



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

Annual Professional Performance Review (APPR) Update

March 25, 2019

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Professional Development

Implications of APPR Bill (S.1262/A.783)

Education Law §3012-d

Components of the APPR Evaluation System

- Evaluations include educator practice and student learning measures
- Measures result in a single overall educator effectiveness rating

Educator Practice

Required
Principal/
Administrator
Observation
Supervisor/
Administrator
School Visits

Required
Independent
Evaluator
Observation
/School
Visits

Optional
Peer
Observation
/School
Visits

Student Learning

Required
Student
Performance
Measures

State-provided
growth on State
assessments or
Student Learning
Objectives

Optional
Student
Performance
Measures

Student growth –
rigorous and
comparable
across
classrooms/grade
configurations
and/or programs

Teacher Observation/Principal School Visit Category Rating

Evidence-based observations/school visits.
Combined required and optional subcomponents, per weighting indicated in approved APPR plan.

Student Performance Category Rating

Combined required and optional subcomponents, per weighting indicated in approved APPR plan.



Overall APPR Rating

Overall annual evaluation HEDI rating based on both category ratings, as applied to the evaluation matrix

Education Law §3012-d

Overall Rating Calculation

		<u>Observation/School Visit</u>			
		<u>Highly Effective (H)</u>	<u>Effective (E)</u>	<u>Developing (D)</u>	<u>Ineffective (I)</u>
Student Performance	<u>Highly Effective (H)</u>	H	H	E	D
	<u>Effective (E)</u>	H	E	E	D
	<u>Developing (D)</u>	E	E	D	I
	<u>Ineffective (I)</u>	D	D	I	I

Implications of APPR Bill (S.1262/A.783)

- On January 23, 2019, both houses of the NYS Legislature passed a bill that would amend Education Law §3012-d.
- The bill would take effect immediately upon signing by the Governor.
- The bill makes a number of key changes to the student performance category of teacher and principal evaluations, but leaves the rest of the 3012-d framework in place.

Implications of APPR Bill (S.1262/A.783)

Required Student Performance Measures

1. The use of state-created or administered tests **becomes optional instead of mandatory.**
 - This includes the grades 3-8 English language arts and mathematics state tests, grades 4 and 8 science State assessments, high school Regents examinations, NYSAA, and NYSESLAT.
2. The State Growth Model for teachers of grades 4-8, building principals covering those grade levels, and high school principals (all of grades 9-12) **is eliminated.**
 - All educators would **now have Student Learning Objectives (SLOs)**, which are academic goals for an educator's students set at the start of a course.

Implications of APPR Bill (S.1262/A.783)

3. The selection of assessments for student learning objectives (SLOs) would be subject to collective bargaining.
 - This is currently district determined and not a mandatory subject of collective bargaining.
 - **Students must still take the State-created or administered assessments for federal accountability and/or graduation purposes.**

Implications of APPR Bill (S.1262/A.783)

4. **School districts would be allowed to continue to use the evaluation system they currently have in place during the term of any collective bargaining agreements (CBAs) that are in effect prior to the effective date of the amendment.**
 - **The Transition measures included in the approved evaluation plan would continue to be used during the term of any existing collective bargaining agreements (CBAs) and until entry into a new agreement.**
 - **School districts would not risk the loss of a State aid increase so long as they negotiate and receive approval from the Commissioner of a new evaluation system consistent with the proposed requirements upon entry into a successor CBA.**

Implications of APPR Bill (S.1262/A.783)

Optional Student Performance Measures

1. The current law provides optional student performance measures, the selection and use of which are collectively bargained. Those measures must be either:
 - A second State-provided growth score on a State-created or administered assessment; or
 - A growth score based on a State-approved supplemental assessment with a corresponding statistical growth model.
2. The proposed bill eliminates the requirement that the optional measure be determined using a statistical growth model.

Implications of APPR Bill (S.1262/A.783)

Teacher Observations/Principal School Visits

- Remains the same.

Overall Ratings Based on the Matrix

- Remains the same.

Teacher and Principal Improvement Plans

- Remains the same.

Use of Evaluation for Employment-Related Decisions

Remains the same.

Implications of APPR Bill (S.1262/A.783)

- If the bill becomes law, the Department's regulations must be amended to conform to the new requirements.
- All assessments that are not State-developed must be approved by the Commissioner for use in evaluation.
 - The Department already has an RFQ to approve assessments for evaluation, but we are likely to see a substantial increase in applications.
 - Because these assessments are used for high stakes purposes, they are required to:
 - Be valid and reliable;
 - Measure student growth over the interval of instructional time; and
 - Be rigorous enough to produce differentiated student-level results

Implications of APPR Bill (S.1262/A.783)

- **If this bill becomes law, it would take effect immediately.**
 - **School districts must collectively bargain new evaluation plans, and those plans must be approved by the Commissioner.**
 - **The Department must develop a new template for evaluation plans, issue field guidance and other resources, and provide training to the field.**
 - **There are 689 school districts and 37 BOCES subject to evaluation.**
 - **Unlike prior versions of the law, there is no specific date by which school districts must negotiate their new plans in order to maintain eligibility for State aid increases.**

Questions?

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