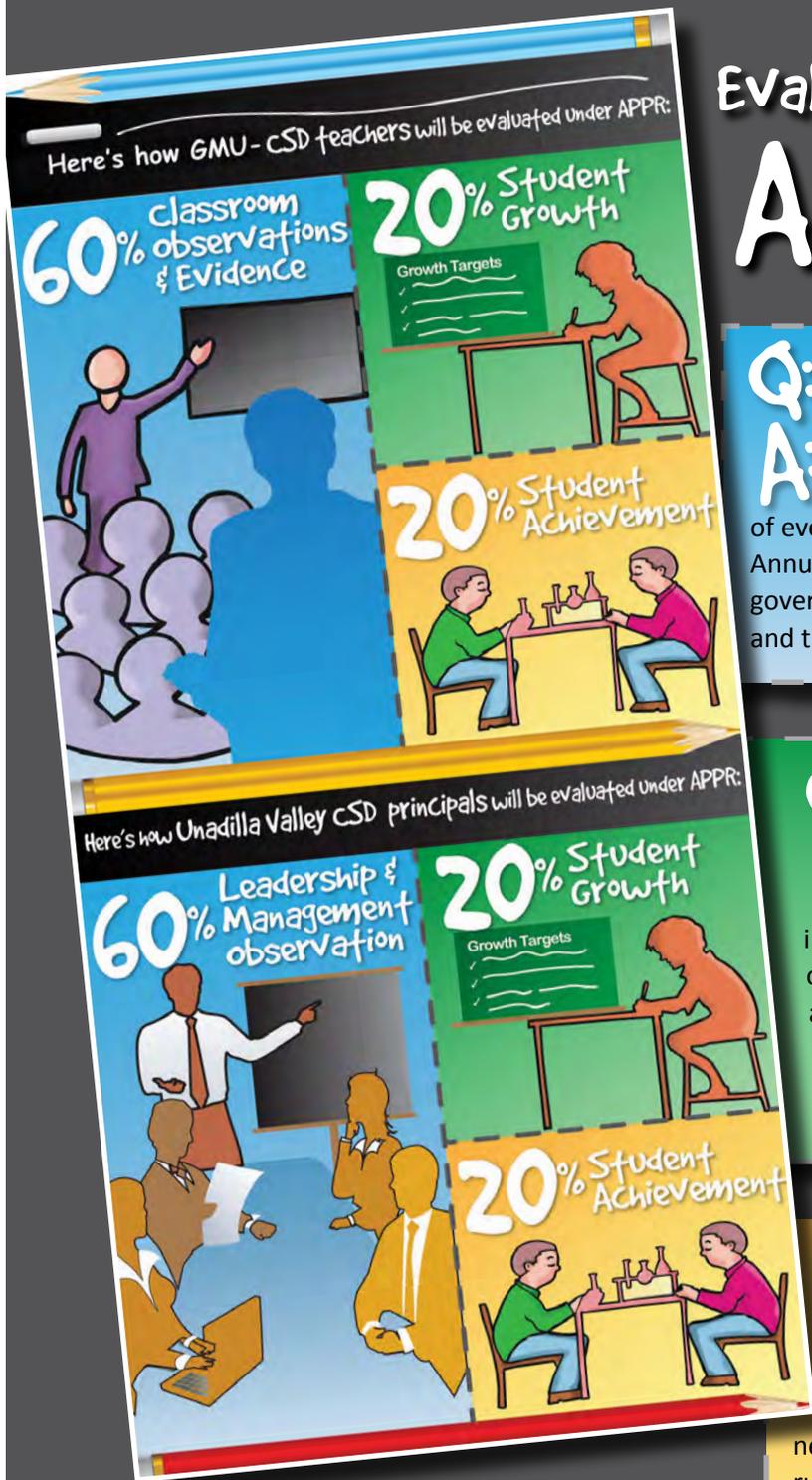


# Evaluating teachers & principals: APPR basics



**Q:** What is APPR?

**A:** Just like students, teachers and principals across New York state will now be given a number grade at the end of every year that represents their effectiveness rating. The new Annual Professional Performance Review, or APPR, is a state-governed process that determines the standards for these ratings and the process for assessing teachers' and leaders' effectiveness.

**Q:** What is the goal of APPR?

**A:** The new evaluation system is one component of the larger federal Race to the Top education reform initiative that aims to improve the quality of instruction in our schools and, in turn, improve student performance and college and career readiness. APPR aims to provide standardized, objective evaluation results, which can be used to better focus professional development for teachers and principals.

**Q:** Is this the first time teachers & principals have been evaluated?

**A:** Teachers and principals have always been evaluated and held to standards, but under the new APPR, district evaluation plans must adhere to more rigid rules set by the state and, for the first time ever, a portion of teacher evaluation is directly tied to student performance on state exams or other state-approved learning measures.

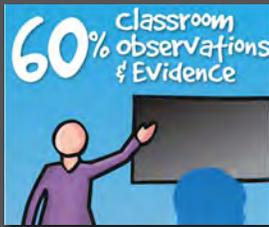
**Q:** Will APPR scores be made public?

**A:** State leaders have agreed that teacher ratings will be released to the parents of students in each teacher's classroom, and to each principal's school. It has not been determined how or when such ratings will be released.

For more details on  
how teachers and  
principals will be  
evaluated... see side 2

## Q: How will teachers and principals be evaluated?

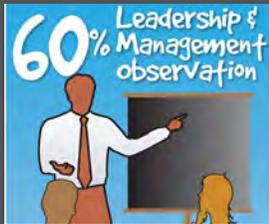
A: The details of the evaluation process will be determined locally by districts, but all K-12 teachers and principals in the state will be evaluated in three areas: classroom observations and evidence (or, for principals, leadership and management observation), student growth and student achievement:



### Classroom observations and evidence/leadership and management observation (60%)

**MEASURES:** Adherence to teaching or leadership standards.

**TEACHERS EVALUATED THROUGH:** A minimum of two classroom observations annually by a certified evaluator and other district-selected measures, such as evaluation of lesson plans, student portfolios or student surveys.



**PRINCIPALS EVALUATED THROUGH:** A minimum of two school visits by a certified administrator and other district-selected measures, such as review of school documents and records, structured feedback from students and teachers, or progress toward school-wide goals.



### Student growth

**MEASURES:** Student progress toward learning targets

**TEACHERS & PRINCIPALS EVALUATED THROUGH:**

**State-provided growth score** – Comparison of student progress on state assessments year-to-year as compared to similar students throughout the state

**Student Learning Objective (SLO)** for subjects/grades without state assessments

Measurable academic goals for a course, including baseline performance data, benchmarks to assess progress, and end-of-year growth targets for each student. Principal scores will be calculated based on an assessment of student growth scores and progress toward SLOs school-wide.



### Student achievement

**MEASURES:** Student achievement on locally selected assessments.

**EVALUATED THROUGH:** Student achievement on state-approved, district-selected assessments with success measured by a state-approved, district-selected scoring rubric.

- Teachers will be evaluated based on the achievement of their students.
- Principals will be evaluated based on student achievement school-wide.

## Q: How will teacher and principal ratings be determined based on these evaluations?

A: 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 meet the following guidelines:

- Teachers and principals will receive scores in each area, from which their overall score will be calculated based on a 100-point possible score.
- Final teacher and principal ratings will correlate to the overall numerical score received:
  - 0-64** = ineffective
  - 65-74** = developing
  - 75-90** = effective
  - 91-100** = highly effective