

THE UPDATE | LIVE: APPR – What You Need to Know & Do Now

JULY 15, 2025

- I. Review of changes in law and regulation regarding APPR
 - a. 3012-d for 2025-26 to 2031-32 – principals only; standards and rubrics
 - b. 3012-e for 2024-25 and beyond – teachers and principals
 - c. Elimination of required implications for tenure decisions and disciplinary proceedings under either 3012-d or 3012-e; 2024 and beyond
- II. Changing to a PSEL approved rubric beginning 2025-26; required. The NYS adapted PSEL standards with performance indicators are at:
<https://www.nysed.gov/sites/default/files/indicators-of-excellent-leadership-fillable.pdf>
 - a. Newer version of the same rubric currently used: No material change or Material change depending on the rubric.
 - b. A different rubric than what is currently used: is a material change requiring submission to SED for approval.
- III. Status of existing approved principal rubrics
 - a. Approved for 3012-d/PSEL as of 7/11/2025 and change status:
 - i. MPPR 2020 – minimal changes in 2020 edition from previous version (or none); no material changes to a district approved plan; no submission to SED required.
 - ii. Marshall 2024 – minimal changes to earlier version but not significant according to SED; no material changes to a district approved plan; no submission to SED required. However, caution advised regarding some of the changes.
 - iii. Marzano 2017 – significant changes; material change submission to SED is required.
 - iv. McRel 2024 – minor insignificant changes according to SED; no material changes to a district plan; no submission to SED required.
 - v. Thoughtful Classroom 2013 – minor insignificant changes according to SED; no material changes to a district plan; no submission to SED required.
 - b. Not yet approved for 3012-d/PSEL application:

- i. Reeves, Vanderbilt, and NY LoTi
- ii. What to do if you are using one of these?
 - 1. Wait and check SED website later (not too long, though – difficult to switch once the evaluation process has started)
 - 2. Choose another approved rubric, submit for a material change to the approved district plan, and begin preparing for implementation, including training and clarification of language as needed.

IV. Collective bargaining implications:

- a. Agreement between the district and bargaining unit is required; neither party can unilaterally decide (unless there is no bargaining unit); it should be memorialized in an MOA with a specific period of application.
 - i. Specific rubric (name, edition/year)
 - ii. Any training required for evaluators and principals being evaluated.
 - iii. Definitions of new criteria or terms in the new rubric (e.g., Marshall has added language regarding diversity and cultural competence and sensitivity with no clear definitions of the definition of terms and related expectations)
 - iv. May be an opportunity for other changes to your APPR agreement, if you have one, if both parties agree
- b. If you have an APPR agreement as required:
 - 1. A separate MOA as recommended.
 - 2. Part of your full CBA – only this topic is opened for negotiation unless both parties agree to open other provisions (Be careful!)
 - 3. Implications of an agreement that specifically mentions ISLLC standards that has not expired.
- c. No formal agreement; you just signed off on the APPR portal submission:
 - i. This might be a good time to develop a full APPR agreement, at least reflecting practice, with a specific period of application.
 - 1. More work, but good practice providing more clarity and enforceability.
 - 2. Having nothing but portal submission and sign-off gives little protection or regular opportunity to initiate change and is not consistent with requirements of 3012-d law and regulation.

V. Planning for conversion to 3012-e:

- a. It must be in place no later than 6/30/2032; it could have been implemented beginning 2024-25.
- b. May be implemented mid-year (approval by March at the latest) but not recommended by SAANYs. Best to plan for implementation on July 1st of a future year.
- c. Where bargaining units exist, all aspects must be collectively bargained with the respective units separately. Plans may be submitted simultaneously for both units or separately if on different schedules. Sign-off is only for your unit.
 - i. We recommend a separate MOA referencing the CBA.
 - ii. Districts may not make unilateral decisions.
 - iii. Be well prepared.
- d. More complex than expected. Review SED documents at <https://www.nysed.gov/educator-quality/nys-steps> , especially:
 - i. STEP Plan Form
 - ii. Professional Standards for Educational Leaders (NYS Version) with Indicators in Actionable Language
- e. Many decisions to be made; will need extensive bargaining unit discussion and planning to prepare and extensive negotiations.
- f. Student achievement component is not required; still possible if desired but that would not be consistent with the intent of the changes in law.
- g. No rubric required, but possible – only from list approved for PSEL. It seems possible to just use the standards themselves with a rating scale.
- h. Start your work on this at least one year in advance of planned implementation, maybe earlier.