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MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: APPR's

We are working with the District to correct problems that have arisen in computing some teachers' composite scores.

Where problems have occurred as a result of the computer program or mistakes in how some administrators inputted data, the District is working to correct some of the problems.

The District has been providing teachers with updates as corrections occur.

Please refer to my September 4, 2013, [2012 - 2013 APPR Scores](#) email to teachers that is also posted on the BTF website.

We will, of course, be grieving the entire APPR process. The grievance will cover all teachers regardless of your rating. If, once scores are completed you still have an ineffective rating, you should file an "appeal" as indicated in September 4, 2013 communication from BTF.

While it doesn't help remove the stress and anger, in my conversations with a couple of union presidents, in other cities, indicate that similar or worse problems exist.

Indeed, as of yesterday, teachers in one city had still not received their scores and in another an extraordinary percentage of teachers had received an unjustified ineffective rating.

Be assured that, as you would expect, we will continue to challenge this absurd process alone if necessary.

TIPs:

Remember, you must agree to what is in a TIP and you should sign it if you agree with it.

You should obtain a signed hard copy that both you and the administrator agree to and keep it for your records.

We have been informed that some administrators are requiring a TIP even if there is no composite score. That is not true. Emails have gone to all administrators informing them that if there is no composite score, there is no TIP.

What follows is some additional suggestions we have formulated.

When developing a TIP consider the following:

§3012-c 4. of NY Education Law requires that a teacher who receives a final composite score resulting in a rating of “developing” or “ineffective” require the implementation of a Teacher Improvement Plan no later than ten school days after the opening of classes.

A TIP is to be “jointly” developed between teacher and principal.

You probably do not want to sign off on a TIP that you are not in agreement with.

A TIP should focus on the “perceived deficiencies” that are identified. What caused the low score and how would one improve that score?

- *If the low score is based on SLO and LMA ask for a breakdown of the calculation. Review your roster along with the pre and post test scores of the individual students. Review with how many students met the target. Without this information it may be difficult to know how one could articulate areas of improvement.*
- *Suggestions for improving SLO and LMA scores could be; district to properly calculate and input data, more SLO and LMA training, better correlated pre and post-tests; post-test may not test for what was taught, additional training on common core, training for data driven instruction or other use of data, etc.*
- *If the low score was due to LMA and SLO and the other measures (60%) was “effective” it is not logical to address any of the observable standards, III, IV, and V covered by the 60% in a TIP.*

A TIP should identify the Standards to be addressed, and there can be no more than 3 items identified on TIP.

*A TIP should identify strategies and recommendations for improvement and should specify the **resources and/or personnel** that are needed to accomplish. (Training, resources, time, other support.)*

A TIP should identify what evidence will show that strategies and recommendations have been implemented.

There should be a defined timeline for review and dates set for completion. These dates should be no less than 15 days from the date of implementation.

Also be reminded that you have a right to use Union representation for the development or finalization of a TIP. In many buildings, teachers are using delegate chairs or building reps.

Other APPR advice:

Teachers who receive their Composite Score after September 1 should save the envelope that it was delivered in. Scores were due no later than September 1.

Teachers who receive adjusted scores after September 1 should save evidence indicating the date the updated scores are received, whether it is received by mail, email, or PGS. For example, if you received a CES in the mail on Saturday August 31 but it had Zero's for the SLO and/or LMA and you later receive an adjusted score with those categories filled in, keep a record of the date the new score is received.

Although the BTF is gathering the information you are sending us, you should still go through the processes directed by the district to report errors, problems and questions - meaning please read your emails from the district on the subject of APPR. (Much of the communication is from Dawn DiNatale at this time.)

PR:su