**THE STATE EDUCATION DEPARTMENT** / THE UNIVERSITY OF THE STATE OF NEW YORK

Commissioner of Education
President of the University of the State of New York
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February 14, 2013

**Revised**

Lorenzo Licopoli, Superintendent
Arlington Central School District
144 Todd Hill Rd.
LaGrangeville, NY 12540

Dear Superintendent Licopoli:

Congratulations. I am pleased to inform you that your Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved for the 2012-2013 school year. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR. If any material changes are made to your approved APPR plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

Please be advised that, pursuant to Education Law §3012-c, the Department will be analyzing data supplied by districts, BOCES, and/or schools and may order a corrective action plan if there are unacceptably low correlation results between the student growth subcomponent and any other measures of teacher and principal effectiveness and/or if the teacher or principal scores or ratings show little differentiation across educators and/or the lack of differentiation is not justified by equivalently consistent student achievement results.

The New York State Education Department and I look forward to continuing our work together, with the goal of ensuring that every school has world-class educators in the classroom, every teacher has a world-class principal to support his or her professional growth, and every student achieves college and career readiness.

Thank you again for your hard work.

Sincerely,

John B. King, Jr.
Commissioner

Attachment

c: John C. Pennoyer

NOTES: If your district/BOCES has provided for value-added measures (15 points vs. 20 points scale and categorization of your district/BOCES's grade configurations) in your APPR and no value-added measures are approved by the Board of Regents for a grade/subject and/or grade configuration for the 2012-13 school year, your district/BOCES will be required to revise and resubmit its APPR accordingly. Conversely, if your district/BOCES has not provided for value-added measures in your district/BOCES's APPR submission and value-added measures are approved for the 2012-13 school year, your district/BOCES will be required to revise and resubmit its APPR accordingly.

Only documents that are incorporated by reference in your APPR have been reviewed and are considered as part of your APPR; therefore, any supplemental documents such as memorandums of agreement or understanding that were uploaded with your APPR but are not incorporated by reference in your APPR have not been reviewed. However, the Department reserves the right to review the uploaded attachments at any time for consistency with your APPR form and/or to ensure compliance with applicable laws and regulations; and as a result of such review, the Department may reject your APPR plan and/or require corrective action.

# Annual Professional Performance Reviews: 2012-13

Created Tuesday, July 24, 2012
Updated Saturday, February 02, 2013

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## 1

## Disclaimers

The Department will review the contents of each school district's or BOCES' APPR plan as submitted using this online form, including required attachments, to determine if the plan rigorously complies with Education Law section 3012-c and subpart 30-2 of the Rules of the Board of Regents. Department approval does not imply endorsement of specific educational approaches in a district's or BOCES' plan.

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department reserves the right to request further information from the school district or BOCES, as necessary, as part of its review.

If the Department reasonably believes through investigation or otherwise that statements made in this APPR plan are not true or accurate, it reserves the right to reject this plan at any time and/or to request additional information to determine the truth and/or accuracy of such statements.

## 1. SCHOOL DISTRICT INFORMATION

## 1.1) School District's BEDS Number :

If this is not your BEDS Number, please enter the correct one below

*131601060000*

## 1.2) School District Name:

If this is not your school district, please enter the correct one below

*ARLINGTON CSD*

## 1.3) School Improvement Grant (SIG) Districts Only

SIG districts only: Indicate whether this APPR plan is for SIG schools only or for the entire district. Other districts and BOCES, please skip this question.

*(No response)*

## 1.4) Award Classification

Please check if the district has applied for and/or has been awarded any of the following (if applicable):

*(No response)*

## 1.5) Assurances

Please check all of the boxes below:

| | |
|---|---|
| 1.5) Assurances \| Assure that the content of this form represents the district/BOCES' entire APPR plan and that the APPR plan is in compliance with Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents | Checked |
| 1.5) Assurances \| Assure that this APPR plan will be posted on the district or BOCES website by September 10, or within 10 days after approval, whichever is later | Checked |
| 1.5) Assurances \| Assure that it is understood that this district/BOCES' APPR plan will be posted in its entirety on the NYSED website following approval | Checked |

## 1.6) Is this a first-time submission, a re-submission, or a submission of material changes to an approved APPR plan?

*Submission of material changes to an approved APPR plan*

## 1.7) Is this submission for an annual or multi-year plan?

*If the plan is multi-year, please write the years that are included.*

*Annual (2012-13)*

# 2. Growth on State Assessments or Comparable Measures (Teachers)

Created Tuesday, July 24, 2012
Updated Saturday, February 02, 2013

## Page 1

## STATE-PROVIDED MEASURES OF STUDENT GROWTH

## (25 points with an approved value-added measure)

For teachers in grades 4 - 8 Common Branch, ELA, and Math, NYSED will provide a value-added growth score. That score will incorporate students' academic history compared to similarly academically achieving students and will use special considerations for students with disabilities, English language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents. NYSED will also provide a HEDI subcomponent rating category and score from 0 to 25 points.

While most teachers of 4-8 Common Branch, ELA and Math will have state-provided measures, some may teach other courses in addition where there is no state-provided measure. Teachers with 50 – 100% of students covered by State-provided growth measures will receive a growth score from the State for the full Growth subcomponent score of their evaluation. Teachers with 0 – 49% of students covered by State-provided growth measures must have SLOs for the Growth subcomponent of their evaluation and one SLO must use the State-provided measure if applicable for any courses. (See guidance for more detail on teachers with State-provided measures AND SLOs.)

Please note that if the Board of Regents does not approve a value-added measure for these grades/subjects for 2012-13, the State-provided growth measure will be used for 20 points in this subcomponent. NYSED will provide a HEDI subcomponent rating category and score from 0 to 20 points.

## 2.1) Assurances

Please check the boxes below:

| | |
|---|---|
| 2.1) Assurances \| Assure that the value-added growth score provided by NYSED will be used, where applicable. | Checked |
| 2.1) Assurances \| Assure that the State-provided growth measure will be used if a value-added measure has not been approved for 2012-13. | Checked |

## STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

Student Learning Objectives will be the other comparable growth measures for teachers in the following grades and subjects. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.)

**For core subjects: grades 6-8 Science and Social Studies, high school English Language Arts, Math, Science, and Social Studies courses associated in 2010-11 with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO:**

State assessments (or Regents or Regent equivalents), *required if one exists*

*If no State assessment or Regents exam exists:*

District-determined assessments from list of State-approved 3rd party assessments; or

District, regional or BOCES-developed assessments provided that it is rigorous and comparable across classrooms

**For other grades/subjects: district-determined assessments from options below may be used as evidence of student learning within the SLO:**

State assessments, *required if one exists*

List of State-approved 3rd party assessments

District, regional, or BOCES-developed assessments provided that it is rigorous and comparable across classrooms

School- or BOCES-wide, group or team results based on State assessments
**Please note:** If your district or BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.2 through 2.9, choose "Not applicable" from the drop-down box and type N/A in the assessment box. This would be appropriate if, for example, common branch teachers also teach 6th grade science and/or social studies and therefore would have State-provided growth measures, not SLOs; the district or BOCES does not have certain grades; the district does not offer a specific subject; etc.

Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment. For example, a regionally-developed 7th grade Social Studies assessment would be written as follows: [INSERT SPECIFIC NAME OF REGION]-developed 7th grade Social Studies assessment.

## 2.2) Grades K-3 ELA

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. State assessments must be used where applicable.

| | ELA | Assessment |
|---|---|---|
| K | District, regional, or BOCES-developed assessment | ACSD developed Assessment K, ELA |
| 1 | District, regional, or BOCES-developed assessment | ACSD developed Assessment Grade 1, ELA |
| 2 | District, regional, or BOCES-developed assessment | ACSD developed Assessment Grade 2, ELA |

| | ELA | Assessment |
|---|---|---|
| 3 | State assessment | 3rd Grade State Assessment |

For K-3 ELA: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 0-61% of students met the district growth target. |

## 2.3) Grades K-3 Math

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. State assessments must be used where applicable.

| | Math | Assessment |
|---|---|---|
| K | District, regional, or BOCES-developed assessment | ASCD developed Assessment K- Mathematics |
| 1 | District, regional, or BOCES-developed assessment | ASCD developed Assessment Grade 1-Mathematics |
| 2 | District, regional, or BOCES-developed assessment | ASCD developed Assessment Grade 2-Mathematics |

| | Math | Assessment |
|---|---|---|
| 3 | State assessment | 3rd Grade State Assessment |

For Grades K-3 Math: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | 68-80% of students met district growth target. |

| | |
|---|---|
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 0-61% of students met the district growth target. |

## 2.4) Grades 6-8 Science

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. State assessments must be used where available.

| | Science | Assessment |
|---|---|---|
| 6 | District, regional or BOCES-developed assessment | ASCD developed Assessment Grade 6- Science |
| 7 | District, regional or BOCES-developed assessment | ASCD developed Assessment Grade 7- Science |

| | Science | Assessment |
|---|---|---|
| 8 | State assessment | 8th Grade State Science Assessment |

For Grades 6-8 Science: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 0-61% of students met the district growth target. |

## 2.5) Grades 6-8 Social Studies

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. State assessments must be used where available.

| | Social Studies | Assessment |
|---|---|---|
| 6 | District, regional or BOCES-developed assessment | ASCD developed Assessment Grade 6- Social Studies |

| | | |
|---|---|---|
| 7 | District, regional or BOCES-developed assessment | ASCD developed Assessment Grade 7- Social Studies Assessment |
| 8 | District, regional or BOCES-developed assessment | ASCD developed Assessment Grade 8-Social Studies |

For Grades 6-8 Social Studies: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet District goals for similar students. | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below District goals for similar students. | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0-61% of students met the district growth target. |

## 2.6) High School Social Studies Regents Courses

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. Regents assessments must be used where available.

Note: Additional high school social studies courses may be listed below in the "All Other Courses" section of this form.

| | | Assessment |
|---|---|---|
| Global 1 | District, regional, or BOCES-developed assessment | ACSD developed Grade 9 Global 1 Assessment |

| | Social Studies Regents Courses | Assessment |
|---|---|---|
| Global 2 | Regents assessment | Regents assessment |
| American History | Regents assessment | Regents assessment |

For High School Social Studies Regents Courses: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be |

| | |
|---|---|
| | counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet District goals for similar students. | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below District goals for similar students. | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0-61% of students met the district growth target. |

## 2.7) High School Science Regents Courses

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. Regents assessments must be used where available.

Note: Additional high school science courses may be listed below in the "All Other Courses" section of this form.

| | Science Regents Courses | Assessment |
|---|---|---|
| Living Environment | Regents Assessment | Regents assessment |
| Earth Science | Regents Assessment | Regents assessment |
| Chemistry | Regents Assessment | Regents assessment |
| Physics | Regents Assessment | Regents assessment |

For High School Science Regents Courses: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet District goals for similar students. | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below District goals for similar students. | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0-61% of students met the district growth target. |

## 2.8) High School Math Regents Courses

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. Regents assessment must be used where available.

Note: Additional high school math courses may be listed below in the "All Other Courses" section of this form.

| | Math Regents Courses | Assessment |
|---|---|---|
| Algebra 1 | Regents assessment | Regents assessment |
| Geometry | Regents assessment | Regents assessment |
| Algebra 2 | Regents assessment | Regents assessment |

For High School Math Regents Courses: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet District goals for similar students. | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below District goals for similar students. | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0-61% of students met the district growth target. |

## 2.9) High School English Language Arts

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. Regents assessment must be used where available. Be sure to select the English Regents assessment in at least one grade in Task 2.9 (9, 10, and/or 11).

Note: Additional high school English courses may be listed below in the "All Other Courses" section of this form.

| | High School English Courses | Assessment |
|---|---|---|
| Grade 9 ELA | District, regional or BOCES-developed assessment | ASCD developed Grade 9 ELA Assessment |
| Grade 10 ELA | District, regional or BOCES-developed assessment | ASCD developed Grade 10 ELA Assessment |
| Grade 11 ELA | Regents assessment | NYS English Regents |

For High School English Language Arts: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet District goals for similar students. | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below District goals for similar students. | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0-61% of students met the district growth target. |

## 2.10) All Other Courses

Fill in, as applicable, for all other teachers in additional grades/subjects that have Student Learning Objectives. If you need additional space, duplicate this form and upload (below) as an attachment to your APPR plan. You may combine into one line any groups of teachers for whom the answers in the boxes are the same including, for example, "all other teachers not named above" .

