



APPR LOCAL MEASURES frequently asked questions

Where can I see the entire APPR for Lawrence?

The approved APPR is on the district website under important documents. Scroll down to the last document and you will find the APPR.

What is a rubric review meeting?

In compliance with the APPR, teachers and leaders are required to receive 60 percent of their ratings based on state approved rubrics. This is called the local measure; in Lawrence we use the Marshall Rubric.

Does the rubric review count for all 60 percent of my APPR?

36% will come from 2 unannounced observations (non tenured teachers, 4 announced with pre observations) that capture the elements of classroom management and delivery of instruction. 24% of the local measure comes from the remaining 4 areas of the rubric. The rubric review meetings help leaders and teachers to review these elements and determine focuses for the year.

Can I set individual goals?

The district has focus initiatives that will be highlighted to you during your meeting. They are assessment, differentiation, criteria and the domain of family and community involvement. At the HS and MS level, your building instructional leaders (IL) will highlight building focuses. Additionally, you are encouraged to review the rubric prior to the meeting to discuss elements you are interested in pursuing continued growth. Instructional leaders will also highlight elements that they note as focus areas for individuals.

Can I have an announced observation with a pre-conference if I am tenured?

Yes, Teachers or IL may opt for this choice at any time. Additionally, an IL may come into your classroom to observe beyond the 2 documented unannounced observations.

What are the district areas of focus?

Domain A, differentiation and assessment Domain D-criteria Domain E- communication, outreach, respect, expectations

What does it mean if my rubric review comment section asks me to come to an additional meeting?

This indicates that the amount of focus areas require monthly follow up, as such you will come with your union representative to the next meeting to receive support in developing or ineffective elements.

How many elements of focus will a teacher have?

There is no particular number

Can focus for a teacher be changed during the year?

Yes. If it is determined that practices are not in the best interest of children

How do I see my rubric review?

Your initial rubric review will be sent to you, through MY Learning Plan. The system is under the OASYS link Sign on to MLP through normal procedures. You will be asked to acknowledge the review, acknowledgement does not indicate agreement, just that you have seen it. You may also add comments.

What if I don't know my password to My Learning Plan?

You can email Carolyn Dowling and she will help.



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What is an artifact?

It is something that supports your effectiveness within an element. It doesn't get a rating on the HEDI scale, but serves as evidence to support the rating given.

What types of archives do we collect?

Power points, websites, lesson plans, communication logs, pictures, videos etc. These can be uploaded into the OASYS site at any point during the year by yourself or an IL.

Does the administration want teachers to come to meeting with area they want to focus on?

The best meeting is that teacher and instructional leader have reflected on the rubric and they agree on what needs to be worked on by the teacher. This is the best process.

How many artifacts do I need to collect?

For domain A, D, E, F - 4 artifacts for each domain. Two of the four must reflect checked elements from the rubric review and the last two will be of the teacher's choice.

How do I upload artifacts?

We will receive training on this at SDD in November 2013.

From the APPR Committee
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