

Summary of APPR Changes

Changes are effective with the 2015-2016 school year

Members not covered by the current APPR (counselors, speech therapist, non-instructional, etc) remain unaffected by the new APPR

Current plans remain in effect until a new plan is bargained:

- any successor agreement to an expired contract must include the new APPR provisions
- if a new plan is not completed and approved by SED by 11/15/15, the district will forfeit state aide increases for the 2015-16 school year and thereafter
- the submission to SED must be authorized by the district and the union in order to be approved

Teacher ratings will be based on two components, student performance and observation.

Teachers will no longer receive a score on a 100 point scale. Instead, the results of the student performance measure and the observation measure will each be plotted on a separate matrix and combined, in a manner to be determined by SED, to establish an overall rating on the HEDI scale.

Student Performance:

- 4-8 ELA, Math will continue to use the growth model based on student performance on state assessments, the rating will be issued by the state;
- Teachers of other subjects will be rated using SLOs
 - SED will set targets
 - Only state approved assessments will be allowed

A second assessment may be used to measure student performance – the assessment must be from a limited list approved by SED.

Observation:

- One observation by the principal of the building in which the teacher works
- One observation by an independent evaluator (an outside evaluator or a district administrator from another building)
- Option to include a peer observation by a teacher who has been rated as effective or highly effective

SED must adopt regulations to establish:

- The weight given to each observation
- Frequency and duration of observations
- Rubrics
- Evaluator training
- TIPS
 - Who will have to have one
 - How they will be developed
 - Contents
- Appeals
 - What can be appealed
 - How the appeals process will be developed
- Privacy rights of teachers concerning ratings

The regulations may allow for collective bargaining on one or more of these topics.

Rating rules:

If a teacher is rated ineffective on the state growth component, his/her overall rating must be either developing or ineffective.

If a teacher is rated ineffective on observations, his/her overall rating must be either developing or ineffective.

If the district uses a second assessment and the teacher is rated as ineffective on the student performance measure, his/her overall rating must be ineffective.

Prohibited items:

Evidence of student development (lesson plans, student work, etc) unless included in a rubric

Parent/student surveys

Any assessment not approved by SED

Use of targets not approved by SED

What can be bargained collectively?

Whether to use a second assessment to measure student performance

What test to use if a second assessment is elected

Whether to use a peer observation and, if so, how to use it

This document is based on the information available as of 4/13/2015. Updates will be provided as warranted. Local leaders should consult with their Labor Relations Specialist for answers to specific questions.