

Levittown District APPR Plan for 2016-17 School Year

- Changes to our current APPR were made as a result of the Education Transformation Act, signed into law in the Spring of 2015 that included state mandated changes to all APPR plans (3012-d).
- Two main sections: Observations and Student Performance (Test Scores). For each section, teachers will earn a score of 1-4. An overall score is determined based on the following rubric:

	Observations				
		Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Test Scores	Highly Effective (4)	H	H	E	D
	Effective (3)	H	E	E	D
	Developing (2)	E	E	D	I
	Ineffective (1)	D*	D*	I	I

*Teachers found Ineffective on Test Score part will automatically be rated as Ineffective overall regardless of the observation score.

I. Observations:

- Two observations per year. One announced. One unannounced.
{Additional Observations can be scheduled at the administration's discretion}.
- Each observation will be scored separately and averaged.
- A single, end of the year observation score will be created by weighting the total scores from each observation as indicated on page 2.

- Announced observation = 20% of score.
 - In Elementary Schools, observers will be administrators other than the Building Principals (e.g.: Assistant Principals, Curriculum Associates or District Directors).
 - In Secondary Schools, observers will also be administrators other than the Building Principals (e.g.: Curriculum Associates, District Directors or Chairpersons who DO NOT work in the same building as the observed teacher).
 - Announced observations will include both a pre-observation conference and a post-observation conference.
 - Teachers may fill out pre- and post-observation forms for these conferences.
 - Announced observations will assess Domains 1, 2, 3 and Domain 4, component A (Self-Reflection) of the Danielson evaluation rubric.
 - Each component observed in the observation will be given a score of 1-4
 - 4= Highly Effective, 3=Effective, 2=Developing, 1=Effective.
 - The average of the scores of the components will be used to generate an overall score for this observation.

- Unannounced observation = 80% of score.
 - In Elementary Schools, ALL Unannounced observations will be done by Building Principals.
 - In Secondary Schools, observers will be Building Principals or Building Assistant Principals.
 - Unannounced observations will include only a post-observation conference.
 - Unannounced observations will assess Domains 2, 3 and 4 of Danielson rubric.
 - Each component observed in the observation will be given a score of 1-4
 - 4= Highly Effective, 3=Effective, 2=Developing, 1=Effective.
 - The average of the scores of the components will be used to generate an overall score for this observation.

- The scores from the Announced and Unannounced observations will be used to create an overall observation score:
 - Example:

Unannounced score	=	$3.2 \times .80$ (80%)	=	2.56
Announced score	=	$3.6 \times .20$ (20%)	=	.72
Add both scores together		$2.56 + .72$	=	3.28 Observation score.

- The total observation score is given a 1-4 rating based on the following scale:
 - Highly Effective (4) Scores from 3.5 to 4
 - Effective (3) Scores from 2.50 to 3.49
 - Developing (2) Scores from 1.50 to 2.49
 - Ineffective (1) Scores from 0 to 1.49

- All post-observation conferences will take place within 5 school days after the observation.

- The written report of an observation will be provided to the teacher within 10 school days after the post-observation conference.

- All observations for the purposes of APPR should be concluded by April 15th of each school year.

II. Student Performance Score – Also Known as “Transition Score”:

- Teachers whose classes DO NOT end in a Regents exam or the Science 8 exam will use a District-wide SLO.
- Teachers whose classes end in a Regents exam or Science 8 exam will use an SLO based on the performance of the students in that Regents class.
Note: A teacher’s SLO is still determined in the same way as in years past. The course, or courses that comprise 51% or more of the students assigned to a teacher will determine which SLO will be used for that teacher.
- District-wide SLO.
 - Based on the 5 Regents exams all students are required to take for graduation.
 - Common Core Algebra 1
 - US History
 - Global History
 - Living Environment
 - Common Core English
 - The target score for the District-wide SLO will be determined by the district. The target is typically based, in part, on historical data from student performance in previous years.
- Individual Class SLO.
 - Based on Regents exams taken by an individual teacher’s students in her/his classes.
 - The target scores for each individual class SLO will be determined by the district. The target is typically based, in part, on historical data from student performance in previous years.
- HEDI Scoring for all SLOs

Highly Effective (4)			Effective (3)			Developing (2)	
20	19	18	17	16	15	14	13
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%

Ineffective (1)										
12	11	10	9	8	7	6	5	4	3	etc!
55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	

III. Student Growth Score – Also Known as “Original Score”:

- **Although this score will not be used in a teacher’s APPR for the next 3 school years, original scores will still be generated and reported to the New York State Secondary Education Department for advisory purposes only.**
 - Original scores will be generated for any teacher if at least 50% of that teacher’s students are enrolled in a course in which the ELA and State Math exams are administered.
 - The rubric used to generate an original score will be the State-provided growth measure. NYSED will provide the district with a growth score (from 0-20) and a rating (from Highly Effective to Ineffective) for each teacher who should receive an original score.

- For teachers whose courses in which the ELA and State Math exams are NOT administered, or where less than 50% of the teacher’s students are covered by a State-provided growth measure, an SLO will be used to generate an “Original Score.”
 - For the 2016-17 school year, the SLO used for this purpose will be the same District-wide SLO used to generate a teacher’s “Transition Score” as described in part II.

- In the event that a teacher who is supposed to receive a State-provided growth score cannot receive one because of a large percentage of parents who opt their children out of the ELA and/or State Math exams, the district will use an Alternate SLO in order to generate an Original Score for that teacher.
 - For the 2016-17 school year, the SLO used for this purpose will be the same District-wide SLO used to generate a teacher’s “Transition Score” as described in part II.