APPR Composite Score

STUDENT PERFORMANCE - 50% of COMPOSITE SCORE

1. **The % of students who meet their performance targets**
2. **Enter the % into the SED SLO Score Setting Chart**

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

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3. **Use the SCORE from the SLO SCORE SETTING CHART to determine your OVERALL STUDENT PERFORMANCE SCORE**

Overall Student Performance Rating Chart

RATING	MINIMUM	MAXIMUM
Highly Effective	18	20
Effective	15	17
Developing	13	14
Ineffective	0	12

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TEACHER OBSERVATION - 50% of COMPOSITE SCORE

4. Calculate the observation score.

- **LEAD evaluator's observation(s) - 85%**
- **INDEPENDENT evaluator's observation - 15%**
- **Overall score - scale of 1 – 4**
- **Domain standards - EQUALLY weighted**
- **3012-d Law - only observable standards required**
- **Other standards - can be included**

OBSERVATION - RUBRIC SCORE CONVERSION

Permissible Statewide Ranges

	Minimum	Maximum
Highly Effective	3.5	4.0
Effective	2.5	3.49
Developing	1.5	2.49
Ineffective	0	1.49

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Student Performance Category

- **A district-wide group measure - K-12 teachers**
- **Exception - Teachers who receive a State Growth Score for the grade 8 science assessments must write an SLO.**
- **Exception - Teachers who have more than 50% of their course load ending in a Regents Exam must write an SLO.**

Why use a district measure?

If the District's STUDENT PERFORMANCE score is DEVELOPING and a Teacher's OBSERVATION score is EFFECTIVE or HIGHLY EFFECTIVE, the Teacher's overall rating will still be EFFECTIVE

FINAL COMPOSITE SCORE Matrix		Teacher Observation			
Student Performance		Highly Effective	Effective	Developing	Ineffective
	Highly Effective	H	H	E	D
	Effective	H	E	E	D
	Developing	E	E	D	I
	Ineffective	D	D	I	I

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District Measure - Which assessments?

Grade 4 Science ***US History Regents***
ELA Common Core ***Grade 2 Math***

Why these assessments?

These are the top 4 assessments that work in our favor.

Nontenured Teacher Observation - EXAMPLE

#1	#2	#3	#4	
				Domain 1: Planning and Preparation
4				1a: Demonstrating Knowledge of Content and Pedagogy
				1b: Demonstrating Knowledge of Students
				1c: Setting Instructional Outcomes
4				1d: Demonstrating Knowledge of Resources
				1e: Designing Coherent Instruction
				1f: Designing Student Assessments
				Domain 2: The Classroom Environment
3	4	3	3	2a: Creating an Environment of Respect and Rapport
4	4	2	3	2b: Establishing a Culture for Learning
3	4	2	2	2c: Managing Classroom Procedures
3	3	2	2	2d: Managing Student Behavior
3	4	2	2	2e: Organizing Physical Space
				Domain 3: Instruction
4	4	3	2	3a: Communicating with Students
2	4		2	3b: Using Questioning/Prompts and Discussion Techniques
3	3	2	2	3c: Engaging Students in Learning
2	2	2	1	3d: Using Assessment in Instruction
3	3	2	3	3e: Demonstrating Flexibility and Responsiveness
				Domain 4: Professional Responsibilities
				4a: Reflecting on Teaching
				4b: Maintaining Accurate Records
				4c: Communicating with Families
				4d: Participating in a Professional Community
				4e: Growing and Developing Professionally
				4f: Showing Professionalism
+				
38	**35**	**20**	**22**	

Nontenured Teachers - The three observations done by the principal count 85% and the outside observer's observation counts 15%. The number of points earned on the 3 observations divided by the total possible number of points determines what will be multiplied by 85%.

Observation # 1, #2, and #3 **38 + 35 + 20 = 93**
93 points earned out of 124 possible
(each attribute rated is equally weighted)
93/124 = 75%

Observation # 4 (unannounced/outside evaluator) 22 points earned out of 40 possible
22/40 = 55%

OBSERVATION RATING X WEIGHTING = WEIGHTED RATING

.75 x .85 = .6375

.55 x .15 = .0825

WEIGHTED RATING # 1 + WEIGHTED RATING # 2 = OVERALL RATING

.6375 + .0825 = .7200

Convert the percentage to the 4 point scale.

.72 x 4 = 2.88

Use the SED chart to determine your observation rating.

OBSERVATION - RUBRIC SCORE CONVERSION

Permissible Statewide Ranges

	Minimum	Maximum
Highly Effective	3.5	4.0
Effective	2.5	3.49
Developing	1.5	2.49
Ineffective	0	1.49

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- **2.88 is considered EFFECTIVE.**

Tenured Teacher Observation - EXAMPLE

#1	#2	
		Domain 1: Planning and Preparation
4		1a: Demonstrating Knowledge of Content and Pedagogy
		1b: Demonstrating Knowledge of Students
		1c: Setting Instructional Outcomes
4		1d: Demonstrating Knowledge of Resources
		1e: Designing Coherent Instruction
		1f: Designing Student Assessments
		Domain 2: The Classroom Environment
3	4	2a: Creating an Environment of Respect and Rapport
4	4	2b: Establishing a Culture for Learning
3	4	2c: Managing Classroom Procedures
3	3	2d: Managing Student Behavior
3	4	2e: Organizing Physical Space
		Domain 3: Instruction
4	4	3a: Communicating with Students
2	4	3b: Using Questioning/Prompts and Discussion Techniques
3	3	3c: Engaging Students in Learning
2	2	3d: Using Assessment in Instruction
3	3	3e: Demonstrating Flexibility and Responsiveness
		Domain 4: Professional Responsibilities
		4a: Reflecting on Teaching
		4b: Maintaining Accurate Records
		4c: Communicating with Families
		4d: Participating in a Professional Community
		4e: Growing and Developing Professionally
		4f: Showing Professionalism
+		
38	**35**	

Observation # 1 **38 points earned out of 48 possible 38/48 = .7917**

Observation # 2 **(unannounced/outside evaluator) 35/40 = .875**

OBSERVATION RATING X WEIGHTING = WEIGHTED RATING

.7917 x .85 = .672945

.875 x .15 = .13125

WEIGHTED RATING # 1 + WEIGHTED RATING # 2 = OVERALL RATING

.672945 + .13125 = .804195

Convert the percentage to the 4 point scale.

.804195 x 4 = 3.21678

Use the SED chart to determine your observation rating.

OBSERVATION - RUBRIC SCORE CONVERSION

Permissible Statewide Ranges

	Minimum	Maximum
Highly Effective	3.5	4.0
Effective	2.5	3.49
Developing	1.5	2.49
Ineffective	0	1.49

7

- **3.21678 is considered EFFECTIVE.**