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The whole testing and APPR system need to be reworked. The current evaluation system should be replaced with a system developed by a panel of experts in the areas of teaching and learning, curriculum development, and psychometrics, and seasoned practitioners like teachers, principals and superintendents to create a meaningful system. This system should use a number of different assessments over multiple years to evaluate the effectiveness of teachers, not simply standardized test scores and a scant number of observations.