**North Salem Central School District**

**APPR Processes for 2024-25**

**I. APPR Rubric 0-4 Points**

**Non-Tenured Teachers**

1. Non-tenured teachers complete all Components of all four Domains of the Danielson Rubric. Your Lead Evaluator will work with you regarding the details of this process.
2. You will be evaluated on all Components of all four Domains but get APPR points only for the Components of Domains 2 and 3.
3. Your Lead Evaluator will work with you for Domains 1, 2a-c, 3, and 4. Your Lead Evaluator will give you points for Domain 2 a-c and all of Domain 3.
4. Non-tenured teachers receive two full formal observation cycles including pre and post-observation conferences. These processes are carried out by your Lead Evaluator and are focused on the Components of Domains 1, 2 a-c, 3, and 4.
5. Your Second Evaluator will work with you on Domain 2d and 2e. Your Second Evaluator will give you points for the Components d and e of Domain 2 and use unannounced observation(s) to assess your work regarding components d and e in this domain. There are no pre or post-observation(s) to assess your work regarding this Domain. There are no pre or post-observation conferences for this Domain. The unannounced observations can happen before or after the formal observations.
6. The score range for each Component in Domains 2 and 3 are: 1 = Ineffective, 2 = Developing, 3 = Effective, 4 = Highly Effective.
7. Announced observations will take between 30 to 60 minutes. Unannounced observations will take no longer than 15 minutes.
8. As per NYSED regulations the Director of Physical Education, Health & Athletics will be the Lead Evaluator for Physical Education teachers.

**Tenured Teachers**

1. Tenured teachers only complete Components of Domains 2 and 3 of the Danielson Rubric. Your Lead Evaluator will work with you regarding the details of this process.
2. You will receive APPR points only for the Components of Domains 2 and 3.
3. Your Lead Evaluator will work with you for Domain 2 a-c and Domain 3 and give you points for those Components.
4. Tenured teachers receive one full formal observation cycle including pre and post observation conferences. These processes are carried out by your Lead Evaluator and are focused on the Components of Domain 2 a-c and Domain 3.
5. Your Second Evaluator will work with you on Domain 2 d-e and give you points for those components.
6. Your Second Evaluator will give you points for the Components of Domain 2 d-e and use unannounced observation(s) to assess your work regarding this Domain. There are no pre or post observation conferences for this Domain. The unannounced observations can happen before or after the formal observations.
7. The score range for each Component in Domains 2 and 3 is: 1 = Ineffective, 2 = Developing, 3 = Effective, 4 = Highly Effective.
8. Announced observations will take between 30 to 60 minutes. Unannounced observations will take no longer than 15 minutes.
9. As per NYSED regulations the Director of Physical Education, Health & Athletics will be the Lead Evaluator for Physical Education teachers.

**Calculating final score and HEDI rating for subcomponent of the APPR**

1. All the Components of Domains 2 and 3 scored on a 1, 2, 3, 4 scale.
2. The points earned from the Lead Evaluator from the Components of Domain 2 a-c & Domain 3 will be worth 80% of your final rubric score.
3. The points earned from the Second Evaluator from the Components of Domain 2 d-e will be worth 20% of your final rubric score.
4. All these data are “crunched” and the final result is a score from 0-4. For example, your final score could be a 2.5, or 3.2, or other.
5. A table from the State is used to convert this 0-4 score into a HEDI level. Your Lead Evaluator has this chart if you want to see it.
6. The final result of the Rubric subcomponent of your APPR is not actually a score as it has been in the past, it is a HEDI level: Ineffective, Developing, Effective, Highly Effective.
7. **Student Learning Objective (SLO) 0-20 points**

**All K-12 Teachers**

1. Your 0-20 point score for your SLO is calculated by aggregating all of the Regents scores that were taken and that received a passing score of (65/100) or above by North Salem Students in 2024-25. We are calling this the “District Wide Measure”. The Transitional Score for 3-8 teachers no longer exists. All teachers will now receive the “District Wide Measure.”
2. As per new guidance provided by NYSED, you will be required to write an SLO that is based on the District Wide Measure. Administration will meet with grade levels and departments to provide further guidance on the process.

**The Local Assessment subcomponent of the APPR no longer exists.**

Calculating final score and HEDI rating for the SLO subcomponent of the APPR

1. The final SLO score is calculated the same way as we have been doing it.
2. The final score is on a scale of 0-20.
3. A chart from the State is used to determine your HEDI rating for the SLO.
4. So, the final result of the SLO subcomponent of your APPR is not actually a score as it has been in the past, it is a HEDI level: Ineffective, Developing, Effective, Highly Effective.

**III. Using the HEDI level from the Rubric subcomponent and the HEDI level from the SLO subcomponent to determine your final, overall HEDI rating**

1. Take you two HEDI ratings to determine your final APPR rating.
2. The 0-100 points as an APPR final score has “gone away”.
3. In the end you are not a numeral 0-100, you are a HEDI Level.

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| **Find your final HEDI rating by plugging your Rubric HEDI rating and SLO HEDI rating into this chart.** | | | | |
| HEDI rating from the Rubric subcomponent of the APPR | HEDI rating from the SLO subcomponent of the APPR | | | |
| Highly Effective  (HE) | Effective (E) | Developing (D) | Ineffective (I) |
| Highly Effective  (HE) | H | H | E | D |
| Effective (E) | H | E | E | D |
| Developing (D) | E | E | D | I |
| Ineffective (I) | D | D | I | I |