

## BALDWIN UNION FREE SCHOOL DISTRICT OVERVIEW OF ANNUAL PROFESSIONAL PERFORMANCE REVIEW SCORING

### **What is the Annual Professional Performance Review (APPR)?**

All classroom teachers and building principals are now required to have an Annual Professional Performance Review (APPR) to evaluate their professional practice. The District must implement an APPR Plan that is approved by the State Education Department. Teacher and principal evaluations include student achievement and growth data and other aspects of educator performance.

### **Is this evaluation system new?**

Yes. Teachers and principals have always been evaluated for performance. However, the evaluations must now include specific elements, including the utilization of student achievement and growth data and using precise scoring bands and point allocation formulas.

### **How often are principals and teachers evaluated?**

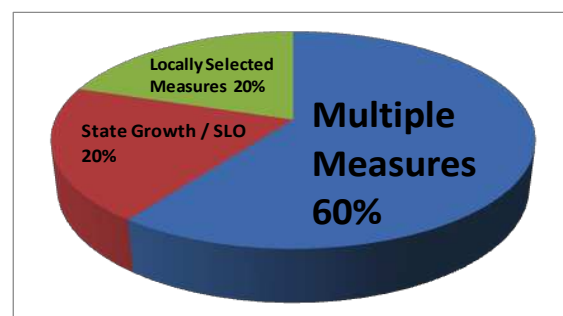
Teachers and the principal are evaluated throughout the year as part of their APPR, which will result in an annual combined score of 0-100 for each educator.

### **What are the APPR components?**

State Growth /SLO Component—20%

Locally Selected Measures Component—20%

Multiple Measures / Observation Component—60%



State Growth (20%) - State-provided score based on student performance on state assessments or Student Learning Objectives (SLOs) for those courses which do not include a state assessment. SLOs set goals for student growth that are established at the beginning of the year based upon baseline data, such as fall pre-tests.

Locally Selected Measures (20%) - Scores based primarily on district-developed assessments, which measure student achievement.

Multiple Measures (60%) - For teachers, 40 points come from multiple classroom observations and 20 points come from submission of teacher artifacts (such as: lesson plans, logs, portfolios). Teachers are observed and assessed using the Danielson Framework for Teaching, which is aligned to the NYS Teaching Standards. All teachers are observed a minimum of twice per year.

Principals are assessed on their school leadership and management using the Marshall Principal Evaluation Rubric, which is based upon the Interstate School Leaders Standards. Principals have multiple school visits during the year from the Superintendent or Assistant Superintendent and also submit supporting documentation.

**Who evaluates teachers and principals?**

The law requires that teacher and principal evaluators be trained and certified as Lead Evaluators.

**What happens to these 3 component scores?**

Teachers and principals will receive a single composite score each year based on their scores from each of these 3 components.

Each composite score corresponds to one of the following rating bands:

- 91-100: Highly Effective
- 75-90: Effective
- 65-74: Developing
- 0-64: Ineffective

**What happens if a teacher is rated developing or ineffective?**

If a teacher or principal receives a final rating of “developing” or “ineffective,” he/she will receive a teacher or principal improvement plan (TIP or PIP).

**Can I obtain the composite score and effectiveness rating of my child’s teacher or principal?**

Yes. Per Education Law 3012-c 10(b), parents and legal guardians of a student may request the final composite score and overall effectiveness rating for each teacher and building principal their student is assigned to for the *current school year*.

**When will composite scores and effectiveness ratings be available?**

Composite scores and effectiveness ratings will be available beginning in the middle of October 2013.

**How do I obtain the composite score and effectiveness rating of my child’s teacher or principal?**

When requesting information about a building principal requests must be made to the Assistant Superintendent for Instruction, information about teachers is obtained from the building principal. Forms for requesting information are provided with this guide.

Information will only be provided for the teacher(s) that are providing instruction to your child for the present school year. Information will only be provided directly to parents and legal guardians. Identification will be required.

The request must be made using the form included in this guide. Information will only be provided in person by the Assistant Superintendent for Instruction or building principal.

**Where can I find information on my district’s APPR Plan**

[http://www2.baldwinschools.org/pdf/appr\\_jan13.pdf](http://www2.baldwinschools.org/pdf/appr_jan13.pdf)

**BALDWIN UNION FREE SCHOOL DISTRICT  
REQUEST FOR TEACHER APPR COMPOSITE SCORE AND  
EFFECTIVENESS RATING**

**Please forward this completed form to the Principal of your child's school.**

Today's date: \_\_\_\_\_

Requesting Parent/Legal Guardian: \_\_\_\_\_

Child's name: \_\_\_\_\_

School presently attending: \_\_\_\_\_

Name of present school year teacher(s) APPR information being requested:

Name(s):

|       |       |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

\_\_\_\_\_

For office use only:

Date Request Received: \_\_\_\_\_

\_\_\_\_\_ Child's schedule reviewed

\_\_\_\_\_ Parent/Legal Guardian identification verified

APPR information provided to Parent/Legal Guardian on (date): \_\_\_\_\_

Principal's or Designee's Signature: \_\_\_\_\_

**BALDWIN UNION FREE SCHOOL DISTRICT  
REQUEST FOR PRINCIPAL APPR COMPOSITE SCORE AND  
EFFECTIVENESS RATING**

**Please forward this completed form to:  
Dr. Cynthia Seniuk  
Assistant Superintendent for Instruction  
960 Hastings Street  
Baldwin, NY 11510**

Today's date: \_\_\_\_\_

Requesting Parent/Legal Guardian: \_\_\_\_\_

Child's name: \_\_\_\_\_

School presently attending: \_\_\_\_\_

Name of present school year principal APPR information being requested:

Name: \_\_\_\_\_

\_\_\_\_\_

For office use only:

Date Request Received: \_\_\_\_\_

\_\_\_\_\_ Child's schedule reviewed

\_\_\_\_\_ Parent/Legal Guardian identification verified

APPR information provided to Parent/Legal Guardian on (date): \_\_\_\_\_

Assistant Superintendent's or Designee's Signature: \_\_\_\_\_