice Dimensions 1-9.
  - 20% will be based on The Thoughtful Classroom Teacher Effectiveness Framework Professional Practice Dimension 10.
Types of Observation

Formal observations
- Include a pre-observation and post-observation conference
- Is included in a teacher’s formal evaluation
- Minimum 3 non-tenured/1 tenured

Informal observations- minimum 1 per year
- Do not include a pre-observation conference
  (Unannounced- two weeks notice)
- Includes a post-observation conference
- Is included in a teacher’s formal evaluation

Learning Walks
- Do not include a pre/post observation conference
- Is not included in a teacher’s formal evaluation
Principals

- Evidence collected throughout school year

- Based on 6 Domains of Marshall Rubric linked to standards

- Site visits
  - 2 – 7 site visits in total
  - 1 site visit unannounced (2 weeks notice)
Growth Component - 20%

- Teachers in grades 4 – 8 ELA/Math receive a score determined by NYSED
- All other teachers create Student Learning Objectives (SLO) to cover a minimum of 50% of their student caseload
- Principals will receive a score determined by NYSED
  - Elementary and JHS Principal based on ELA and Math Assessments
  - SHS Principal based on Regents results
State Provided Growth - How is it Calculated?

- Based on ELA/Math results in grades 4-8
- NYS compares all similar students by grade level in the state
- Adjustments made for ESL students, Special Education students, and students receiving free/reduced lunch
- Teachers receive a score based on the average scores of all students on their rosters
- Principals receive a score based on the average score of all students in their building
What is an SLO?
Student Learning Objective

- SLOs determine growth of students during a course
- Compares baseline data to summative data
- Baseline data can be prior year’s assessments, Regents, final exams, department created test or AIMSweb data
- Summative data must be State assessment or Regents if available or department created test, final exam or AIMSweb data
How will evaluators determine what range of student performance “meets” the goal (effective) versus “well-below” (ineffective), “below” (developing), and “well-above” (highly effective)?

<table>
<thead>
<tr>
<th>HEDI Scoring</th>
<th>HIGHLY EFFECTIVE</th>
<th>EFFECTIVE</th>
<th>DEVELOPING</th>
<th>INEFFECTIVE</th>
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<tbody>
<tr>
<td>20</td>
<td>19</td>
<td>18</td>
<td>17</td>
<td>16</td>
</tr>
<tr>
<td>98-100 %</td>
<td>98-97 %</td>
<td>96-93 %</td>
<td>94-90 %</td>
<td>93-90 %</td>
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</tbody>
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District HEDI Chart- Approved by NYSED
Local Component - 20%

- STAR Renaissance assessments
- All students, K-12, take web based assessments in fall and spring
Local Assessment - How is it Calculated?

- K – 12 students take web based assessments in fall and spring
- Individual student growth is determined
- Median Student Growth percentiles for each teacher and principal are correlated to a point value out of 20 points
Calculation of Final Score for Teachers

Summative Evaluation Rating Form
(Calculating final composite score of Teacher Effectiveness)

Subcomponent Scores
A. Student Growth Score (A number between 0-20 will be provided by SED)
B. Locally Selected Measures of Student Achievement (A number between 0-20 will be arrived at by using the formula in section VIII A of the APPR)
C. Teacher Effectiveness Total (out of 60 pts) (From Appendix 3A)

Total ADD A + B + C = (Maximum score of 100 points)

<table>
<thead>
<tr>
<th>Level</th>
<th>Total Composite</th>
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<tbody>
<tr>
<td>Highly Effective</td>
<td>91 – 100</td>
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<tr>
<td>Effective</td>
<td>75 – 90</td>
</tr>
<tr>
<td>Developing</td>
<td>65 – 74</td>
</tr>
<tr>
<td>Ineffective</td>
<td>0 - 64</td>
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Total Score _____ = Final Effectiveness HEDI Rating of __________________________(out of 100)
Calculation of Final Score for Principals

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We are learning more and more every day!