

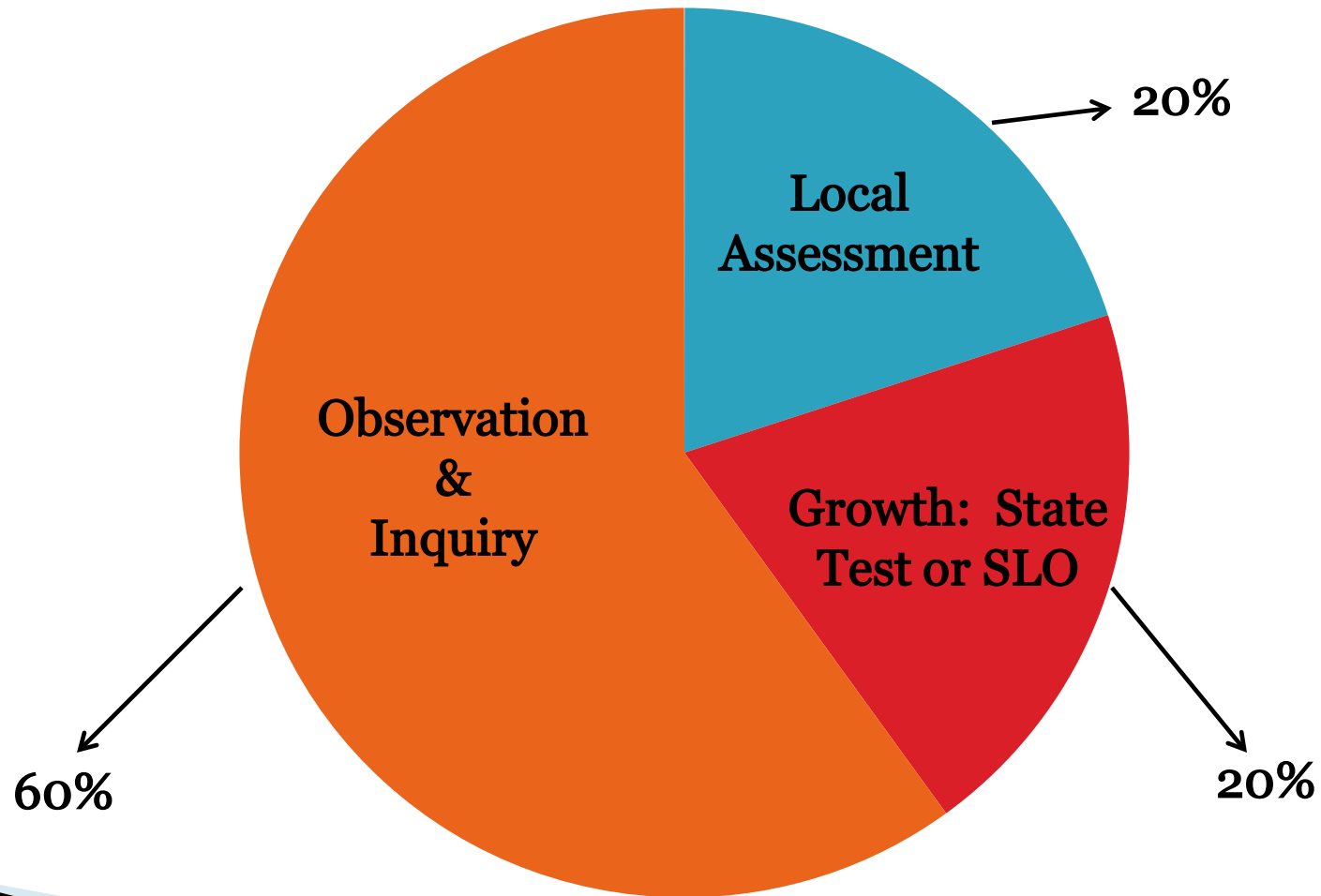
Chappaqua's New APPR Framework for Teacher and Administrator Evaluation 2012 - 2013

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Three Components of the APPR



The Evolving APPR

Old APPR

- Designed locally within a broad state framework
- Applied only to tenured teachers
- 4 year cycle
- 3 years of teacher inquiry, peer collaboration, self-exploration
- 1 year of administrative observation /evaluation

New APPR

- Designed locally, adhering to specific State requirements - mandated particular rubrics, allocation of points, etc.
- Applies to all teachers & principals
- Same process every year
- Each year combines administrative observation/evaluation, inquiry based on TARP model, peer observation, and student assessment data

Indicators – Teachers

(Danielson's Rubric, 2011 Edition)

Knowledge

- Student and Student Learning
- Content and Instructional Planning

Practice

- Instructional Practice
- Learning Environment
- Assessment for Student Learning

Professional Responsibilities & Growth

- Responsibilities and Collaboration
- Professional Growth

Indicators – Administrators

The Multidimensional Principal Performance Rubric (Learner Centered Initiatives (LCI)/The Interstate School Leaders Licensure Consortium (ISLLC) Standards

- Promotes a vision of learning
- Promotes school culture
- Manages effectively
- Collaborates with families and community members
- Exhibits integrity and fairness
- Responds to larger political, social, economic, legal and cultural contexts

Steps in the New APPR Process:

All teachers and all principals covered by the new APPR will:

- Complete a self assessment of their work
- Develop an inquiry question out of that self-assessment and in collaboration with their supervisor
- Collect data throughout the year to support their inquiry
- Be observed twice by supervisors & receive feedback
- Be observed twice by peers and receive feedback
- Administer a newly developed assessment built around indicators of Chappaqua's learning standards
- Receive a growth score from the state/or develop a SLO

Professional Development to Support the New APPR

- Summer administrative retreat
- Inter-rater reliability of administrators
- Professional Development Early Dismissal Days
- After-school Support Sessions – 2 hours
- School, Department, Grade Level, Individual Support Sessions, as needed
- Evidence-based observation
- 54 Learning sessions for teachers throughout the school year
- In-service course
- APPR 101
- Assessment Implementation Support
- Assessment Revisions
- Superintendent Conference Days

Thank You

