

APPR Overview

Overall rating comes from:

- 50% Observation (10% Independent Evaluator & 90% Lead Evaluator)
- 50% Student Performance (State Provided Growth Score &/or SLO)

Two Types of Evaluators:

- Lead Evaluator - principals
- Independent Evaluator

Number and Types of Observations:

Tenured Teachers	Untenured Teachers
Lead Evaluator will conduct: <ul style="list-style-type: none">- 1 announced observation Independent Evaluator will conduct: <ul style="list-style-type: none">- 1 unannounced observation	Lead Evaluator will conduct: <ul style="list-style-type: none">- 2 announced observations- 1 unannounced observation Independent Evaluator will conduct: <ul style="list-style-type: none">- 1 unannounced observation

Announced Observations by the Lead Evaluator Include:

- Pre-observation (the pre-observation document must be completed in iObservation and will be completed 24 hours prior to the pre-observation conference)
 - ◆ This covers Marzano elements 42, 43, 44, 48 & 49
- Pre-observation Conference
 - ◆ This covers Marzano elements 42, 43, 44, 48 & 49
- Observation (the observation will be scheduled for one period of instruction)
 - ◆ This covers Marzano elements 1, 4, 5, 24, 26, 27, 28, 29, 33 & 38
- Post-observation (the post-observation reflection document will be completed in iObservation no later than 48 hours after the conclusion of the observation)
 - ◆ This covers Marzano elements 50, 51 & 52
- Post-observation Conference (to be completed within five days of the observation)
 - ◆ This covers Marzano elements 50, 51 & 52

Unannounced Observations by the Independent Evaluator or Lead Evaluator Include:

- Observation (this will occur for 20-40 minutes of time and the evaluator will complete all aspects of the observation document in iObservation)
 - ◆ This covers Marzano elements 1, 4, 5, 24, 26, 27, 28, 29, 33 & 38
- Post-observation (this is not mandatory but may be requested if either the evaluator or the teacher find it necessary)

Observation Conversion Chart:

Observation Rating		
Rating	Average Minimum	Average Maximum
Highly Effective	3.50	4.00
Effective	2.50	3.49
Developing	1.50	2.49
Ineffective	0.00	1.49

Student Performance:

State Provided Growth Score	Student Learning Objective (SLO)
This is provided for a teacher with students in grades 4-8 ELA or Math.	<p>This is for all other teachers who do not receive a state provided score. The student performance sub component for these teachers must be tied to a state assessment, either their own state assessment or the group SLO.</p> <p>**In Avoca our group SLO is derived from the % of students passing the following five Regents Exams:</p> <ul style="list-style-type: none"> - Living Environment - Algebra 1 Common Core - Global History & Geography - US History & Government - ELA Common Core

Student Performance/SLO Conversion Chart:

HIGHLY EFFECTIVE			EFFECTIVE			DEVELOPING		INEFFECTIVE												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100	93-96	90-92	85-89	80-84	75-79	67-74	60-66	55-59	49-54	44-48	39-43	34-38	29-33	25-28	21-24	17-20	13-16	9-12	5-8	0-4

Overall Rating/ HEDI Scale:

STUDENT PERFORMANCE		OBSERVATION			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
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