

# ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR) PLAN

- Required by Education Law 3012-c and Commissioner's Regulation 100.2(o) and Subpart 30-2
- Annual evaluation of teachers and principals incorporates student growth
- Composite Effectiveness Score: 0 to 100
- Quality Rating Categories: Highly Effective, Effective, Developing and Ineffective

# COMPOSITE EFFECTIVENESS SCORE

APPR Item (Teachers and Principals)	100 Total Points
<b>Growth</b> (state provided based on assessments or locally developed comparable Student Learning Objectives)	20
<b>Local Assessment</b> (locally developed exams measuring student growth)	20
<b>Other multiple measures of effectiveness</b> (based on multiple classroom observations for teachers and school visitations for principals)  <b><u>Rubrics</u></b> <b>Teachers:</b> Charlotte Danielson Framework for Teaching  <b>Principals:</b> Multidimensional Principal Performance Rubric, which is aligned to the Interstate School Leaders Licensure Consortium (ISLLC) standards	60

# QUALITY (HEDI) RATING

Ratings based on composite scoring ranges:

- **H**ighly Effective: 91 – 100
- **E**ffective: 75 – 90
- **D**eveloping: 65 – 74
- **I**neffective: 0 – 64

# HEDI STANDARDS

Standards for Rating Categories	Growth or Other Comparable Measures	Locally-Selected Measures of growth or achievement	Other Measures of Effectiveness (Teacher and Leader Standards)
<b>Highly Effective</b>	Results are well-above State average for similar students (or District goals if no State test).	Results are well-above District or BOCES - adopted expectations for growth or achievement of student learning standards for grade/subject.	Overall performance and results exceed standards.
<b>Effective</b>	Results meet State average for similar students (or District goals if no State test).	Results meet District or BOCES-adopted expectations for growth or achievement of student learning standards for grade/subject.	Overall performance and results meet standards.
<b>Developing</b>	Results are below State average for similar students (or District goals if no State test).	Results are below District or BOCES-adopted expectations for growth or achievement of student learning standards for grade/subject.	Overall performance and results need improvement in order to meet standards.
<b>Ineffective</b>	Results are well-below State average for similar students (or District goals if no State test).	Results are well-below District or BOCES-adopted expectations for growth or achievement of student learning standards for grade/subject.	Overall performance and results do not meet standards.

# COMMONLY ASKED QUESTIONS

- **Where can I find the district's APPR plan?**

The district's APPR plan can be found on the district's website at:

[http://shufsd.org/parents/appr\\_information](http://shufsd.org/parents/appr_information)

- **What happens if a teacher or principal is rated Developing or Ineffective?**

For ratings of “developing” or “ineffective,” an improvement plan is implemented.

- **Can I receive the APPR score and rating of my child's present year teacher or principal?**

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

# INSTRUCTIONS FOR REQUESTING APPR RATING AND SCORE INFORMATION

- Only the overall composite effectiveness score (0-100) and quality rating (**H**ighly Effective, **E**ffective, **D**eveloping, an **I**neffective - **HEDI**) will be provided.
- Teacher and Principal APPR information requests will be made to the Superintendent of Schools.
- There are Teacher and Principal APPR information request forms that must be completed and submitted. These forms are posted on the district website at [http://shufsd.org/parents/appr\\_information](http://shufsd.org/parents/appr_information) and are also available at the District Office.
- Forms can be emailed to [appr@shufsd.org](mailto:appr@shufsd.org) or submitted by mail. Separate forms must be completed for each child.
- Once the form is received, you will be contacted by the Superintendent or a designee. Information will only be provided to parents and legal guardians. As identification confirmation is required, a series of questions will be asked.
- Information will only be provided for your child's present school year teacher(s) or principal.