| Course(s) or Subject(s) | Option | Assessment |
|---|---|---|
| 1-5 Art | District, Regional or BOCES-developed | Dutchess County BOCES-developed Grades 1-5 Art Assessments |
| 6-7 Art | District, Regional or BOCES-developed | Dutchess County BOCES-developed Grades 6-7 Art Assessment |
| 9-12 Art | District, Regional or BOCES-developed | Dutchess County BOCES-developed Grades 9-12 Art Assessment |
| K-5 Library | District, Regional or BOCES-developed | ACSD-developed Grades K-5 ELA Assessment |
| 6-8 Library | School/BOCES-wide/group/team results based on State | NYS Grades 6-8 ELA Assessment |
| 9-12 Library | School/BOCES-wide/group/team results based on State | NYS English Regents |
| 1-5 Music | District, Regional or BOCES-developed | ACSD-developed Grades 1-5 Music Assessment |
| 6-8 Music | District, Regional or BOCES-developed | ACSD-developed Grades 6-8 Music Assessment |
| 9-12 Music | District, Regional or BOCES-developed | ACSD-developed Grades 9-12 Music Assessment |
| 1-5 PE | District, Regional or BOCES-developed | Dutchess County BOCES-developed Grades 1-5 PE Assessment |
| 6-8 PE | District, Regional or BOCES-developed | ACSD-developed Grades 6-8 PE Assessment |
| 9-12 PE | District, Regional or BOCES-developed | ACSD-developed Grades 9-12 PE Assessment |
| K-5 ESL | State Assessment | NYSESLAT |
| 6-8 ESL | State Assessment | NYSESLAT |
| 9-12 ESL | State Assessment | NYSESLAT |

| | | |
|---|---|---|
| 3-5 AIS | State Assessment | NYS Grades 3-5 ELA and Mathematics Assessments |
| 6-8 AIS | State Assessment | NYS Grades 6-8 ELA and Mathematics Assessments |
| 9-12 AIS | State Assessment | NYS English Regents |
| 6-7 HACS | District, Regional or BOCES-developed | ACSD-developed Grades 6-7 HACS Assessment |
| 6 Computers | District, Regional or BOCES-developed | ACSD-developed Grade 6 Computers Assessment |

For all other courses, as applicable: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district-determined expected level of growth ( see Table 1). The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet District goals for similar students. | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below District goals for similar students. | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0-61% of students met the district growth target. |

If you need additional space, upload a copy of "Form 2.10: All Other Courses" as an attachment for review. Click here for a downloadable copy of Form 2.10. (MS Word)

*assets/survey-uploads/5364/155046-avH4IQNZMh/Form2_10_AllOtherCourses_3.doc*

## 2.11) HEDI Tables or Graphics

For questions 2.2 through 2.10 above, if you are using tables or other graphics to explain your general process for assigning HEDI categories, please combine all such tables or graphics into a single file, labeling each so it is clear which grades/subjects it applies to, and upload that file here.

*assets/survey-uploads/5364/155046-TXEtxx9bQW/APPR_tables(1-2)_revised_12-13_state-b.docx*

## 2.12) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in setting targets for Comparable Growth Measures, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

Note: The only allowable controls or adjustments for Comparable Growth Measures are those used in State Growth measures, which include: student prior academic history, students with disabilities, English language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents.

*(No response)*

## 2.13) Teachers with more than one growth measure

If educators have more than one state-provided growth or value-added measure, those measures will be combined into one HEDI rating and score for the growth subcomponent according to a formula determined by the Commissioner. (Examples: Common branch teacher with state-provided value-added measures for both ELA and Math in 4th grades; Middle school math teacher with both 7th and 8th grade math courses.)

If educators have more than one SLO for comparable growth (or a State-provided growth measure and an SLO for comparable growth), the measures will each earn a score from 0-20 points which Districts must weight proportionately based on the number of students in each SLO.

## 2.14) Assurances

Please check all of the boxes below:

| | |
|---|---|
| 2.14) Assurances \| Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures. | Checked |
| 2.14) Assurances \| Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws. | Checked |
| 2.14) Assurances \| Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded. | Checked |
| 2.14) Assurances \| Assure that procedures for ensuring data accuracy and integrity are being utilized. | Checked |
| 2.14) Assurances \| Assure that district will develop SLOs according to the rules established by SED (see: http://usny.nysed.gov/rttt/teachers-leaders/slo/home.html). | Checked |
| 2.14) Assurances \| Assure that past academic performance and/or baseline academic data of students will be taken into account when developing an SLO. | Checked |
| 2.14) Assurances \| Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators in ways that improve student learning and instruction. | Checked |
| 2.14) Assurances \| Assure that it is possible for an educator to earn each point, including 0, for SLOs in the Growth subcomponent scoring range. | Checked |
| 2.14) Assurances \| Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms. | Checked |

# 3. Local Measures (Teachers)

Created Tuesday, August 28, 2012
Updated Saturday, February 02, 2013

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## Page 1

### Locally Selected Measures of Student Achievement or Growth

"Comparable across classrooms" means that the same locally-selected measures of student achievement or growth must be used across all classrooms in the same grade/subject in the district or BOCES.

Please note: If your district or BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 3.1 through 3.11, choose "Not applicable" from the drop-down box and type N/A in the assessment box. This would be appropriate if, for example, the district does not have certain grades, the district does not offer a specific subject, etc.

Locally selected measures for common branch teachers: This form calls for locally selected measures in both ELA and math in grades typically served by common branch teachers. Districts may select local measures for common branch teachers that involve subjects other than ELA and math. Whatever local measure is selected for common branch teachers, please enter it under ELA and/or math and describe the assessment used, including the subject. Use N/A for other lines in that grade level that are served by common branch teachers. Describe the HEDI criteria for the measure in the same section where you identified the locally selected measure and assessment.

.Please note: Only one locally-selected measure is required for teachers in the same grade/subject across the district, but some districts may prefer to have more than one measure for all teachers within a grade/subject. Also note: Districts may use more than one locally-selected measure for **different** groups of teachers **within a grade/subject** if the district/BOCES verifies comparability based on Standards of Educational and Psychological Testing. This APPR form only provides space for one measure for teachers in the same grade/subject across the district. Therefore, if more than one locally-selected measure is used for all teachers in any grades or subject, districts must complete additional copies of this form and upload as attachments for review.

Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment. For example, a regionally-developed 7th grade Social Studies assessment would be written as follows: [INSERT SPECIFIC NAME OF REGION]-developed 7th grade Social Studies assessment.

### LOCALLY SELECTED MEASURES OF STUDENT ACHIEVEMENT FOR TEACHERS IN GRADES FOR WHICH THERE IS AN APPROVED VALUE-ADDED MEASURE (15 points)

**Growth or achievement measure(s) from these options.**

***One or more of the following types of local measures of student growth or achievement may be used for the evaluation of teachers.***

***The options in the drop-down menus below are abbreviated from the following list:***

Measures based on:

1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)

2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally

3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in subclause 1) or 2) of this clause

4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment

5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

6) A school-wide measure of either student growth or achievement based on either:

(i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or

(ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms.

