



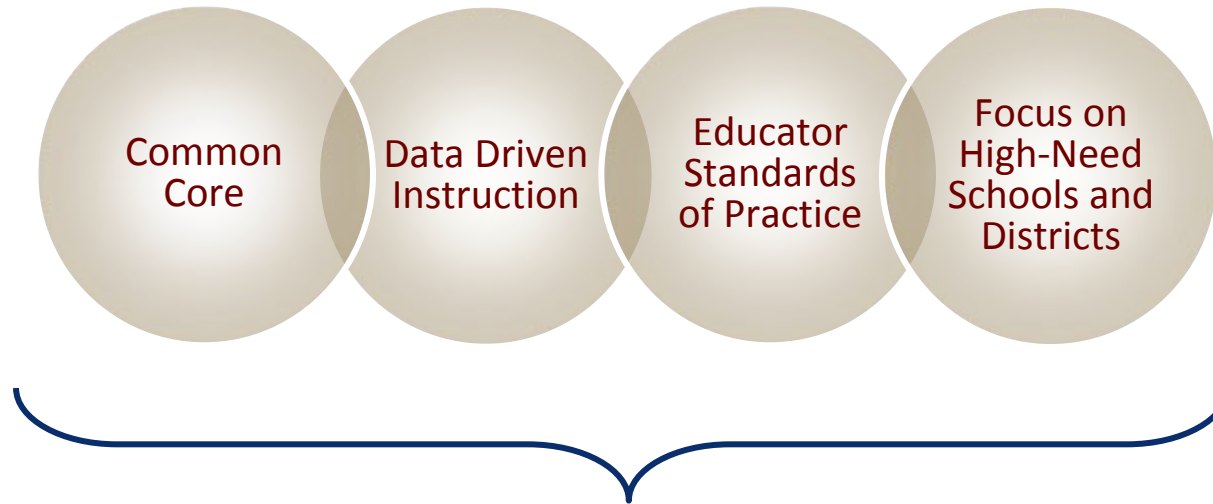
Our Students. Their Moment.

