

Legislative and political department 2015-2016 enacted state budget preliminary analysis (NYSUT provided) bulleted points for discussion

- Legislations passed will increase the weight of state standardized testing - at this point it is up to the Board of Regents to determine what percentage of the teachers APPR rating will be determined by the state tests.
- Teachers will be rated using a matrix approach with two components- student performance and teacher observations.
- If you receive an ineffective rating on the student performance component of the matrix you cannot receive an effective rating overall; the highest rating you can attain is developing.
- If the district and union choose an optional assessment (for non-state approved SLO) if you receive an ineffective rating on the optional assessment you cannot receive a rating of effective or developing; the highest rating you can attain is ineffective.
- Scoring bands and scoring ranges will be set by the commissioner, through regulation.
- For tested teachers the student performance component will be the use of a state growth score. For non-tested teachers the student performance will be the use of a student learning objective in line with a process set by the commissioner that yields a student growth score.
- For both tested and non tested teachers an optional second state provided growth score on a state created or administered test or a growth score based on a state designed supplemental assessment, calculated using a state provide or approved growth model may be used subject to collective bargaining. (this is discouraged by the potential ratings)
- Observations for the second component of the APPR rating will be conducted by both the school building principal and an outside observer. (An outside evaluator can be a trained evaluator from another building in district, another district or one without any affiliation with any district)
- Where practicable, a student cannot be taught by two ineffective teachers in a row.
- The legislation requires school districts to receive approval for a new APPR plan that complies with the new statute by November 15, 2015, in order to receive their scheduled aid increase or any increase in state aid thereafter.
- The Commissioner and Regents, will set scoring bands within the APPR components and targets for SLO's
- New teachers hired after July 1, 2015 will have a four year probationary period before earning tenure. These teachers must receive an effective rating for at least three of the four years. If a teacher is rated ineffective in their fourth year, they cannot receive tenure.
- It is now mandated that a school board bring 3020-a charges against teachers and principals who receive three consecutive ineffective ratings, with fraud or mistake the only defense available. There is also a "streamlined removal procedure" (3020-b) for teachers and principals who receive two consecutive ineffective ratings.
- Beginning in the 2016-2017 school year, all holders of a professional teaching certificate or Level 3 Teaching Assistance certificate will now be required to complete 100 hours of continuing education and leader education every five years. These certificate holders will also be required to register with SED every five years to prove they have met these requirements.

- All certificate holders will be required to register with SED every five years even though the new continuing Ed. Provisions only apply to holders of the professional teaching certificate or Level 3 Teaching Assistant certificate.
- Allowable activities which qualify for these 100 hours are determined by SED
- The current requirements of 175 professional development hours for holders of the Professional certificate and 75 hours for holders of the Level 3 Teaching Assistant certificate will be replaced by the new 100 hour requirement.