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September 4, 2013

MEMO TO: All Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: 2012-2013 APPR Scores

The insulting absurdities continue.

We have been informed that some teachers are receiving absurd and incorrect APPR scores, i.e. teachers who received 60 out of 60 on their other measure of teacher effectiveness (observation and artifacts) section received an ineffective APPR score! Some teachers received a zero on the SLO and/or LMA portion, etc.

We will be filing a Federation Grievance to have these APPRs thrown out; however, while we are grieving the process and scores, teachers should do the following:

- **Make hard copies of the breakdown of your scores and other information (available on PGS*) for your records and our use if necessary:**
 - **Overall composite effectiveness score (CES)**
 - **60% measure of effectiveness including both Artifacts, announced observations and unannounced observations**
 - **20% SLO**
 - **20% LMA**
 - **Student Roster**
 - **Pre and Post assessments – from Dashboard**

Also, print and save all communication with District administration about the APPR process: your SLOs, LMAs, Artifacts, Observations.

In order for the BTF to pursue an appeal on your behalf, we will need the information to document the calculation errors.

- If you received an “ineffective” rating, regardless of whether you believe there is a error, you should contact your Labor Relations Specialist at BTF so that an appeal can be filed on your behalf. We have only 60 days from the receipt of your score. So please notify us and complete the attached form and email it to Sierra at sumhauer@btfny.org or print the form and return by US mail or fax to the BTF (881-6678).
- If you are advised by your principal or other administrator that you must complete a Teacher Improvement Plan (T.I.P), you should do so. Please seek assistance from the BTF before finalizing it. (Email sumhauer@btfny.org)

Remember: A T.I.P is to be jointly developed by the teacher and the principal and therefore you must be in agreement with its contents.

- If you received a zero (0) for any part of the APPR, please forward your scores to BTF.
- If any adverse actions are taken against you as a result of your APPR, e.g. denial of transfer, denial of position, etc. contact BTF with the particulars by emailing sumhauer@btfny.org.

We will keep in contact with you as we proceed to battle this mess.

* Here are the directions for teachers to view their scores on PGS:

Teacher APPR tab

Select **Edit** on **Measures of Effectiveness 2012-2013**

Under **Actions** for Composite Score, select **Manage**

The scores will display

PR:su

[APPR Appeals Process](#)

[APPR Appeal Form](#)