## 3.1) Grades 4-8 ELA

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| 4 | 6(ii) School wide measure computed locally | ACSD-developed Grade 4 ELA and Math Assessment |
| 5 | 6(ii) School wide measure computed locally | ACSD-developed Grade 5 ELA and Math Assessment |

| | | |
|---|---|---|
| 6 | 6(ii) School wide measure computed locally | ACSD-developed Grade 6 ELA and Math Assessment |
| 7 | 6(ii) School wide measure computed locally | ACSD-developed Grade 7 ELA and Math Assessment |
| 8 | 6(ii) School wide measure computed locally | ACSD-developed Grade 8 ELA and Math Assessment |

For Grades 4-8 ELA: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth at each grade level will be counted and converted to a percent. The percent will be converted to HEDI. (see table 3) Teachers will receive a grade level composite score based on student growth on the ELA and Math assessments. The composite score for ELA and Math will be proportionally weighted and averaged. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 69-80% of students met the district growth target. |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 59-68% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-58% of students met the district growth target. |

## 3.2) Grades 4-8 Math

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| 4 | 6(ii) School wide measure computed locally | ACSD-developed Grade 4 Math and ELA Assessment |
| 5 | 6(ii) School wide measure computed locally | ACSD-developed Grade 5 Math and ELA Assessment |
| 6 | 6(ii) School wide measure computed locally | ACSD-developed Grade 6 Math and ELA Assessment |

| | | |
|---|---|---|
| 7 | 6(ii) School wide measure computed locally | ACSD-developed Grade 7 Math and ELA Assessment |
| 8 | 6(ii) School wide measure computed locally | ACSD-developed Grade 8 Math and ELA Assessment |

For Grades 4-8 Math: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth at each grade level will be counted and converted to a percent. The percent will be converted to HEDI. (see table 3) Teachers will receive a grade level composite score based on student growth on the ELA and Math assessments. The composite score for ELA and Math will be proportionally weighted and averaged. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 69-80% of students met the district growth target. |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 59-68% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-58% of students met the district growth target. |

## 3.3) HEDI Tables or Graphics

For questions 3.1 and 3.2 above, if you are using tables or other graphics to explain your general process for assigning HEDI categories, please combine all such tables or graphics into a single file, labeling each so it is clear which grades/subjects it applies to, and upload that file here.

*assets/survey-uploads/5139/169334-rhJdBgDruP/APPR_tables(1-3)_revised_12-13-statewithVA-b.docx*

## LOCALLY SELECTED MEASURES OF STUDENT ACHIEVEMENT FOR ALL OTHER TEACHERS (20 points)

**Growth or achievement measure(s) from these options.**

***One or more of the following types of local measures of student growth or achievement may be used for the evaluation of teachers.***

***The options in the drop-down menus below are abbreviated from the following list:***

Measures based on:

1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)

2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally

3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in 1) or 2), above

4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment

5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

6) A school-wide measure of either student growth or achievement based on either:

(i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or

(ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms

7) Student Learning Objectives (only allowable for teachers in grades/subjects without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

## 3.4) Grades K-3 ELA

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| K | 6(ii) School-wide measure computed locally | ACSD-developed K ELA and Math Assessment |
| 1 | 6(ii) School-wide measure computed locally | ACSD-developed Grade 1 ELA and Math Assessment |
| 2 | 6(ii) School-wide measure computed locally | ACSD-developed Grade 2 ELA and Math Assessment |
| 3 | 6(ii) School-wide measure computed locally | ACSD-developed Grade 3 ELA and Math Assessment |

For Grades K-3 ELA: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth at each grade level will be counted and converted to a percent. The percent will be converted to HEDI. (see table 3) Teachers will receive a grade level composite score based on student growth on the ELA and Math assessments. The composite score for ELA and Math will be proportionally weighted and averaged. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.5) Grades K-3 Math

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| K | 6(ii) School-wide measure computed locally | ACSD-developed K Math and ELA Assessment |
| 1 | 6(ii) School-wide measure computed locally | ACSD-developed Grade 1 Math and ELA Assessment |

| | | |
|---|---|---|
| 2 | 6(ii) School-wide measure computed locally | ACSD-developed Grade 2 Math and ELA Assessment |
| 3 | 6(ii) School-wide measure computed locally | ACSD-developed Grade 3 Math and ELA Assessment |

For Grades K-3 Math: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth at each grade level will be counted and converted to a percent. The percent will be converted to HEDI. (see table 3) Teachers will receive a grade level composite score based on student growth on the ELA and Math assessments. The composite score for ELA and Math will be proportionally weighted and averaged. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.6) Grades 6-8 Science

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| 6 | 6(ii) School wide measure computed locally | ACSD-developed Grade 6 Math and ELA Assessment |
| 7 | 6(ii) School wide measure computed locally | ACSD-developed Grade 7 Math and ELA Assessment |
| 8 | 6(ii) School wide measure computed locally | ACSD-developed Grade 8 Math and ELA Assessment |

For Grades 6-8 Science: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth at each grade level will be counted and converted to a percent. The percent will be converted to HEDI. (see table 3) Teachers will receive a grade level composite score based on student growth on the ELA and Math assessments. The composite score for ELA and Math will be proportionally weighted and averaged. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.7) Grades 6-8 Social Studies

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| 6 | 6(ii) School wide measure computed locally | ACSD-developed Grade 6 Math and ELA Assessment |
| 7 | 6(ii) School wide measure computed locally | ACSD-developed Grade 7 Math and ELA Assessment |
| 8 | 6(ii) School wide measure computed locally | ACSD-developed Grade 8 Math and ELA Assessment |

For Grades 6-8 Social Studies: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table |

| | |
|---|---|
| graphic at 3.13, below. | 1). The number of students demonstrating growth at each grade level will be counted and converted to a percent. The percent will be converted to HEDI. (see table 3) Teachers will receive a grade level composite score based on student growth on the ELA and Math assessments. The composite score for ELA and Math will be proportionally weighted and averaged. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.8) High School Social Studies

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

Note: Additional high school social studies courses may be listed below in the "All Other Courses" section of this form.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| Global 1 | 6(ii) School wide measure computed locally | NYS English Regents |
| Global 2 | 6(ii) School wide measure computed locally | NYS English Regents |
| American History | 6(ii) School wide measure computed locally | NYS English Regents |

For High School Social Studies: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth in the building will counted and converted to a percent. The percent will be converted to HEDI. (see table 2) Teachers will receive a building composite score based on student growth on the NYS English Regents. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or | 81-100% of students met the district growth target. |

| | |
|---|---|
| achievement for grade/subject. | |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.9) High School Science

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

Note: Additional high school science courses may be listed below in the "All Other Courses" section of this form.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| Living Environment | 6(ii) School wide measure computed locally | NYS English Regents |
| Earth Science | 6(ii) School wide measure computed locally | NYS English Regents |
| Chemistry | 6(ii) School wide measure computed locally | NYS English Regents |
| Physics | 6(ii) School wide measure computed locally | NYS English Regents |

For High School Science: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth in the building will counted and converted to a percent. The percent will be converted to HEDI. (see table 2) Teachers will receive a building composite score based on student growth on the NYS English Regents. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |

| | |
|---|---|
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.10) High School Math

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

Note: Additional high school math courses may be listed below in the "All Other Courses" section of this form.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| Algebra 1 | 6(ii) School wide measure computed locally | NYS English Regents |
| Geometry | 6(ii) School wide measure computed locally | NYS English Regents |
| Algebra 2 | 6(ii) School wide measure computed locally | NYS English Regents |

For High School Math: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth in the building will counted and converted to a percent. The percent will be converted to HEDI. (see table 2) Teachers will receive a building composite score based on student growth on the NYS English Regents. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.11) High School English Language Arts

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

Note: Additional high school English courses may be listed below in the "All Other Courses" section of this form.

