

HOW ARE TEACHERS EVALUATED

The New York State APPR requires that teachers' evaluations be based on the following:

• TEACHER OBSERVATION

Results of observations and evaluations of professional practice—labeled “**Observation**” (previously “Other Measures”). Trained Administrator Supervisors (or CIT Independent Evaluators, or PART Reviewers if applicable), use the Danielson *Framework for Teaching* Rubrics to rate teachers based upon multiple observations:

- For Tenured Teachers: one Formal Observation and one Unannounced Observation
- For Probationary Teachers: two Formal Observations and one Unannounced Observation
- (Independent Evaluators, if required or selected, conduct a minimum of one Unannounced Observation.)

Each component of the Danielson *Framework for Teaching* Domains shall be rated using the HEDI criteria, which will be converted to a four point scale: Highly Effective = 4 points, Effective = 3 points, Developing = 2 points, Ineffective = 1 point. The component scores shall be averaged to determine a rubric score which shall be converted to a HEDI rating for the Teacher Observation component according to the following chart:

Teacher Observation Component Rating	Rubric Score Range	Teacher Observation Component Rating	Rubric Score Range
Highly Effective	3.50 - 4.00	Developing	1.50 – 2.49
Effective	2.50 - 3.49	Ineffective	0.00 – 1.49

• STUDENT PERFORMANCE

New York State education law requires that a teacher's APPR score include measures of student performance. Under the RCSD-RTA APPR Agreement, student performance will be assessed using Student Learning Objectives (SLOs) based on student assessments. **The district will provide a template and directions for teachers about setting Student Learning Objectives (SLOs).**

• APPR COMPOSITE RATING

An APPR Composite Rating will be determined using the Rubric Conversion Matrix provided by New York State. See below. All teachers will receive an APPR Composite Rating of Highly Effective, Effective, Developing, or Ineffective. Beginning in 2015-2016, a Transition score will also be issued to Grade 3-8 ELA and Math teachers that removes disallowed Grade 3-8 state assessment results.

		Rubric Conversion Matrix <i>Teacher Observation</i>			
		<i>Highly Effective</i> (H)	<i>Effective</i> (E)	<i>Developing</i> (D)	<i>Ineffective</i> (I)
Student Performance	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

*If a teacher is rated ineffective on the Student Performance category, and a local selected state-designed supplemental assessment was included as an optional subcomponent of the Student Performance category, the teacher must be rated Ineffective overall. [NOTE: currently *not applicable* as part of RCSD APPR]

TEACHER OBSERVATION CHOICES

Teachers select how they would like to be evaluated for the Observation component of the Rubric above.

CHOICE 1: ADMINISTRATOR ONLY

The teacher's professional practice will be evaluated by the teacher's Administrator Supervisor, who will conduct multiple observations using the Danielson *Framework for Teaching* Rubric as described above.

OR

CHOICE 2: ADMINISTRATOR / CIT INDEPENDENT EVALUATOR (formerly CIT Peer Reviewer)

This selection is mandatory for teachers who received an APPR Composite or Transition Rating of “Ineffective” for the previous school year and is optional for all other teachers. The teacher's professional practice will be evaluated by the teacher's Administrator Supervisor (80% of Observation component) **AND** an appropriately trained CIT Lead Teacher/Independent Evaluator (20% of Observation component) who will each conduct observations using the Danielson *Framework for Teaching* Rubric as described above. See page 74.

OR

CHOICE 3: ADMINISTRATOR / PART

The teacher's professional practice will be evaluated by the teacher's Administrator Supervisor (80% of Observation component) **AND** will also be evaluated by selected PART Reviewers based on the PART Guidelines (20% of Observation component) using the Danielson *Framework for Teaching* Rubric. See page 75.