Annual Professional Performance Reviews

Update on Implementation
March 20, 2012

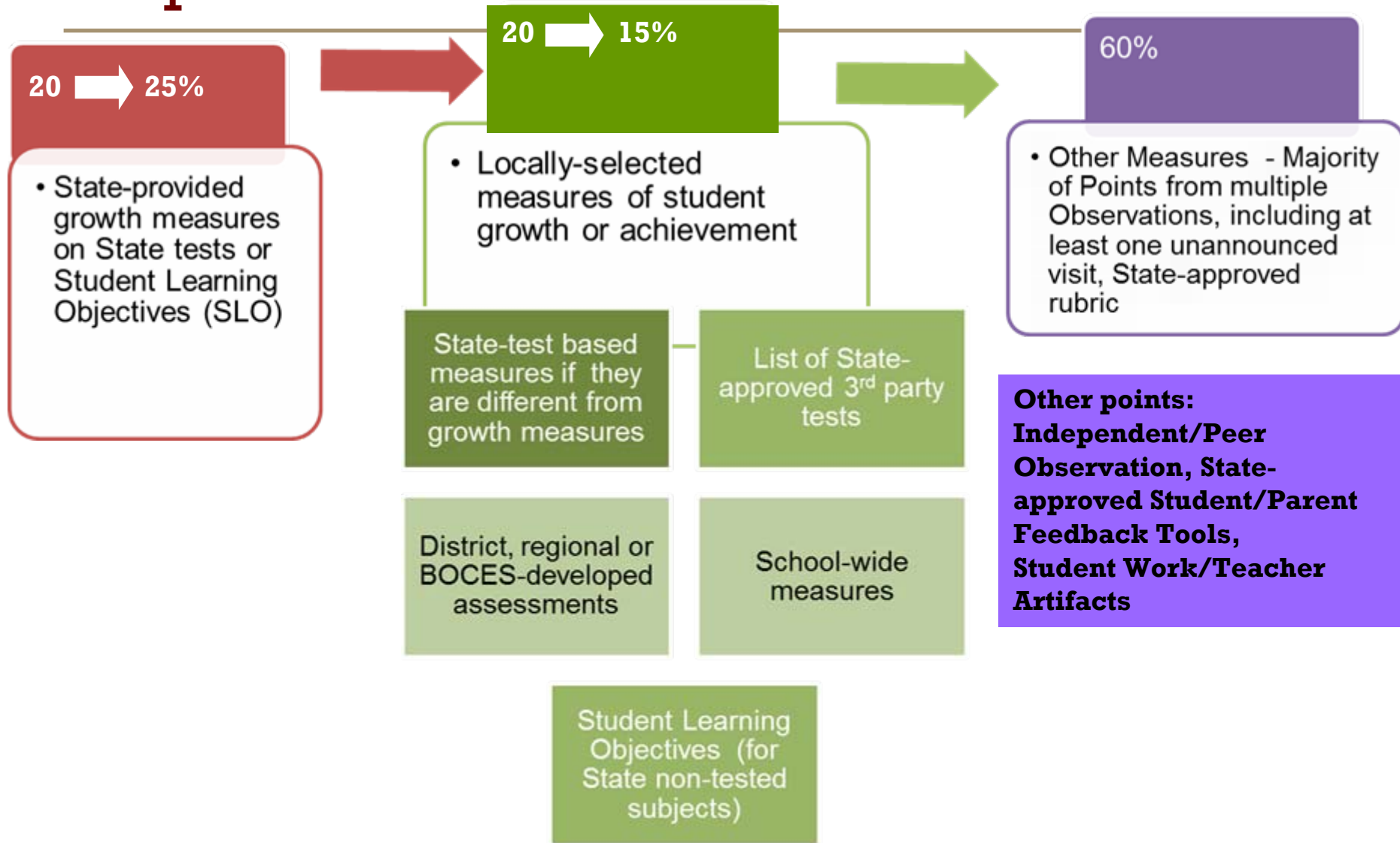


Great Teachers and Leaders

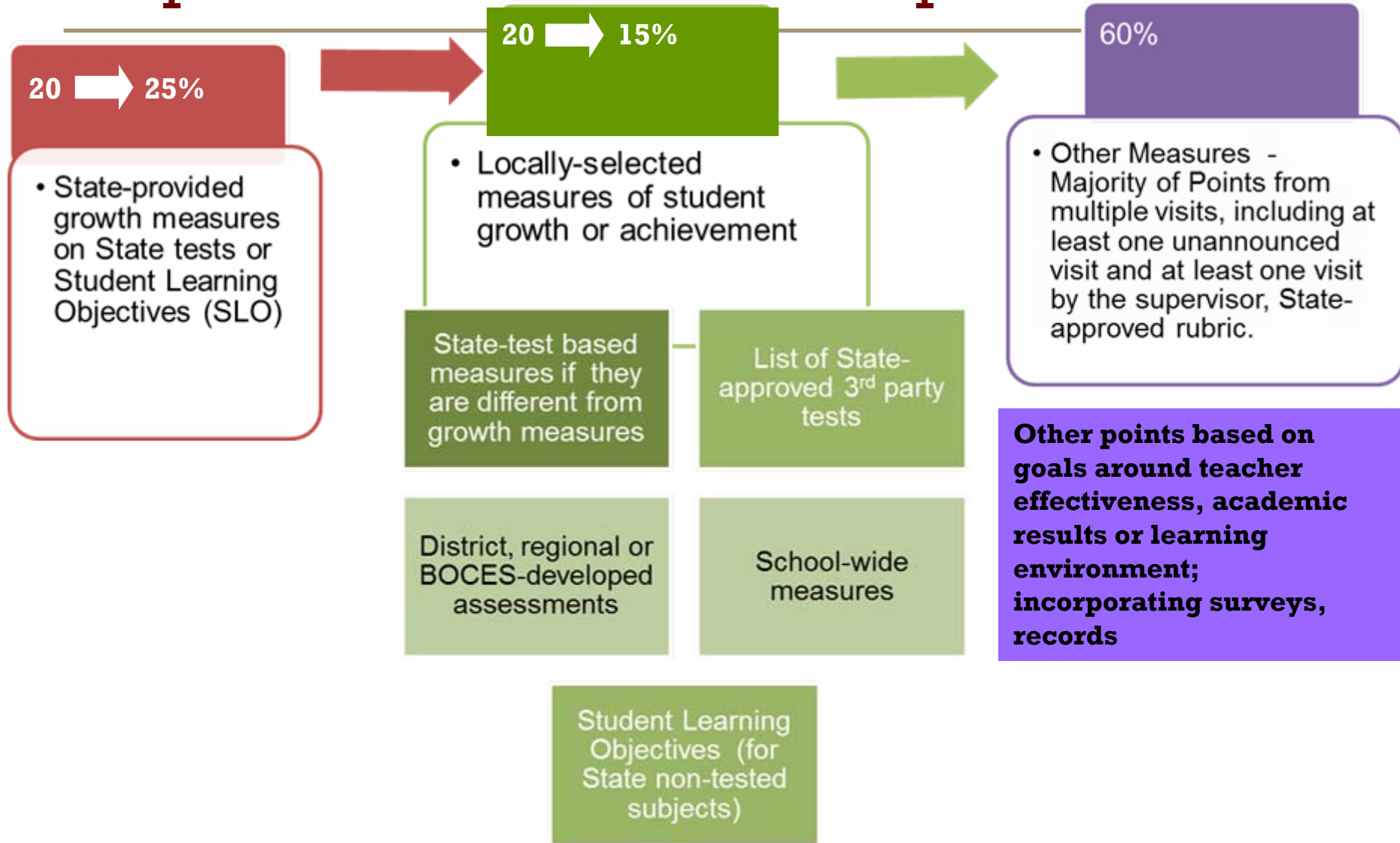


Frameworks for managing human capital in schools: see for example: Rachel E. Curtis, Teaching Talent: A visionary Framework for Human Capital in Education, Harvard Education Press, Chapter 9; Herbert Heneman and Anthony Milanowski, Assessing Human Resource Alignment: The Foundation for Building Total Teacher Quality Improvement.

