

# NYS Evaluation of Arts Teachers: APPR and SLOs

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You are probably aware of the new teacher and principal evaluation system in New York State. The Annual Professional Performance Review (APPR) -- mandated under the terms of NYS Education Law 3012-C -- has already taken affect for ELA and Math teachers (grades 4 – 8). All other teachers will receive their APPR assessment during the 2012-13 school year upon the expiration of local school district contracts.

The terms of the new APPR calls for teacher and principal ratings of **Highly Effective, Effective, Developing or Ineffective** based on a formula that combines state and local student test scores with more traditional classroom evaluation criteria.

Many arts educators have been concerned with the possibility of the APPR system forcing creation of standardized paper and pencil tests to assess both student and teacher work in music, art, theatre and dance courses. While written tests remain a school district option, the **Student Learning Objective (SLO)** selection will allow for authentic performance assessment in the arts and other classes.

**A Student Learning Objective (SLO)** is an academic goal set at the beginning of the school year for a teacher's students. The teacher collaboratively sets one or more goals with his or her Principal and/or other administrators. The SLO represents important, rigorous work based on state, national or common core standards with focus on local district goals. It must include the following elements: content, interval of time, evidence of learning, baseline, scoring rubric (HEDI) and rationale.

The NYS Education Department has determined that arts teachers can utilize SLOs to satisfy the **20% State Assessment component**. Further, SLOs can also be incorporated in meeting the **20% Locally Selected Measures** criterion if these objectives do not merely duplicate the state component work. In other words, a teacher can employ different SLOs, offer assessment to different students or shift the focus for this second evaluation piece. The final **60% Other Measures** component will be predominantly based on classroom evaluations.

For more information, be sure to visit [NYSED.org](http://NYSED.org) to review the informative APPR and SLO guidance documents. The new APPR system will surely take time to develop on both the state and school district levels with training and additional information to follow soon. In the meantime, educators are encouraged to stay informed and to remain patient and calm through the natural stresses of the implementation of the new evaluation system.

