



**Education Transformation Act
(Ed Law 3012-d)
What we know so far...**

DPUFSD – July 21, 2015
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Highlights:


- Tax Cap extended another 4 years
- Greater testing transparency – releasing more questions and field testing embedded in the assessments
- All Teachers, Administrators and Teaching Assistants must register with SED every FIVE years and complete 100 hours of teacher & leader education ...TAs 175 hours
- Tenure for teachers and administrators now 4 years versus 3. If previously tenured, it will be a three year process
- Content review committee will be established to review testing and standards. New testing company for the 3-8 assessments – Questar
- APPR – Annual Professional Performance Review now two components versus three. Evaluation = Student Performance(Growth) and Observation



**APPR
Student
Performance:**


- Principals and teachers of students in a course that culminates in a State exam will receive a state provided growth score.
- Principals and teachers in courses that do not culminate in a State exam will use SLO's – student learning objectives - to set growth targets showing at least one year of expected growth. Targets and process will be approved/determined by the state and assessments used must be state approved. SLO can be a school-wide measure. An additional subcomponent can be added via another state developed test.
- All growth scores will be out of 20 points with a conversion scale to a HEDI rating determined by SED.

APPR
Growth Score
Scale:




RATING	Percent of Students Meeting Target	Scoring Range	Current Range
H – Highly Effective	90-100%	18-20	18-20
E – Effective	75-89%	15-17	9-17
D – Developing	65-74%	13-14	3-8
I – Ineffective	0-64%	0-12	0-2

APPR
Observations:




- Teacher Observations conducted by Principal or Building Administrator weighted at least 80%
- Principal Visitations/Observations conducted by Superintendent or designee weighted up to 80%
- Independent Observer – outside of the building – weighted up to 20% if peer evaluators are not used
- Observations/Visitations – One announced and one unannounced – minimum of two

APPR
Observations continued:




- Current rubrics can be used until new ones are posted by SED
- All elements of the domains in the rubrics must be observed over the course of the year.
- Observations can be formal, informal, varying duration, pre-conference, post-conference or occur in “natural conversations”

APPR
Observation
Scale:



Overall Observation/School Visit Scoring Ratings		
	Minimum	Max
H	3.50 to 3.75	4.0
E	2.50 to 2.75	3.49 to 3.74
D	1.50 to 1.75	2.49 to 2.74
I	0	1.49 to 1.74


APPR
Evaluation
Matrix:



		Observation			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I


* If a teacher is rated ineffective on the Student Performance category, and a State-designed supplemental assessment was included as an optional subcomponent of the Student Performance category, the teacher can be rated no higher than ineffective overall [see §3012-d(5)(a) and (7)].

APPR
Prohibited in
Evaluation :




- Evidence of student development and performance derived from lesson plans, artifacts, student portfolios
- Use of an instrument for parent or student feedback
- Use of professional goal setting
- Use of district or regionally-developed assessment that is not approved by SED
- Growth or achievement targets that do not meet the minimum set forth in regulations

Other:



- TIPS and PIPS still applicable – Improvement plans for anyone with a D or I
- Tenure cannot be granted to anyone with an I in their last year of tenure. Probationary period can be extended
- Appeals process still in place, but anyone can be dismissed during the probationary period.
- No student can be assigned two years in a row in the same subject area to an ineffective teacher
- All evaluators must be trained – unfunded mandate

APPR
Deadlines &
Waivers:



- Plan must be submitted by November 15, 2015
- Can apply for a waiver, if there is evidence of good faith attempt to negotiate a new APPR plan. Waiver good for 4 months and can apply for another such that APPR plans approved prior to March 1, 2016 will apply to the 2015-16 year after this date the plan would be for 2016-17
- Forfeits increase in state aid for 2015-16 if no waiver and no submission by Nov. 15
- Previous APPR plan in effect during waiver period
- Final deadline for plan approval for state aid increases is Sept. 1, 2016. Must be submitted by July 1, 2016!

