

2011-2012 APPR Evaluation Process

OLD PROCESS (Purple Evaluation Guide) (Teachers not affected by the law will follow this process. They may choose to use the old or new rubrics within this process.)		When is a TIP created?	NEW PROCESS (White Evaluation Guide) mandated for teachers of grades 4-8 ELA and Math; and all teachers at East, Dr. Freddie Thomas and all newly hired teachers.		
Tenured Traditional	Non Tenured (2nd/3rd year teachers) Traditional	According to the new law, a TIP may only be written after a FINAL EVALUATION that is rated as Developing or Ineffective (Below Standards or Unsatisfactory if using former process). It must be written any time between May (if the final evaluation is completed) and mid September. (The law states that it can be written no later than 10 days after the school year begins.)	Tenured	Non Tenured	
1 Formal *Observation Pre- and Post-Conferences recommended *Teachers could opt to have their observations conducted using the new rubrics.	3 Formal *Observations (Nov 15, January 30, March 30) Pre- and Post-Conferences recommended *Teachers could opt to have their observations conducted using the new rubrics.		Goal Setting Meeting must take place by November 1 st .		
Using the *2004 rubrics, Final Evaluation Due April 30 (if below standards rating) *Teachers could opt to have their evaluations conducted using the new rubrics. (No composite score calculated)			1 formal observation by March 30 th Additional informal observations (based on Learning Environment and Instruction Rubrics)	2 formal observations by Nov 30 th and March 30 th Additional informal observations (based on Learning Environment and Instruction Rubrics)	
Using the *2004 rubrics, Final Evaluation due May 15(if Meets Standards) *Teachers could opt to have their evaluation conducted using the new rubrics. (No composite score calculated)			Pre- and Post- Conferences required; continuously refer to goal setting document; may refer to all rubrics		
PART: If someone is in Years 2 or 3 of PART, they may continue this year or they may opt to switch to Traditional this year. (PART was a three-year process for tenured teachers. A teacher would choose two peer evaluators. Additionally, the administrator was one of the evaluators.) At the end of Year 1 and Year 2, the teacher is expected to complete a Year-End Progress Report that is submitted to the reviewers, including the administrator. The reviewers write comments and suggestions. At the end of Year 3, the Summative Evaluation takes place. All three reviewers meet with the teacher who provides evidence and answers questions posed by the reviewers. Using the 2004 rubrics, the reviewers rate the teacher. Teachers who are in Year 3 this year and opted to stay in PART should have a Summative Review/Evaluation at the end of the year. Teachers in Year 2 should write an End of the Year Report.			Reflection Conference to discuss 60% rating using all 4 rubrics and to discuss 20% local measures Final Evaluation Composite Score completed after 20% State testing results are received (Composite Score includes all 3 sections: Professional Practice + Local Assessments + State Assessments) Still Under Discussion: How teachers might include peer review, consistent with the new law.		