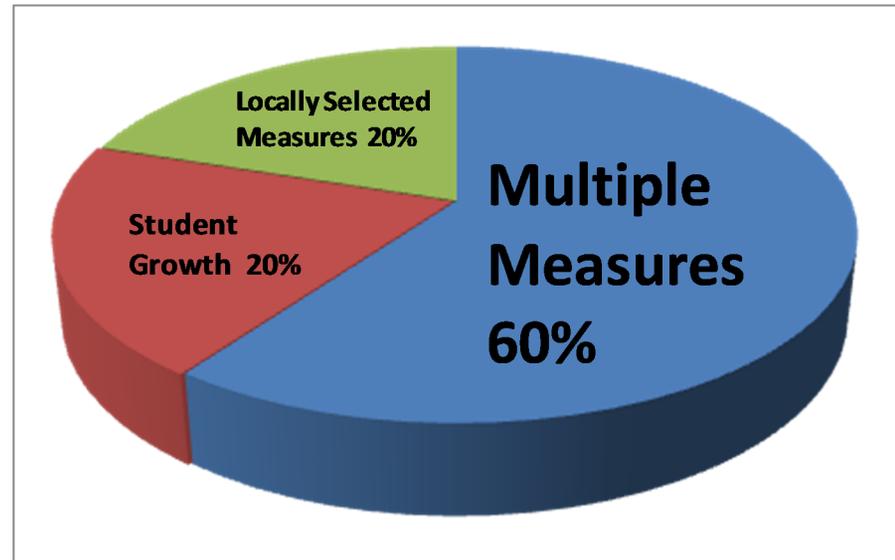




# WEST SENECA CSD

## The ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)



### ⇒ **What is the Annual Professional Performance Review (APPR)?**

- ◆ The Annual Professional Performance Review (APPR) is an evaluation of a teacher's or principal's practice.
- ◆ A teacher's practice must reflect the NYS Teaching Standards.
- ◆ A principal's practice must reflect the standards for school leaders.
- ◆ Teacher and principal evaluations include student achievement and growth data.

### ⇒ **Is this something new?**

- ◆ No. Teachers and principals have always been evaluated. However, the evaluations must now include student achievement and growth data, and meet other SED requirements in accordance with law.

### ⇒ **How often are principals and teachers evaluated?**

- ◆ Teachers and principals are evaluated each year.

### ⇒ **What are the APPR components?**

- ◆ Growth Component—20%
- ◆ Locally Selected Measures Component—20%
- ◆ Multiple Measures Component—60%

## Locally Selected Measures

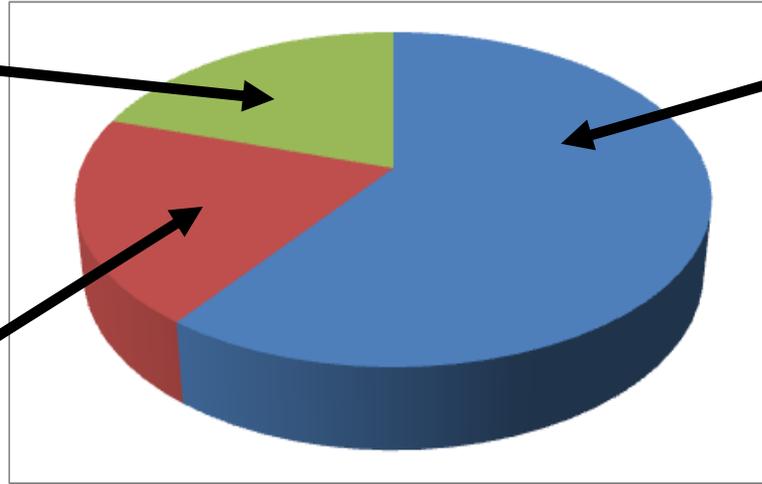
20% Scores based on performance on West Seneca CSD Post Assessments , Regents examinations, or State Assessments.

## Student Growth

20% state-provided score for grades 4-8 teachers & principals and HS principal.

- OR -

20% One or more student learning objectives (SLOs).



## 60% Multiple Measures Component

Teachers & principals are observed and assessed using the Thoughtful Classroom state-approved rubric.

- ◆ Teachers are observed a minimum of twice (at least one must be unannounced).

*Note: A student learning objective (SLO) is a goal that a teacher establishes for his/her students in a particular course at the beginning of the year.*

## WILL TEACHERS & PRINCIPALS RECEIVE REPORT CARDS OR GRADES?

Teachers & principals will receive a single composite score each year. Each score corresponds to one of the following rating bands:

- ◆ 91-100: Highly Effective
- ◆ 75-90: Effective
- ◆ 65-74: Developing
- ◆ 0-64: Ineffective

## WHERE CAN I FIND INFORMATION ON MY DISTRICT'S APPR PLAN?

The district's APPR plan can be found on the district's website at:  
<http://www.wscschools.org>

## WHAT HAPPENS IF A TEACHER OR PRINCIPAL SCORES POORLY?

- ◆ If a teacher or principal receives a final rating of "developing" or "ineffective," he/she will receive a teacher or principal improvement plan (TIP or PIP).

