



Measuring Teacher/Principal Performance Quality

Repeal the APPR provision from Education Law

In Monroe County, the test refusal rate for state assessments this past year was 30%. While this represented a decrease from 2016, it still represents the continued concern brought forward by parents that state tests are not a reliable measure of either student achievement or of teacher quality. We believe that test refusals will continue unless state test scores are uncoupled from the current teacher evaluation matrix.

MCSBA understands that school districts should be held accountable for hiring and retaining high quality professionals who can prove that they are improving student achievement;

- MCSBA believes that SED is the responsible authority to work with experts in the field to determine the multiple measures needed to accurately inform teacher/principal effectiveness;
- MCSBA believes that the current APPR method is flawed and as stated by the American Statistical Association* without valid statistical reliability to measure accurately the performance quality of teachers or principals;
- MCSBA believes that unless APPR is removed from education law, confidence in the evaluation system will further erode and schools will continue to deal with testing refusals that compromise the integrity of the information schools need to make instructional decisions.

To that end, it is imperative that schools regain their local control to measure, evaluate and assess student achievement and the quality of the teachers and principals in a manner that is valid, reliable and pedagogically sound.

- School districts have successfully used multiple measurements; including state tests, local tests, qualitative assessments, observations, and other effective evaluation methods to determine and advance the performance of teachers and principals;
- School districts know that variables including socioeconomic, social, emotional and other environmental impacts need to be factored in and supported within each school community;
- School districts have shown that while the current APPR provision negatively affects all students, those with IEPs, 504 Plans or are English Language Learners are disproportionately affected.
- School districts have dealt with multiple revisions of the APPR law and have spent an inordinate amount of time, resources and taxpayer money trying to comply.

The APPR moratorium will expire in 2019 and with it will come new recommendations from the State Education Department. The law, however, can be left as it is, modified or repealed.

Therefore, MCSBA is asking that the legislature repeal the APPR component from education law. School districts need to be able to use the new provisions of the 3020-a law and the tenure requirement unfettered to make locally sound determinations for hiring, removing and granting tenure to the most effective teachers and principals.

* http://www.amstat.org/policy/pdfs/asa_vam_statement.pdf