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| Grade 9 ELA | 6(ii) School wide measure computed locally | NYS English Regents |
| Grade 10 ELA | 6(ii) School wide measure computed locally | NYS English Regents |
| Grade 11 ELA | 6(ii) School wide measure computed locally | NYS English Regents |

For High School English Language Arts: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | Each teacher will administer pre and post assessments. Based on the student's pre-test score, there will be a district determined expected level of growth ( see Table 1). The number of students demonstrating growth in the building will counted and converted to a percent. The percent will be converted to HEDI. (see table 2) Teachers will receive a building composite score based on student growth on the NYS English Regents. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

## 3.12) All Other Courses

Fill in for additional grades/subjects, as applicable. If you need additional space, complete additional copies of this form and upload (below) as attachments.

| | Course(s) or Subject(s) | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|---|
| | All other K-2 teachers | 6(ii) School wide measure computed locally | District-developed Grades K-2 ELA and Math Assessments |
| | All other 3-5 teachers | 6(ii) School wide measure computed locally | District-developed Grades 3-5 ELA and Math Assessments |

| | | | |
|---|---|---|---|
| | All other 6-8 teachers | 6(ii) School wide measure computed locally | District-developed Grades 6-8 ELA and Math Assessments |
| | All other high school teachers | 6(ii) School wide measure computed locally | NYS English Regents |

For all additional courses, as applicable: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | For all other K-8 teachers, based on the student's pre-test scores, the number of students demonstrating a district determined expected level of growth (see Table 1) at each grade level will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) Teachers will receive a grade level composite score based on student growth on the ACSD-developed ELA and Math assessments. For all other 9-12 teachers, based on the student's pre-test scores, the number of 9-12 students demonstrating a district determined expected level of growth (see Table 1) on the NYS English Regents will be counted and converted to a percent. The percent will be converted to HEDI. (see Table 2)Teachers will receive a school-wide score as determined by student growth on the NYS English Regents. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject. | 81-100% of students met the district growth target. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met the district growth target. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 62-67% of students met the district growth target. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district growth target. |

If you need additional space, upload a copy of "Form 3.12: All Other Courses" as an attachment for review. Click here for a downloadable copy of Form 3.12. (MS Word)

*(No response)*

## 3.13) HEDI Tables or Graphics

For questions 3.4 through 3.12 above, if you are using tables or other graphics to explain your general process for assigning HEDI categories, please combine all such tables or graphics into a single file, labeling each so it is clear which grades/subjects it applies to, and upload that file here.

*assets/survey-uploads/5139/169334-y92vNseFa4/APPR_tables(1-2)_revised_12-13_local-b.docx*

## 3.14) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in setting targets for local measures, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

*(No response)*

## 3.15) Teachers with More Than One Locally Selected Measure

Describe the district's process for combining multiple locally selected measures, each scored from 0-15 or 0-20 points as applicable, into a single subcomponent HEDI category and score. Examples may include: 4th grade teacher with locally-selected measures for both ELA and Math; High School teacher with more than 1 SLO.

*If a teacher is to receive a combination or composite score of locally selected measures, scores will be proportionally weighted and averaged.*

## 3.16) Assurances

Please check all of the boxes below:

| | |
|---|---|
| 3.16) Assurances \| Assure the application of locally-developed controls will be rigorous, fair, and transparent. | Checked |
| 3.16) Assurances \| Assure that use of locally-developed controls will not have a disparate impact on underrepresented students in accordance with any applicable civil rights laws. | Checked |
| 3.16) Assurances \| Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded. | Checked |
| 3.16) Assurances \| Assure that procedures for ensuring data accuracy and integrity are being utilized. | Checked |
| 3.16) Assurances \| Assure that the process for assigning points for locally selected measures will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction. | Checked |
| 3.16) Assurances \| Assure that it is possible for an educator to earn each point, including 0, for the locally-selected measures subcomponent. | Checked |
| 3.16) Assurances \| Assure that locally-selected measures are rigorous and comparable across all classrooms in the same grade/subject in the district. | Checked |
| 3.16) Assurances \| If more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, certify that the measures are comparable based on the Standards of Educational and Psychological Testing. | Checked |
| 3.16) Assurances \| Assure that all locally-selected measures for a teacher are different than any measures used for the State assessment or other comparable measures subcomponent. | Checked |

# 4. Other Measures of Effectiveness (Teachers)

Created Wednesday, October 17, 2012
Updated Wednesday, January 09, 2013

## Page 1

### 4.1) Teacher Practice Rubric

Select a teacher practice rubric from the menu of State-approved rubrics to assess performance based on NYS Teaching Standards. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu.

The "Second Rubric" space is required for districts that have chosen an observation-only rubric (CLASS or NYSTCE) from the State-approved list.

(Note: Any district may use multiple rubrics, as long as the same rubric(s) is used for all classroom teachers in a grade/subject across the district.)

*Danielson's Framework for Teaching (2011 Revised Edition)*

*(No response)*

### 4.2) Points Within Other Measures

State the number of points (if any) that will be assigned to each of the following measures, making sure that the points total 60. If you are not using a particular measure, enter 0.

This APPR form only provides one space for assigning points within other measures for teachers. If your district/BOCES prefers to assign points differently for different groups of teachers, enter the points assignment for one group of teachers below. For the other group(s) of teachers, fill out copies of this form and upload as an attachment for review.

Is the following points assignment applicable to all teachers?

