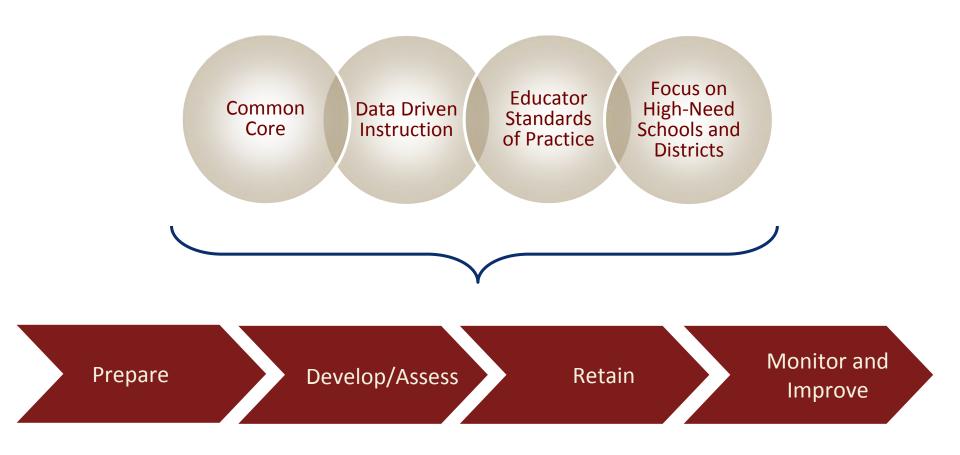


## Annual Professional Performance Reviews

Update on Implementation March 20, 2012

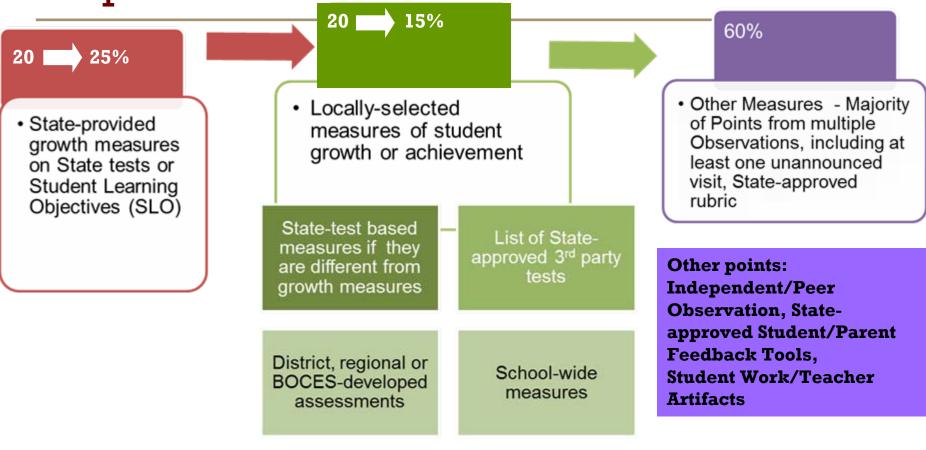


## **Great Teachers and Leaders**

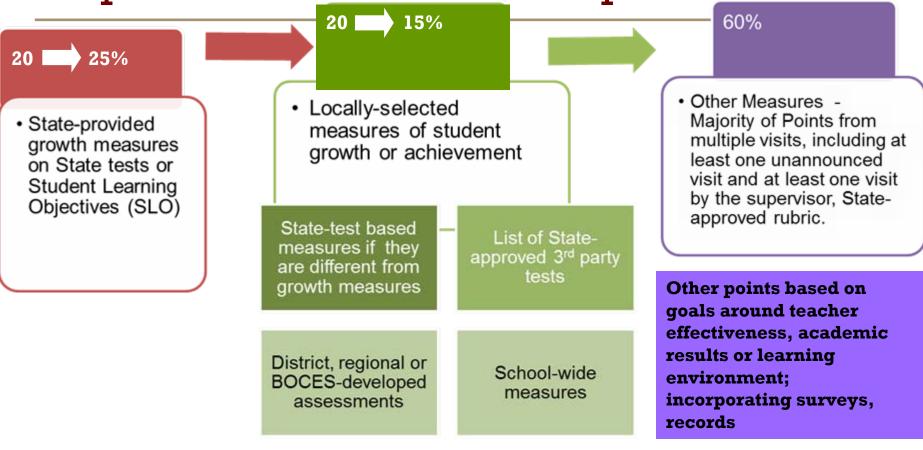


Frameworks for managing human capital in schools: see for example: Rachel E. Curtis, Teaching Talent: A visionary Framework for Human Capital in Education, Harvard Education Press, Chapter 9; Herbert Heneman and Anthony Milanowski, Assessing Human Resource Alignment: The Foundation for Building Total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

Components of the New Teachers APPR

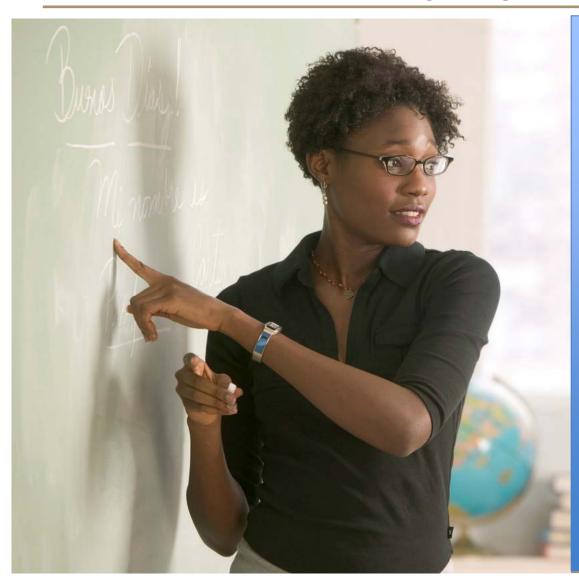


Student Learning Objectives (for State non-tested subjects) Components of the New Principals APPR



Student Learning Objectives (for State non-tested subjects)

## 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?

Step 1
Legislation
signed into law
on or before
April 4

Step 2
School Districts
submit APPR
plans to SED by
July 1\*

Step 3
SED approves
satisfactory
APPR plans by
September 1

Step 4
School districts must have approved APPR plans by January 17, 2013 to receive increases in State Aid (proposed)

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