

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

DPUFSD - July 21, 2015 Presented by Eva J. Demyen Superintendent

### Highlights:



- Tax Cap extended another 4 years
- Greater testing transparency releasing more questions and field testing embedded in the assessments

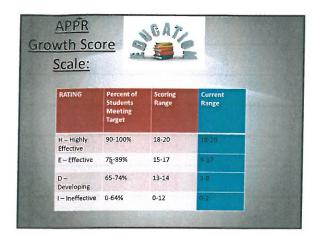
  All Teachers, Administrators and Teaching Assistants must register with SED every FIVE years and complete 100 hours of teacher & leader education ...TAs 175 hours
- Tenure for teachers and administrators now 4 years versus 3. If previously tenured, it will be a three year process
- Content review committee 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
- 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 Observations:



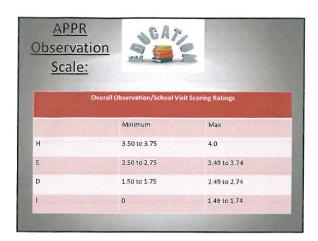
- Teacher Observations conducted by Principal or Building Administrator weighted at least 80%
- Principal Visitations/Observations conducted by Superintendent or designee weighted up to 80%
- Independent Observer outside of the building weighted up to 20% if peer evaluators are not
- Observations/Visitations 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, preconference, post-conference or occur in "natural conversations"



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		Observation	n		
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	Highly Effective (H)	н	н	E	D
	Effective (E)	н	E	E	D
	Developing (D)	E	E	D	1
	Ineffective (I)	D*	D*	1	1

# 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 falth 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!



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