

Annual Professional Performance Review (APPR)

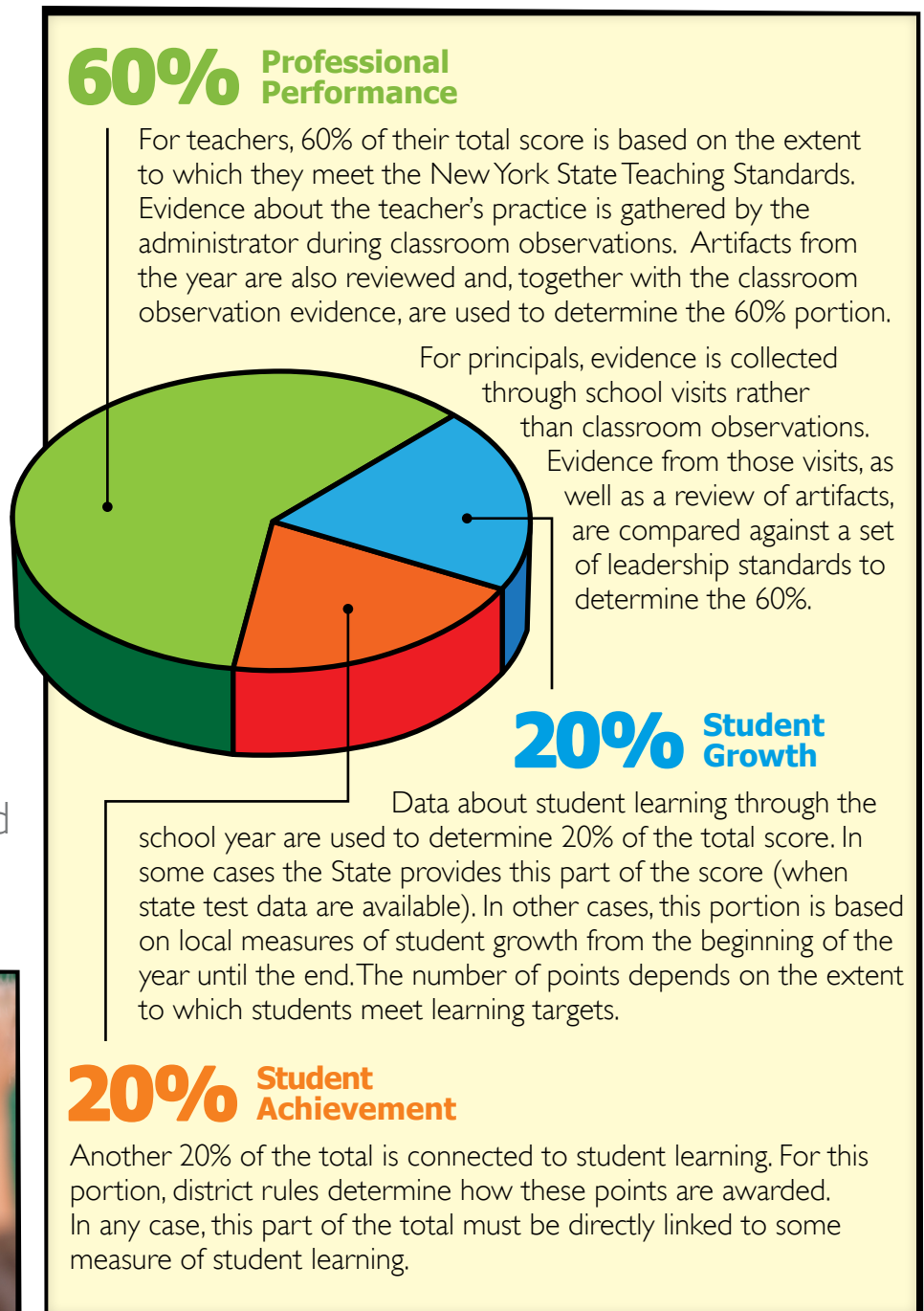
Parent & Guardian Informational Guide

The APPR is designed to measure teacher and principal effectiveness based on performance, student achievement, and student growth. New York State teachers and principals will be evaluated and given a number grade at the end of every year that represents their effectiveness rating. The new Annual Professional Performance Review is a state governed process that determines the standards for these ratings and the process for assessing teachers' and leaders' effectiveness.



How are teachers & principals being evaluated?

The details of the evaluation process will be determined locally by districts, but all K-12 teachers and principals in the state will be evaluated in three areas: Classroom observations and evidence (or, for principals, leadership and management observations), student growth, and student achievement:



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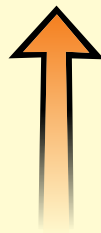
Parent & Guardian Informational Guide, cont.

How will teacher & principal ratings be determined based on these evaluations?

Each year, every K-12 teacher and principal in the state will receive a rating of either highly effective, effective, developing, or ineffective. The exact details of the rating systems will vary by district, but all plans must be approved by New York state.

Teachers and principals will receive an overall score on a 100-point scale.

Final teacher and principal ratings will correlate to the overall numerical score received:



91-100 = highly effective

75-90 = effective

65-74 = developing

0-64 = ineffective

What is the goal of the APPR?

The evaluation system is part of the federal *Race to the Top* educational reform initiative. The goal is to provide standardized, objective evaluation results that can be used to guide the professional learning of teachers and principals.

Is this the first time teachers and principals have been evaluated?

No, teachers and principals have always been evaluated according to district plans. Now, however, district evaluation plans must follow rules set by the state. In the new system, part of the evaluation depends on student performance on state exams or other state-approved learning measures.

Will the APPR scores be made public?

Once scoring is completed, teacher and principal ratings will be available to the parents of each teacher's current students, and to each principal's current school. You should contact the school for instructions on how to request this information.

What if a teacher or principal scores poorly?

If a teacher or principal receives a final rating of "developing" or "ineffective", the district will work with them on the development and carry through of a betterment plan which will describe the goals for improvement and be accompanied by professional learning.

Where can I find out more?

Your district's APPR plan is available on the district's website. Approved APPR Plans are also listed on the NYSED website: <http://usny.nysed.gov/rttt/teachers-leaders/plans/>

