

Q&A:

New York State's Teacher and Principal Evaluation System

New York State recently updated some aspects of its teacher and principal evaluation system. The New York State School Boards Association has provided answers to frequently asked questions to explain these updates.

For more information about New York State's teacher and principal evaluation system, contact your school building principal or your superintendent of schools.

Q: What is New York's process for evaluating teachers and principals?

A: New York public school districts are required to evaluate teachers and principals each year through a process known as Annual Professional Performance Review, or "APPR." The system was updated in 2012 to require that the annual evaluations of all teachers and principals be based, in part, on their students' performance.

Q: How are teachers and principals scored?

A: Under the new evaluation system, teachers and principals receive a composite score from one to 100 based on the following factors:

- Student growth on state assessments (or a comparable measurement if there is no such data)
- Student performance on locally negotiated measures of student achievement; and
- Other measures of the teacher's or principal's effectiveness such as observations, with an emphasis on the teacher's performance in the classroom and the principal's performance in the building.

Based on their scores, teachers and principals receive one of four ratings: Highly Effective, Effective, Developing, or Ineffective. If an individual is scored as ineffective in both of the student achievement sections of the evaluation, he or she cannot receive an overall rating of "effective."

Q: What happens if a teacher receives a "developing" or "ineffective" evaluation?

A: Teachers and principals rated as either "developing" or "ineffective" will receive a Teacher Improvement Plan (TIP) or Principal Improvement Plan (PIP), respectively, in order to improve performance. Teachers and principals who have had two consecutive ratings of "ineffective" may be dismissed through a process established by law.

Q: Will I have access to the rating of my child's teacher or principal?

A: Parents and legal guardians will have access to the ratings and composite evaluation scores of their child's teachers and principal. The State Education Department will post additional evaluation data broken down, for example, by district for principals and by school building for teachers.

Q: What is the district's obligation to renegotiate a teacher or principal evaluation plan that would otherwise expire?

A: Teacher and principal evaluation plans previously approved for implementation by the State Education Department remain in effect until a new negotiated agreement is approved by the Department. This is the case even if the last approved plan is scheduled to expire. This rule prevents school districts from losing state aid.