Components of the New Teachers APPR



Components of the New Principals APPR

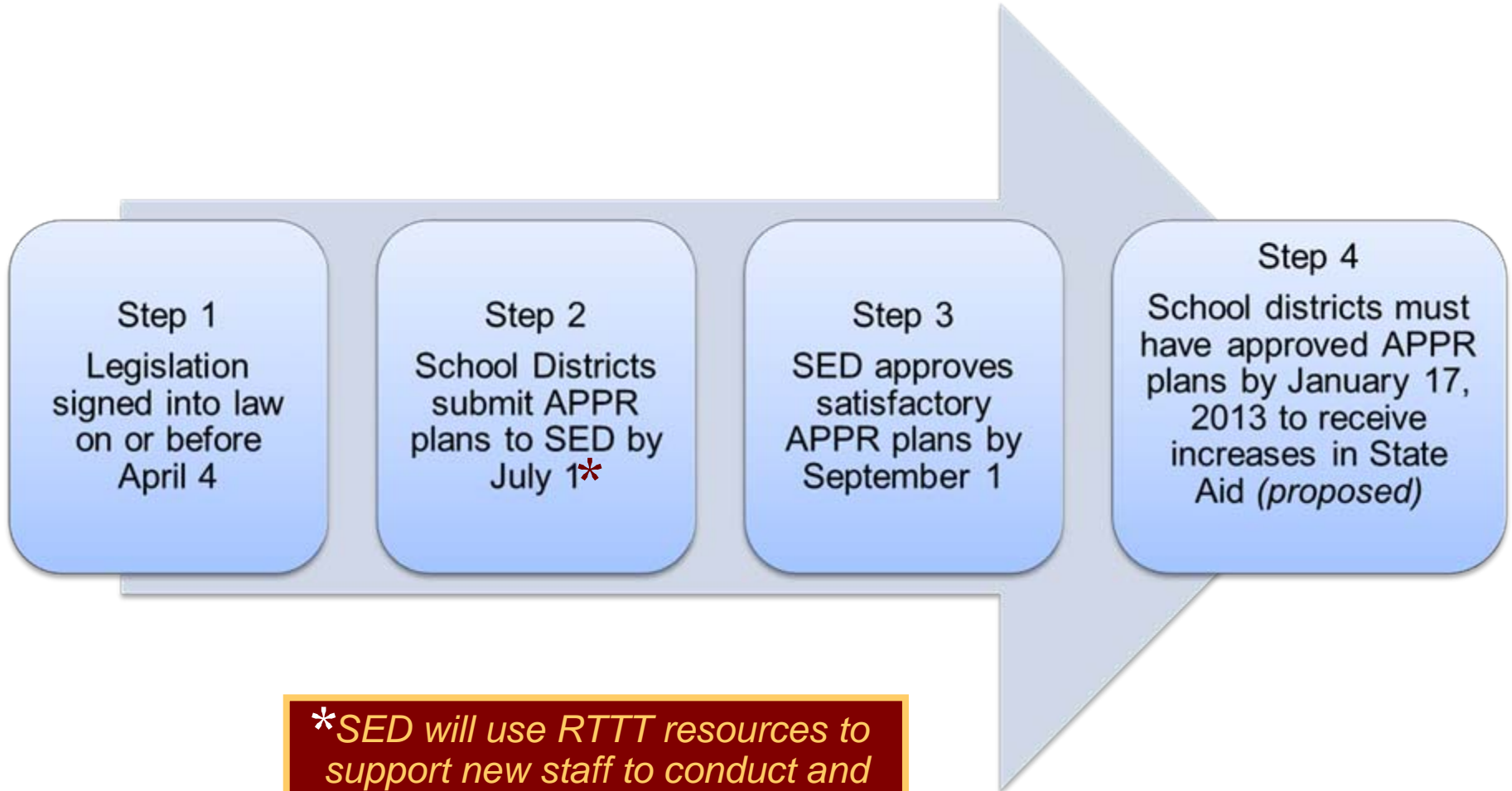


Additional APPR Highlights



- Major substantive changes in the March 2012 legislation
- Scoring bands established in legislation
- Ineffective on growth and local leads to ineffective overall
- Timely and expeditious appeals provision
- APPRs, in prescribed form, must be approved by Commissioner for rigorous adherence to law and regulation

What is the Process for the Statute and the Regulations?



**SED will use RTTT resources to support new staff to conduct and complete the review process.*