

Attica Central School District

APPR

2012-2013

An Overview

Acknowledgements

•Teacher members:

Penny Alderman Candace George Matt Struzik
Luke Simon John Steckstor Jim Kotula

•Administrator members:

Kelly Bissell Karen Tomidy John Spink
Paul Clark Ken Hammel

•District members:

Bryce Thompson Mike Farrell

•Resources:

•Charlotte Danielson (2007) Framework for Teaching
•Multidimensional Rubric for Principal Evaluation

Supporting Students
and Professional Growth

The single most important factor in student learning is teacher effectiveness

- Consistent/reliable evaluation
- Linked to NYS Teaching Standards
- Linked to NYS Learning Standards
- Linked to ISLLC Administrative Standards
- Evidence of standards/data-driven decision making

*Presentation
3
1*

APPR Components for Teachers

- **Growth on NYS measures 20%**
 - NYS Growth Scores in grades 4-8 (derived from scores on previous year's test)
 - Student Learning Objective (SLO) based on Regional Benchmarking Assessments
- **Locally selected measures 20%**
 - Grades K-8 - AIMSweb ELA (% of students in Tiers I & II)
 - Grades 9-12 - Average of combined Regents vs. NYS average (Algebra, Earth Science, English, US History, Global Studies)
- **Other evaluative measures 60%**
 - Observations, Artifacts, Goals

Other Evaluative Measures 60%

- **Observations**
 - Tenured = 1 formal, 1 unannounced (walk through)
 - Probationary = 3 formal, 1 unannounced (walk through)
- **Goal & Evidence Toward Progress of Goal**
- **Artifacts**
 - 2-4 (ensures all standards are evaluated annually)

HEDI Rating

- **Highly Effective – 91-100**
 - **Effective – 75-90**
 - **Developing – 65-74**
 - **Ineffective – 0-64**
- A teacher's annual composite score will be calculated by adding the converted scores together from the State, Local, and Other Measures. From the composite score a rating of Highly Effective, Effective, Developing, or Ineffective will be assigned. If a teacher receives a score of Developing or Ineffective through the APPR process, a Teacher Improvement Plan (TIP) will be developed and implemented.

APPR Components for Principals

•NYS approved Multidimensional Rubric for Evaluation of Principals

•Growth on NYS measures 20%

Growth Scores based on NYS Assessments (compared to scores on previous year's test)
Elementary Principals will also have a Student Learning Objective (SLO) based on Regional Benchmarking Assessments

•Locally selected measures 20%

Grades K-8 - AIMSweb ELA (% of students in Tiers I & II)
Grades 9-12 - Average of combined Regents vs. NYS average (Algebra, Earth Science, English, US History, Global Studies)

•Other evaluative measures 60%

Observations, Artifacts

Other Evaluative Measures 60%

The Superintendent is the Lead Evaluator and will use the Multidimensional Rubric for Evaluating Principals. This process focuses on measuring Leadership and Management of the Building Principals.

Observations (School Visits)

1 announced, 1 unannounced

Goals, Evidence & Artifacts

The Principal's performance in relation to the ISLLC Standards will be measured through the collection of evidence and artifacts.