## CAN I OBTAIN THE RATING OF MY CHILD'S TEACHER OR PRINCIPAL?

- ◆ Yes. Per Education Law 3012-c 10(b), parents and legal guardians of a student may request the final rating and the overall effectiveness score for each teacher and building principal their student is assigned to for the current school year.
- ◆ Parents should contact the principal of their child's school for instructions on how to request this information. Instructions are also provided on the district website. The district is obligated to provide this information.
- ◆ Scores will not be available until the fall when they are finalized.

## WHO EVALUATES TEACHERS AND PRINCIPALS?

- ◆ Teachers are evaluated by their principal and/or supervisor .
- ◆ Principals are evaluated by the Superintendent of Schools or designee.
- ◆ The law requires that evaluations be conducted by certified Lead Evaluators.

### **INSTRUCTIONS FOR OBTAINING THE COMPOSITE SCORE AND RATING FOR MY CHILD'S TEACHER(S):**

- ◆ Information can only be provided for the teacher(s) that are providing instruction to your child for the present school year.
- ◆ The overall composite score (0-100) and rating (Highly Effective, Effective, Developing, or Ineffective) will be provided.
- ◆ Information can only be provided directly to parents and legal guardians who affirm they are entitled to receive the requested information. Photo identification will be required.
- ◆ You may the access the REQUEST FOR TEACHER/PRINCIPAL APPR COMPOSITE SCORE AND RATING form by:
  - ◆ Website: [www.wscschools.org/APPRrequest](http://www.wscschools.org/APPRrequest)
  - ◆ mail: Human Resources Office, West Elementary School, 1397 Orchard Park Road, NY 14224
  - ◆ email ([APPRrequest@wscschools.org](mailto:APPRrequest@wscschools.org))
  - ◆ phone: 716-677-3138
  - ◆ The form is also available in the Human Resource Department and in the main office at each of our schools.
- ◆ A separate form must be completed for each teacher.
- ◆ The completed request form must be submitted to the Human Resources Office at West Elementary School, 1397 Orchard Park Road, NY 14224. The information will be verified through our office and you will be contacted when the score and rating is available.
- ◆ When contacted, the completed composite score and rating must be picked up in person by the authorized parent/guardian who is identified on the request. Photo identification will be required to receive the score and rating.

### **INSTRUCTIONS FOR OBTAINING THE COMPOSITE SCORE AND RATING FOR MY CHILD'S PRINCIPAL:**

- ◆ Information can only be provided for the principal(s) that are providing instruction to your child for the present school year.
- ◆ The overall composite score (0-100) and rating (Highly Effective, Effective, Developing, or Ineffective) will be provided.
- ◆ Information can only be provided directly to parents and legal guardians who affirm they are entitled to receive the requested information. Photo identification will be required.
- ◆ You may the access the REQUEST FOR TEACHER/PRINCIPAL APPR COMPOSITE SCORE AND RATING form by:
  - ◆ Website: [www.wscschools.org/APPRrequest](http://www.wscschools.org/APPRrequest)
  - ◆ mail: Human Resources Office, West Elementary School, 1397 Orchard Park Road, NY 14224
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- ◆ A separate form must be completed for each principal.
- ◆ The request form must be submitted to the Human Resources Office at West Elementary School, 1397 Orchard Park Road, NY 14224. The information will be verified through our office and you will be contacted when the score and rating is available.
- ◆ When contacted, completed composite score and rating must be picked up in person by the authorized parent/guardian who is identified on the request. Photo identification will be required to receive the score and rating.

**WEST SENECA CENTRAL SCHOOL DISTRICT  
REQUEST FOR TEACHER/PRINCIPAL APPR COMPOSITE SCORE AND RATING  
2013-2014 School Year**

Child's name: \_\_\_\_\_ Today's date: \_\_\_\_\_

School presently attending: \_\_\_\_\_

Name of teacher/principal: \_\_\_\_\_

Requesting Parent/Guardian: \_\_\_\_\_

Phone Number: \_\_\_\_\_ email: \_\_\_\_\_

*I affirm that I am the parent/guardian of the child identified above and am entitled to receive the information I am requesting.*

Parent/Guardian Signature: \_\_\_\_\_

Note: Teacher must be providing instruction for current school year.  
Principal must be the current principal of the school this year.

For office use only:

\_\_\_\_\_ Child's schedule checked

\_\_\_\_\_ Parent/guardian identification checked

Name of teacher/principal: \_\_\_\_\_

Parent/Guardian relationship  
verified by: \_\_\_\_\_ (signature)

Overall Composite Score (0-100): \_\_\_\_\_

Overall Rating: \_\_\_\_\_

- ◆ 91-100: Highly Effective
- ◆ 75-90: Effective
- ◆ 65-74: Developing
- ◆ 0-64: Ineffective
- ◆ Incomplete- No Data

**Office Use Only  
Leave Blank**

\_\_\_\_\_  
Signature of Human Resources Designee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Parent/Guardian

\_\_\_\_\_  
Date