



BACKGROUND

- Teachers and principals in Grades 4-8 will receive ratings from 0-20 as calculated by SED starting in summer 2012, based on ELA and math scores.
- It is our understanding that the distribution of teacher scores which will look somewhat like a "curve". It is possible that this distribution will not change from one year to the next regardless of changes in student achievement, termination of ineffective staff, etc.
- The scoring ranges for the 2011-2012 HEDI rating is as follows: Ineffective 0-2, Developing 3-8, Effective 9-17, Highly Effective 18-20. Looking at SED materials, it appears that the vast majority of teachers, based on the rating distributions, will be deemed effective.

CONSIDERATIONS

If the experience of other cities and states using similar models holds true for New York, it is likely that scores may vary considerably for a portion of the teachers and administrators rated year to year.

1. Be prepared to explain to parents why their children are being placed with teachers receiving ratings that are "ineffective" or "developing."
2. Given current NY assessments and the state of growth/value-added computations, recognize that there may be differences in the ratings of teachers under those measures as calculated by SED which may not be corroborated by other data (classroom observations, by example). The APPR system acknowledges this concern by basing total scores on multiple sources; however the public may not see beyond the state calculations or may view them as more objective.
3. Principals in NY may possibly receive scores of 10 or less on the SED rating, and will be above the cut point for a rating of developing, and thus be rated effective. Anticipate how that may factor into discussions with teachers who are questioning their overall APPR score and for appeals.
4. Teachers and principals, other than those in Grades 4-8, will be rated on the basis of SLO's developed by a district for the state twenty percent growth score. This means that scores for all other teachers and principals may not be comparable to Grade 4-8 teachers and principals. That difference could cause confusion with parents and be troublesome for staff.

As soon as SED releases new information on the rating distributions, we will immediately forward it to you.

*Please consult with your district's attorney; nothing herein constitutes legal advice

