

District Plan – APPR Teachers

Teachers Grades 4-8 ELA/Math APPR Components/Criteria for Evaluation	District Plan	Attachments/Related Resources
Teacher and Student Data and Verification of Rosters and Course Linkage Data	<p>Teacher and student data and verification of rosters and course linkage data will be conducted in accordance with NYSED regulations as outlined in resources from NYSED at:</p> <p style="text-align: center;">http://www.p12.nysed.gov/irs/sirs</p> <ul style="list-style-type: none"> ▪ Administrators and teachers to verify course rosters at the beginning of the school year and at 5 week intervals. ▪ Discrepancies in “linkage” data will be corrected by the district’s designated data manager/CIO across data systems including PowerSchool, Level 0 and other mandated NYSED databases. ▪ Level 0 and nySTART reports to be verified in accordance with NYSED timeframes. 	http://www.p12.nysed.gov/irs/sirs/

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Assessment Development and Security and Scoring Processes	<p>The Director of Curriculum & Instruction will provide direct oversight of the construction and scoring of assessments.</p> <ul style="list-style-type: none"> ▪ Elementary, Middle and High School Principals are responsible for the securing of exams in accordance with regulations as outlined in resources from NYSED at: Http://www.p12.nysed.gov/apda/ ▪ The Director of Curriculum & Instruction will provide direct oversight of scoring teams both at the building and regional level for teachers that participate in team scoring. ▪ The Director of Curriculum & Instruction and Building Principals will provide assurances that scoring team members do not score their own student’s exams. ▪ The Director of Curriculum & Instruction will provide assurances that at no time do teachers have access to State assessments in advance of test date. The building principals are responsible for securing of exams prior to test administration date(s). 	Http://www.p12.nysed.gov/apda/

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Teacher Evaluation 60%	Teacher Practice Rubric	Pioneer Central School District has adopted Danielson’s Framework for Teaching (2011 Revised Edition) rubric.	http://usny.nysed.gov/rttt/teachers-leaders/practicrubrics/
	Classroom Observations	Appendix A provides detailed scoring information including the distribution of 48 of 60 points for classroom observation based upon Danielson’s rubric.	Appendix A: APPR Observation Form
	Other Measures, tools (e.g., surveys)	12 of 60 points will be based upon review of submitted documents/resources to include and not be limited to: <ul style="list-style-type: none"> ▪ APPR self evaluation ▪ Professional Learning Club documentation - BLC ▪ Evidence of implementation of Child Study Team, Response To Intervention, Tier 1(core instructional program), and Recommended Strategies ▪ Implementation of Curriculum Models –Common Core State Standards ▪ Assessment Analysis and Plan for Curriculum and Students ▪ Survey of teachers, students, parents (as per NYSED specifications) ▪ Results of action research projects 	http://usny.nysed.gov/rttt/teachers-leaders/practicrubrics/Docs/Teachscape Rubric.pdf link to post observation form

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	Other Measures, tools (e.g., surveys) (con't)	<ul style="list-style-type: none"> ▪ Reflection sheets from cross classroom and or outside school visits ▪ Documents supporting home school connections ▪ Teacher self-reflection and progress on professional growth goals (maximum 5 points) ▪ And other measures/artifacts as agreed upon between the teacher and evaluator 	
	Allocation of 60-points section	Appendix B provides a summary of the allocation of 60 points including 48/60 based upon Danielson's Rubric and 12/60 on other measures.	Appendix B: APPR scale
Local Measure (20%)	Locally selected measures	The locally selected measures to be selected from NYSED options as posted. Local measures are currently under review.	http://usny.nysed.gov/rttt/teachers-leaders/assessments/
Growth (20%)	STATE PROVIDES FOR ELA/MATH 4-8	Growth scores to be provided to the District by NYSED by June 15 th .	

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Timely and Constructive Feedback	<p>The district will conduct observations each year in accordance with regulations (minimum two/year). Teachers will meet with evaluator to review and discuss the written summary of observations using district adopted forms. An end of the year APPR summary form will be completed and reviewed with teacher prior to the end of the school year.</p>	<p>Appendix C-a: APPR Summary Appendix C-b: APPR Review Document</p>
Teacher Improvement Plan	<p>A teacher improvement plan will be implemented no later than 10 days after the date on which teachers are required to report prior to the opening of classes for the school year for teachers rated as developing or ineffective.</p> <p>The plan includes:</p> <ul style="list-style-type: none"> ▪ Professional learning activities the educator must complete ▪ Additional supports/assistance to be provided ▪ End of TIP review with final summative rating ▪ Defined specific standards based goal ▪ Activities to support improvement ▪ Manner improvement will be assessed ▪ Definite timeline for achieving improvement 	<p>Appendix D Draft TIP Draft</p>

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Appeal Procedures		A comprehensive annual evaluation system has been developed that incorporates a Teacher Improvement Plan (TIP). An appeal process is under review for annual professional performance evaluations rated as ineffective.	Appendix E: Appeal Process
Training of Evaluators		Evaluator(s) will be trained and certified in accordance with NYSED regulations.	Appendix F – Certification form for training
Timeline		The timeline outlines the timeframe for implementation of the APPR.	Appendix G - Timeline