

# REGULATION

2013

6130R

Personnel

**SUBJECT: DISCLOSURE OF ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR) DATA**

Consistent with Chapter 68 of the Laws of 2012, which amends Education Law Section 3012-c, New York State Education Department (NYSED) is required to release professional performance review data for teachers and Principals in aggregate form. NYSED is required to ensure that public release of Annual Professional Performance Review (APPR) data does not include any personally identifiable information for any teacher or Principal.

Upon request, parents/legal guardians have the right to review and receive the final quality ratings and composite effectiveness scores of individual teachers and Principals of their children. The District will provide conspicuous notice to parents/legal guardians of their right to obtain the final quality rating and composite effectiveness score for each of the teachers and the Principal for the child's assigned school building and the methods by which such data can be obtained. Such notice may be provided on the District's website and/or with other annual notifications.

**Disclosure of Data to Parents/Guardians**

Upon request, the District shall release to parents/legal guardians the final quality ratings and composite effectiveness scores for teachers and Principals to which their child is currently assigned. Parents/legal guardians may contact the principal of the school where their child is currently enrolled to set up an appointment to receive, in person the final quality ratings and composite effectiveness scores for their child's designated teacher(s) and Principal.

Requests for teacher or principal APPR scores must be made in person at the building where the student is currently enrolled. The data to be provided is limited to the student's current teacher(s) and principal.

Individuals requesting this data must submit the form on page 5 of the regulations.

The requestor must be the parent or legal guardian of the student to receive this data. This information should be confirmed in Infinite Campus.

The requestor's identity needs to be confirmed by school personnel. This can be done by checking a NYS driver's license or any other acceptable form of identification.

It is the responsibility of the building principal to establish procedures to insure that the requestor has a bona fide right to this data.

Once the requester's identify and bona fide right to the data has been established, school personnel will contact the Assistant Superintendent for Human Resources by email with the specific request by scanning the request form as an attachment.

If the Assistant Superintendent for Human Resources is not available to email the report at the time of the requestor's visit, the report will be emailed to the requestor's verified address as noted on the form.

The explanation for the APPR scores which follows should be shared with all requestors who should be offered opportunities to understand such scores in the context of teacher evaluation and student performance.

The District may also refer parents to the APPR plan, located on the District's website.

Annual performance reviews of individual teachers and Principals shall not be subject to disclosure under the Freedom of Information Law (FOIL).

## Personnel

**SUBJECT: ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR) SCORING**

<b>Standards for Rating Categories (Only score that can be released)</b>	<b>Growth or Comparable Measures</b>	<b>Locally-selected Measures of growth or achievement</b>	<b>Other Measures of Effectiveness (Teacher and Leader standards)</b>
Highly Effective (91-100)	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.
Effective (75-90)	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.
Developing (65-74)	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.
Ineffective (0-64)	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.

<http://engageny.org/sites/default/files/resource/attachments/nys-evaluation-plans-guidance-memo.pdf>

Note: Scoring chart is for the 2013-2014 school year. It is expected that the Commissioner will review scoring ranges annually before the start of each school year and recommend any changes to the Board of Regents for consideration.



## **New York State Department of Education Statement on the Annual Professional Performance Review (APPR)**

The New York State Board of Regents has committed to the transformation of the preparation, support, and evaluation of all teachers and school leaders in New York State. Chapter 21 of the Laws of 2012 amended Education Law §3012-c to fundamentally change the way teachers and principals are evaluated. The purpose of the evaluation system is to ensure that there is an effective teacher in every classroom and an effective leader in every school. The evaluation system will also foster a culture of continuous professional growth for educators to grow and improve their instructional practices.

Under the new law, New York State will differentiate teacher and principal effectiveness using four rating categories – Highly Effective, Effective, Developing, and Ineffective. Education Law §3012-c(2)(a) requires annual professional performance reviews (APPRs) to result in a single composite teacher or principal effectiveness score that incorporates multiple measures of effectiveness. The results of the evaluations shall be a significant factor in employment decisions, including but not limited to promotion, retention, tenure determination, termination, and supplemental compensation, as well as teacher and principal professional development (including coaching, induction support, and differentiated professional development).

The law specifies that student achievement will comprise 40% of teacher and principal evaluations, as follows:

- For the 2011-2012 school year and thereafter, for teachers and principals in subjects and grades where there is no “value-added” model approved by the Board of Regents for such subject and grade: 20% on student growth on State assessments or comparable measures, and 20% on other locally-selected measures that are rigorous and comparable across classrooms in accordance with standards prescribed by the Commissioner.
- For the 2014-2015 school year and thereafter, for teachers and principals in subjects and grades where there is an approved “value-added” model by the Board of Regents for such subject and grade: 25% on student growth on State assessments or comparable measures, and 15% on other locally-selected measures that are rigorous and comparable across classrooms, in accordance with standards prescribed by the Commissioner.

The remaining 60% of teacher and principal evaluations shall be based on multiple measures of teacher/principal effectiveness consistent with standards prescribed by the Commissioner in regulation. This will include the extent to which the educator demonstrates proficiency in meeting New York State’s teaching or leadership standards.

If a teacher or principal is rated “Developing” or “Ineffective,” the school district or BOCES is required to develop and implement a teacher or principal improvement plan (TIP or PIP). Tenured teachers and principals with a pattern of ineffective teaching or performance – defined by law as two consecutive annual “Ineffective” ratings – may be charged with incompetence and considered for termination through an expedited hearing process.

The law provides further that all evaluators must be appropriately trained consistent with standards prescribed by the Commissioner and that appeals procedures must be locally-developed in each school district and BOCES.



## Kenmore-Town of Tonawanda UFSD Teacher / Principal Composite Effectiveness Score Request

Parent or Legal Guardian Request for  
Annual Professional Performance Review (APPR)  
Composite Effectiveness Score and Final Quality Rating for Teacher or Principal

Under New York State law, parents and legal guardians of a student may request the Composite Effectiveness Score (CES) teachers and principals to which the student is assigned for the current school year. Please complete this request form in its entirety and bring it to the school where your child currently resides for processing.

Mailed, faxed or emailed requests will not be accepted. It is the obligation of the school district to verify all information provided in this request.

Student name: \_\_\_\_\_ Student Date of Birth: \_\_\_\_/\_\_\_\_/\_\_\_\_

School and grade where student currently attends: \_\_\_\_\_

Name of parent or legal guardian making request: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone number: \_\_\_\_\_

Teacher / Principal name(s) for whom final quality rating and composite effectiveness is requested:

\_\_\_\_\_

*I affirm that I am the parent or legal guardian of the above-mentioned student and that I understand that the information is intended for my own use, only.*

\_\_\_\_\_  
Signature of Parent or Legal Guardian Date

### FOR DISTRICT USE ONLY

Date Received: \_\_\_\_\_ by \_\_\_\_\_ Appeal Pending: Y / N  
Date Request Verified: \_\_\_\_\_ by \_\_\_\_\_ Date Parent/Guardian Informed: \_\_\_\_\_  
Date Response Mailed: \_\_\_\_\_ by \_\_\_\_\_