*Yes*

If you checked "no" above, fill in the group of teachers covered (e.g., "probationary teachers"):

*(No response)*

| | |
|---|---|
| Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points] | 50 |
| One or more observation(s) by trained independent evaluators | 0 |
| Observations by trained in-school peer teachers | 0 |
| Feedback from students using State-approved survey tool | 0 |
| Feedback from parents/caregivers using State-approved survey tool | 0 |
| Structured reviews of lesson plans, student portfolios and other teacher artifacts | 10 |

If the above points assignment is not for "all teachers," fill out an additional copy of "Form 4.2: Points Within Other Measures" for each group of teachers, combine them into a single file, and upload as an attachment for review. Click here for a downloadable copy of Form 4.2. (MS Word )

*(No response)*

## 4.3) Survey Tools (if applicable)

If you indicated above that 1 or more points will be assigned to feedback using a State-approved survey tool, please check the box below:

*(No response)*

If the district plans to use one or more of the following surveys of P-12 students from the menu of State-approved surveys, please check all that apply. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu. Note: As the State-approved survey lists are updated, this form will be updated with additional approved survey tools.

| | |
|---|---|
| [SurveyTools.0] Tripod Early Elementary Student Perception Survey K-2 | (No response) |
| [SurveyTools.1] Tripod Elementary Student Perception Survey 3-5 | (No response) |
| [SurveyTools.2] Tripod Secondary Student Perception Survey | (No response) |
| [SurveyTools.3] District Variance | (No response) |

## 4.4) Assurances

Please check all of the boxes below:

| | |
|---|---|
| 4.4) Assurances \| Assure that all NYS Teaching Standards not addressed in classroom observations are assessed at least once a year. | Checked |
| 4.4) Assurances \| Assure that the process for assigning points for the "other measures" subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction. | Checked |
| 4.4) Assurances \| Assure that it is possible for an educator to earn each point, including 0, for the "other measures" subcomponent. | Checked |
| 4.4) Assurances \| Assure that the same rubric(s) is used for all classroom teachers in a grade/subject across the district. | Checked |

## 4.5) Process for Assigning Points and Determining HEDI Ratings

Describe the process for assigning points and determining HEDI ratings using the teacher practice rubric and/or any additional instruments used in the district. Include, if applicable, the process for combining results of multiple "other measures" into a single result for this subcomponent.

*Each teacher will be formally observed a minimum of two (2) times annually, with one observation being announced and the other being unannounced. The scoring rubrics will be as follows:*

*Announced observation (44 points)- 22 Items scored from 0-1 as follows with final score doubled and rounded using standard mathematic rounding rules: Unsatisfactory- 0, Basic- .5, Proficient- .85, Distinguished- 1*

*Unannounced observation (6 points)- 3 Items scored from 0-1 as follows with final score doubled and rounded using standard rounding rules: Unsatisfactory- 0, Basic- .5, Proficient- 1, Distinguished- 1*

*Professional Growth Plan- (10 points) 5 Items scored holistically based on Domain 4 of the Danielson framework, and receiving a score of 0, .5, 1 or 2, and then totaled.*

*The scores of these three components will be totaled and divided by 15. The resulting number will be applied to attached scaling chart (Table 1) in order to obtain a score from 0-60. The resulting 0-60 score will be converted to a HEDI rating based on the chart attached (Table 2).*

If you are using tables or other graphics to explain your process for assigning points and determining HEDI ratings, please clearly label them, combine them into a single file, and upload that file here.

*assets/survey-uploads/5091/198843-eka9yMJ855/APPR_tables(1-2)_revised_12-13_othermeasures.docx*

Describe the level of performance required for each of the HEDI rating categories, consistent with the narrative descriptions in the regulations for the "other measures" subcomponent. Also describe how the points available within each HEDI category will be assigned.

| | |
|---|---|
| Highly Effective: Overall performance and results exceed NYS Teaching Standards. | The teacher's overall performance and results exceed standards. |
| Effective: Overall performance and results meet NYS Teaching Standards. | The teacher's overall performance and results meet standards. |
| Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards. | The teacher's overall performance and results need improvement to meet standards. |
| Ineffective: Overall performance and results do not meet NYS Teaching Standards. | The teacher's overall performance and results do not meet standards. |

Provide the ranges for the 60-point scoring bands.

| | |
|---|---|
| Highly Effective | 59-60 |
| Effective | 57-58 |
| Developing | 50-56 |
| Ineffective | 0-49 |

## 4.6) Observations of Probationary Teachers

Enter the minimum number of observations of each type, making sure that the number of observations "by building principal or other trained administrators" totals at least 2. If your APPR plan does not include a particular type of observation, enter 0 in that box.

By building principals or other trained administrators

| | |
|---|---|
| 4.6) Observations of Probationary Teachers \| Formal/Long | 2 |
| 4.6) Observations of Probationary Teachers \| Informal/Short | 1 |
| 4.6) Observations of Probationary Teachers \| Enter Total | 3 |

By trained in-school peer teachers or other trained reviewers

| | |
|---|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

Independent evaluators

| | |
|---|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

Will formal/long observations of probationary teachers be done in person, by video, or both?

- In Person

Will informal/short observations of probationary teachers be done in person, by video, or both?

- In Person

## 4.7) Observations of Tenured Teachers

Enter the minimum number of observations of each type, making sure that the number of observations "by building principal or other trained administrators" totals at least 2. If your APPR plan does not include a particular type of observation, enter 0 in that box.

By building principals or other trained administrators

| | |
|---|---|
| 4.7) Observations of Tenured Teachers \| Formal/Long | 1 |
| 4.7) Observations of Tenured Teachers \| Informal/Short | 1 |
| 4.7) Observations of Tenured Teachers \| Total | 2 |

By trained in-school peer teachers or other trained reviewers

| | |
|---|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

Independent evaluators

| | |
|---|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

Will formal/long observations of tenured teachers be done in person, by video, or both?

- In Person

Will informal/short observations of tenured teachers be done in person, by video, or both?

- In Person

# 5. Composite Scoring (Teachers)

Created Wednesday, October 17, 2012
Updated Monday, December 31, 2012

## Page 1

**Standards for Rating Categories**

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(Teacher and Leader standards)**

**Highly**

**Effective**

Results are well above state average for similar students (or District goals if no state test).

Results are well above District- or BOCES-adopted expectations for student growth or achievement for grade/subject.

Overall performance and results exceed NYS Teaching Standards.

**Effective**

Results meet state average for similar students (or District goals if no state test).

Results meet District- or BOCES-adopted expectations for student growth or achievement for grade/subject.

Overall performance and results meet NYS Teaching Standards.

**Developing**

Results are below state average for similar students (or District goals if no state test).

Results are below District- or BOCES-adopted expectations for student growth or achievement for grade/subject.

Overall performance and results need improvement in order to meet NYS Teaching Standards.

**Ineffective**

Results are well below state average for similar students (or District goals if no state test).

Results are well below District- or BOCES-adopted expectations for student growth or achievement for grade/subject.

Overall performance and results do not meet NYS Teaching Standards.

For the 2013-2014 school year and beyond, the Commissioner shall review the specific scoring ranges for each of the rating categories annually before the start of each school year and shall recommend any changes to the Board of Regents for consideration.

