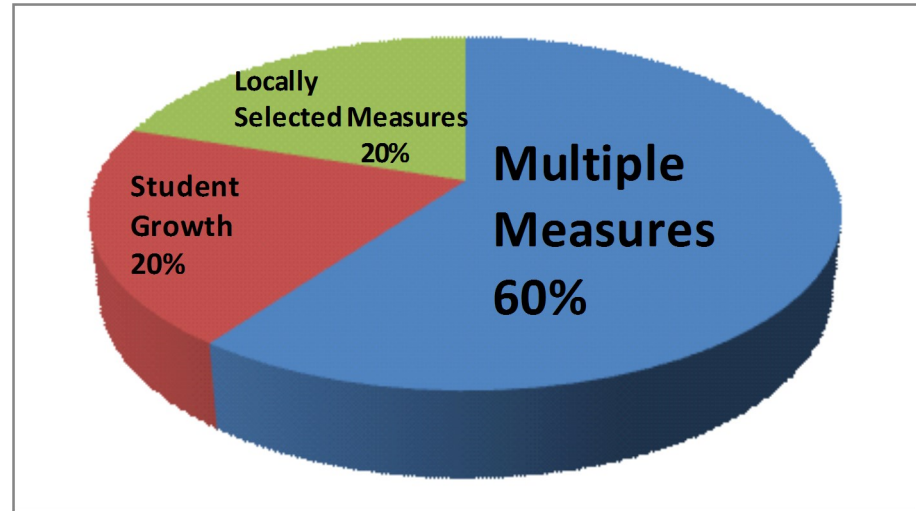


# Massapequa Public Schools

## The ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)

A Parent & Guardian Informational  
Brochure



### 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

Grade K-8 - Scores based on students meeting RTI scores on NWEA.

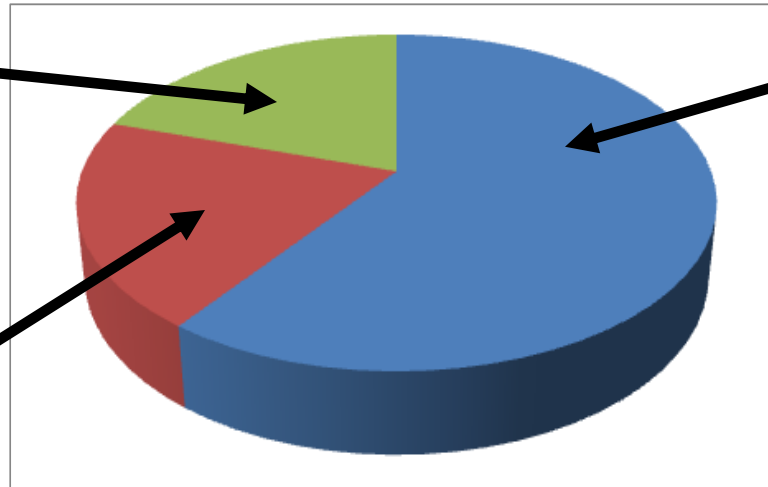
Grade 9-12—Scores based on achievement above the state average on selected exams.

- 20% All.

## Student Growth

20% state-provided score for grades 4-8 teachers, 9-12 teachers teaching courses that end in a state assessment, Elementary & HS principal.  
- OR -

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



*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.*

## Multiple Measures Component

Teachers are observed and assessed using the Danielson 2007 state-approved rubric.

- Tenured teachers are observed a minimum of twice (at least one must be unannounced).
- Non-tenured teachers are observed a minimum of six times (at least one must be unannounced).

Principals are observed and assessed using the Multi-dimensional state-approved

## 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.msd.k12.ny.us>

## 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 (department chair or director).
- Principals are evaluated by the Superintendent of Schools.
- 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):**

- Only the overall composite score (0-100) and rating (Highly Effective, Effective, Developing, and Ineffective) will be provided.
- Requests should be made to the principal of your child's school.
- Information will only be provided for the teacher(s) that are providing instruction to your child for the present school year.
- Information will only be provided directly to parents and legal guardians. Identification will be required.
- Information may be requested in person, by phone, or by email. The request must be made via the form that is posted to the district website. This form is also available at the district office and in the main office at each of our schools.
- Information will only be provided at the school using the district form. No information will be provided over the phone or through electronic means.
- You must submit a separate form for each teacher.

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

- Only the overall composite score (0-100) and rating (Highly Effective, Effective, Developing, and Ineffective) will be provided.
- Requests should be made directly to the Superintendent of Schools.
- Information will only be provided for the principal of your child's school this year.
- Information will only be provided directly to parents and legal guardians. Identification will be required.
- Information may be requested in person, by phone, or by email. The request must be made via the form that is posted to the district website. This form is also available at the district office..
- Information will only be provided at the school using the district form. No information will be provided over the phone or through electronic means.

**MASSAPEQUA PUBLIC SCHOOLS  
REQUEST FOR TEACHER/PRINCIPAL APPR COMPOSITE SCORE AND RATING**

Today's date: \_\_\_\_\_

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

Child's name: \_\_\_\_\_

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

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

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: \_\_\_\_\_

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

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

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

**Place parent/guardian identification  
(photo ID)  
HERE  
prior to photocopying**

- ◆ Original copy for school file
- ◆ Copy with identification for parent

\_\_\_\_\_  
Signature of Principal or Designee

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date