

Cornwall CSD Teacher APPR 2022-2025

Components:

Classroom Observations – Formal Announced and Formal Unannounced

- Formal Announced – pre-observation conference, classroom observation, post-observation conference
- Formal Unannounced – classroom observation, post observation conference

Probationary (2 announced and 1 unannounced)

	In class work complete by
Observation #1*	10/31
Observation #2*	12/23
Observation #3**	3/1*

*Formal in class observation sessions must be completed by 3/1. Post-observation conference can occur after 3/1.

**One must be unannounced – therefore no pre-observation conference

Tenured

	In class work complete by
Observation #1 Formal Announced	3/8
Observation #2* Formal Unannounced	5/15

Student Performance-

- K-12 Teachers – ELA Regents and Global History Regents

Final APPR Scores:

- Student Performance – score will be inputted once Regents have been scored and no later than July 1st

*Teacher Improvement Plan (TIP) must be implemented for anyone that receives a composite score of Developing or Ineffective.

Weighting of subcomponents within student performance category.

Percent of Students Meeting the Annual Targets	Scoring Range
0-4%	0
5-8%	1
9-12%	2
13-16%	3
17-20%	4
21-24%	5
25-28%	6
29-33%	7
34-38%	8
39-43%	9
44-48%	10
49-54%	11
55-59%	12
60-66%	13
67-74%	14
75-79%	15
80-84%	16
85-89%	17
90-92%	18
93-96%	19
97-100%	20

Overall rating on student performance category.

	Overall Student Performance Category score and rating.	
	Minimum	Maximum
H	18	20
E	15	17
D	13	14
I	0	12

OBSERVATIONS

	Observation Category State Mandated Range	
	Minimum	Maximum
H	3.5	4
E	2.5	3.49
D	1.5	2.49
I	1	1.49

CALCULATING THE FINAL HEDI SCORE

	Teacher Observation			
Student Performance	H	E	D	I
H	H	H	E	D
E	H	E	E	D
D	E	E	D	I
I	D*	D*	I	I

Guidance Counselors, Social Workers, Psychologists, Speech, OT/PT

Components:

Submitted 'Goals' – Due by September 30th

Submitted 'Self-Reflection/Portfolio' – Due by May 1st

Session Observations – Formal announced and formal unannounced

Formal – pre-observation conference, classroom observation (automatic linkage), post-observation conference

Informal – classroom observation, post observation conference

**can add any type of drop-in form(s) wanted*

Probationary

	In session work complete by
Formal Observation #1**	10/31
Formal Observation #2**	12/23
Formal Observation #3**	3/1*

*Formal session observation must be completed by 3/1. Post-observation conference can occur after 3/1.

**One must be unannounced – therefore no pre-observation conference

Tenured

	Complete by
Formal Observation #1**	3/8*
Formal unannounced**	5/15

*Formal session observation must be completed by 3/1. Post-observation conference can occur after 3/1.

**One must be unannounced – therefore no pre-observation conference

Summative Rubric and Annual Summary Report – Submitted to staff by 6/15, staff must acknowledge within 10 days of submission or prior to the end of the school year, whichever comes first.

Annual Summary Points for Composite Score:

Goals Submission – 10 points

Reflection/Portfolio – 25 points

Rubric – 65 points

*Teacher Improvement Plan (TIP) must be implemented for anyone that receives a composite score of Developing or Ineffective.