

Depew Union Free School District Composite Effectiveness Score Response Disclosure of APPR Scores to Parents

District Response to Parental Request for
Annual Professional Performance Review (APPR)
Composite Effectiveness Score and Final Quality Rating for Teacher or Principal

Dear [name of parent or legal guardian]:

You recently made a request to be provided with the final quality rating and composite effectiveness score of your child's current teacher(s)/principal. The information you requested is provided below:

Teacher/Principal name(s): _____

Composite Effectiveness Score: _____

Final Quality Rating: _____

School Year of Evaluation: _____

The composite effectiveness score range from 0 to 100 and the final quality rating is determined by that score. New York has determined the ranges and rating labels to be as follows:

Final Quality Rating	Composite Effectiveness Score
Ineffective	0-64
Developing	65-74
Effective	75-90
Highly Effective	91-100

We have enclosed an explanation of the Annual Professional Performance Review (APPR) process in New York State. Our district's APPR plan can be viewed in its entirety on our website www.depewschools.org or on the New York Stated Education Department website. New York State also provides information for parents at its engageny.org site. These materials may help you better understand the details of our plan and how the process works in the state.

Please recall that this information about the teacher(s) or principal is intended for your own use, only.

NY State Education Department Guidance on New York's APPR for Teachers and Principals, July 2, 2013

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.