## 5.1) The 2012-13 scoring ranges for educators for whom there is no approved Value-Added measure of student growth will be:

**2012-13 where there is no Value-Added measure**

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

Insert district's or BOCES' negotiated HEDI scoring ranges for the Other Measures of Effectiveness subcomponent (same as question 4.5), from 0 to 60 points

| | |
|---|---|
| Highly Effective | 59-60 |
| Effective | 57-58 |
| Developing | 50-56 |
| Ineffective | 0-49 |

## 5.2) The 2012-13 scoring ranges for educators for whom there is an approved Value-Added measure for student growth will be:

**2012-13 where Value-Added growth measure applies**

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**22-25**

**14-15**

**Ranges determined locally--see above**

**91-100**

**Effective**

**10-21**

**8-13**

**75-90**

**Developing**

**3-9**

**3-7**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 6. Additional Requirements - Teachers

Created Wednesday, October 17, 2012
Updated Sunday, January 06, 2013

## Page 1

### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

| | |
|---|---|
| 6.1) Assurances -- Improvement Plans \| Assure that teachers who receive a Developing or Ineffective rating will receive a Teacher Improvement Plan (TIP) within 10 school days from the opening of classes in the school year following the performance year | Checked |
| 6.1) Assurances -- Improvement Plans \| Assure that TIP plans shall include: identification of needed areas of improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed, and, where appropriate, differentiated activities to support a teacher's improvement in those areas | Checked |

### 6.2) Attachment: Teacher Improvement Plan Forms

As a required attachment to this APPR plan, upload the TIP forms that are used in the school district or BOCES. For a list of supported file types, go to the Resources folder (above) and click Technical Tips.

*assets/survey-uploads/5265/198924-Df0w3Xx5v6/TIP Template 2012 2013 New.pdf*

### 6.3) Appeals Process

Pursuant to Education Law section 3012-c, a teacher may only challenge the following in an appeal:

(1) the substance of the annual professional performance review

(2) the school district's or BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law section 3012-c

(3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's or BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law section 3012-c

Describe the procedure for ensuring that appeals of annual performance evaluations will be handled in a timely and expeditious way:

*APPEALS PROCESS*

*Appeals Process:*
*1)A teacher who receives an ineffective or developing rating on his/her APPR shall be entitled to appeal his/her APPR rating, based upon a paper submission to the Central Office administrative designee of the Superintendent of Schools, who shall be trained in*

*accordance with the requirements of statute and regulations and also possess either an SDA or SDL Certification. The APPR for the teacher shall be conducted by a trained district employed administrator(s).*

*2)The appeal must be brought in writing, specifying the area(s) of concern, but limited to those matters that may be appealed as prescribed in Section 3012-c of the Education Law. Further, a teacher who is placed on a Teacher Improvement Plan ("TIP") shall have a corresponding right to appeal concerns regarding the TIP in accordance with the requirements set forth in Section 3012-c of the Education Law.*

*3)An appeal of an APPR or a TIP must be commenced within 10 school days of the presentation of the document to the teacher or else the right to appeal shall be deemed waived in all regards.*

*4)The Superintendent's administrative designee shall respond to the appeal with a written answer granting the appeal and directing further administrative action or deny the appeal. Such decision shall be made within 10 school days of the receipt of the appeal. In the event that the teacher is unsatisfied with the result of the appeal, a further appeal may be taken to the Superintendent of Schools within 10 school days of receipt of the Superintendent's designee's decision upon the appeal.*

*5)The Superintendent shall make his or her decision in writing regarding the further appeal within 10 school days of receipt of that appeal. The decision of the Superintendent, so long as the decision is made within the timeframe set forth in this paragraph, shall be final and binding in all regards and shall not be subject to review at arbitration, before any administrative agency or in any court of law. If the decision is not made within the stated time-frame, the appeal shall move to an arbitrator as per Section 6, unless otherwise mutually agreed upon by the ATA and Superintendent.*

*6)Notwithstanding the above, in the event that a teacher has received two consecutive ineffective APPR evaluation ratings, the second tier appeal shall be to an arbitrator and must be submitted to the district within 10 school days of receiving his/her score. In the event that the district then proceeds to a probable cause finding under Section 3020-a of education law, and determines to conduct such a hearing, the arbitrator who presided over the appeal shall be jointly selected by the teacher and the district to be the Section 3020-a hearing officer. Notwithstanding the aforementioned language, nothing herein shall be construed as limiting the right of the employee to challenge said APPR in any proceeding brought pursuant to Education Law Section 3020. It is expected that the cost of said hearing shall be paid for in accordance with the provision of the education law.*

## 6.4) Training and Certification of Lead Evaluators and Evaluators

Describe the process by which evaluators will be trained and the process for how the district will certify and re-certify lead evaluators. Describe the process for ensuring inter-rater reliability. Describe the duration and nature of such training.

*All Arlington Central School District evaluators will be trained and certified on two levels. First, each administrator will participate in seven Lead Evaluator Training sessions offered through Dutchess County BOCES. These sessions will total 20 hours. Second, all evaluators are required to complete the Danielson Framework 2011 training and proficiency testing on Teachscape (approximately 20 hours). This online training and proficiency testing provides each evaluator with targeted feeback on their progress towards mastery and assists in maximizing inter-rater reliability between administrators.*

*In subsequent years all administrators will be required to participate in a minimum of 3 hours of BOCES training to recertify, and to retake the Teachscape on-line proficiency testing to ensure ongoing inter-rater reliability (testing takes approximately 3 hours). This recertification training will take place on an annual basis.*

## 6.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

(1) the New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable

(2) evidence-based observation techniques that are grounded in research

(3) application and use of the student growth percentile model and the value-added growth model as defined in section 30-2.2 of this Subpart

(4) application and use of the State-approved teacher or principal rubric(s) selected by the district or BOCES for use in evaluations, including training on the effective application of such rubrics to observe a teacher or principal's practice

(5) application and use of any assessment tools that the school district or BOCES utilizes to evaluate its classroom teachers or building principals, including but not limited to, structured portfolio reviews; student, parent, teacher and/or community surveys; professional growth goals and school improvement goals, etc.

