



# Annual Professional Performance Review (APPR)

**Education Law §3012-c**

*Huntington Union Free School District  
Board of Education Meeting  
October 3, 2011*

# IMPLEMENTATION TIMELINE

- o **2011-2012:** Grade 4-8 ELA/Math teachers and associated principals
- o **2012-2013 and beyond:** All classroom teachers and principals

## WHY THE NEW FOCUS?

- Facilitate employment decisions
- Promote targeted professional development
- **Improve student learning and achievement**

# EVALUATIVE COMPONENTS

20%

- **Student Growth** (as per State assessment)

20%

- **Student Achievement** on locally selected measure

60%

- **Other measures ...**

## “OTHER MEASURES”

- o Classroom observations
- o Student work
- o Teacher artifacts
- o Building visits (principals)
- o Progress toward meeting measurable goals
- o Other negotiated options

# RATING CATEGORIES

**HIGHLY  
EFFECTIVE**

**EFFECTIVE**

**DEVELOPING**

**INEFFECTIVE**

## APPR PLAN REQUIREMENTS

- Adopted by 9/1/11 for grade 4-8 staff and 9/1/12 for the remainder
- Posted on district website by 9/10/xx  
<http://www.hufsd.edu/assets/pdfs>
- Amended based on collective bargaining

# APPR PLAN CONTENT

**SED DATA  
SUBMISSION  
PROCESS**

**SED SCORE  
REPORTING  
PROCESS**

**ASSESSMENT  
FORMAT/  
SCORING**

**EVALUATION  
PROTOCOL**

**METHODS TO  
PROVIDE  
FEEDBACK  
(e.g., TIP/PIP)**

**APPEALS  
PROCEDURE**

**REQUIRED  
CERTIFICATIONS**

**INTER-RATER  
RELIABILITY  
PROCESS**

## DUTY TO BARGAIN

- o Procedures through which local assessment is selected
- o Composition of the 60% “Other Measures” and subcomponent scoring ranges
- o TIP/PIP format
- o Appeal procedures

## EFFECTS OF RECENT COURT DECISION

- State exam outcomes may factor only into the first 20% component; not the local 20% component as well.
- Composite scoring bands will likely be reset by SED.
- Independent evaluators cannot be appointed.

## EFFECTS OF RECENT COURT DECISION (continued)

- Tenure determinations must comply with the statute; does not compromise existing Education Law §3031.
- Decision applies similarly to teachers and principals.

# QUESTIONS?