(6) application and use of any State-approved locally selected measures of student achievement used by the school district or BOCES to evaluate its teachers or principals

(7) use of the Statewide Instructional Reporting System

(8) the scoring methodology utilized by the Department and/or the district or BOCES to evaluate a teacher or principal under this Subpart, including how scores are generated for each subcomponent and the composite effectiveness score and application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the teacher's or principal's overall rating and their subcomponent ratings

(9) specific considerations in evaluating teachers and principals of English language learners and students with disabilities

- Checked

## 6.6) Assurances -- Teachers

Please check all of the boxes below:

| | |
|---|---|
| 6.6) Assurances -- Teachers \| Assure the entire APPR plan will be completed for each teacher as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher's performance is being measured. | Checked |
| 6.6) Assurances -- Teachers \| Assure that the district or BOCES will provide the teacher's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured. | Checked |
| 6.6) Assurances -- Teachers \| Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later. | Checked |

| | |
|---|---|
| 6.6) Assurances -- Teachers \| Assure that the evaluation system will be used as a significant factor for employment decisions. | Checked |
| 6.6) Assurances -- Teachers \| Assure that teachers will receive timely and constructive feedback as part of the evaluation process. | Checked |
| 6.6) Assurances -- Teachers \| Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal. | Checked |

## 6.7) Assurances -- Data

Please check all of the boxes below:

| | |
|---|---|
| 6.7) Assurances -- Data \| Assure that SED will receive accurate teacher and student data, including enrollment and attendance data, and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with regulations, in a format and timeline prescribed by the Commissioner. | Checked |
| 6.7) Assurances -- Data \| Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them. | Checked |
| 6.7) Assurances -- Data \| Assure scores for all teachers will be reported to NYSED for each subcomponent, as well as the composite rating, as per NYSED requirements. | Checked |

# 7. Growth on State Assessments or Comparable Measures (Principals)

Created Wednesday, September 12, 2012
Updated Saturday, February 02, 2013

## Page 1

### 7.1) STATE-PROVIDED MEASURES OF STUDENT GROWTH (25 points with an approved Value-Added Measure)

For principals in buildings with Grades 4-8 ELA, Math and/or High School courses with State or Regents assessments, (or principals of programs with any of these assessments), NYSED will provide value-added measures. NYSED will also provide a HEDI subcomponent rating category and score from 0 to 25 points.

In order for a principal to receive a State-provided value-added measure, at least 30% of the students in the principal's school or program must take the applicable State or Regents assessments. This will include most schools in the State.

Value-Added measures will apply to schools or principals with the following grade configurations in this district (please list, e.g., K-5, PK-6, 6-8, 6-12, 9-12):

| |
|---|
| K-5 |
| 3-5 |
| 6-8 |
| 9-12 |
| (No response) |
| (No response) |
| (No response) |

### 7.2) Assurances -- State-Provided Measures of Student Growth

Please check the boxes below:

| | |
|---|---|
| 7.2) Assurances -- State-Provided Measures of Student Growth \| Assure that the value-added growth score provided by NYSED will be used, where applicable | Checked |
| 7.2) Assurances -- State-Provided Measures of Student Growth \| Assure that the State-provided growth measure will be used if a value-added measure has not been approved for 2012-13 | Checked |

### 7.3) STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

Student Learning Objectives will be the other comparable growth measures for principals in buildings or programs in which fewer than 30% of students take Grades 4-8 ELA, Math, and/or High School courses with State or Regents assessments. SLOs will be developed using the assessment covering the most students in the school or program and continuing until at least 30% of students in the school or program are covered by SLOs.  District-determined assessments from the options below may be used as evidence of student learning within the SLO:

State assessments, *required if one exists*

District, regional, or BOCES-developed assessments that are rigorous and comparable across classrooms

List of State-approved 3rd party assessments

First, list the school or program type this SLO applies to. Then, using the drop-down boxes below, please select the assessment that will be used for SLOs for the school/program listed. Finally, name the specific assessment listing the full name of the assessment. Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment. For example, a regionally-developed 7th grade Social Studies assessment would be written as follows: [INSERT SPECIFIC NAME OF REGION]-developed 7th grade Social Studies assessment.

***Please remember that State assessments must be used with SLOs if applicable to the school or program type.***

| School or Program Type | SLO with Assessment Option | Name of the Assessment |
|---|---|---|
| K-2 | District, regional, or BOCES-developed | ASCD-developed K-2 ELA Assessment |

Describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to principals based on SLO results, consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

| Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below. | Each teacher will administer pre and post assessments. There will be an expected level of growth ( see Table 1) based on the student's pre-test score. The number of students demonstrating growth will be counted and converted to a percent. The percent will be converted to HEDI. (see table 2) |
|---|---|
| Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test). | 81-100% of students met district growth target. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | 68-80% of students met district growth target. |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | 62-67% of students met district growth target. |
| Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test). | 0-61% of students met the district growth target. |

If you are using tables or other graphics to explain your process for assigning HEDI categories, please clearly label them, combine them into a single file, and upload that file here.

*assets/survey-uploads/5365/175425-lha0DogRNw/APPR_tables(1-2)_revised_12-13_state-b.docx*

## 7.4) Special Considerations for Comparable Growth Measures

Describe any adjustments, controls, or other special considerations that will be used in setting targets for Comparable Growth Measures, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

Note: The only allowable controls or adjustments for Comparable Growth Measures are those used in State Growth measures, which include: prior student achievement results, students with disabilities, English language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents.

*(No response)*

## 7.5) Principals with More Than One Growth Measure

If educators have more than one state-provided growth or value-added measure, those measures will be combined into one HEDI category and score for the growth subcomponent according to a formula determined by the Commissioner. (Examples: Principals of K-8 schools with growth measures for ELA and Math grades 4-8.)

If Principals have more than one SLO for comparable growth (or a State-provided growth measure and an SLO for comparable growth), the measures will each earn a score from 0-20 points and Districts will weight each in proportion to the number of students covered by the SLO to reach a combined score for this subcomponent.

## 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

| | |
|---|---|
| 7.6) Assurances -- Comparable Growth Measures \| Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures. | Checked |
| 7.6) Assurances -- Comparable Growth Measures \| Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws. | Checked |
| 7.6) Assurances -- Comparable Growth Measures \| Assure that procedures for ensuring data accuracy and integrity are being utilized. | Checked |
| 7.6) Assurances -- Comparable Growth Measures \| Assure that district will develop SLOs according to the rules established by NYSED for principal SLOs: http://usny.nysed.gov/rttt/teachers-leaders/slo/home.html. | Checked |
| 7.6) Assurances -- Comparable Growth Measures \| Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educator performance in ways that improve student learning and instruction. | Checked |
| 7.6) Assurances -- Comparable Growth Measures \| Assure that it is possible for a principal to earn each point, including 0, for SLOs in the Growth subcomponent scoring range. | Checked |
| 7.6) Assurances -- Comparable Growth Measures \| Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms. | Checked |

# 8. Local Measures (Principals)

Created Wednesday, October 17, 2012
Updated Saturday, February 02, 2013

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## Page 1

### Locally-Selected Measures of Student Achievement or Growth

Locally comparable means that the same locally-selected measures of student achievement or growth must be used for all principals in the same or similar programs or grade configurations across the district or BOCES.

Please note: only one locally-selected measure is required for principals in the same or similar programs or grade configurations, but some districts may prefer to have more than one measure for principals in the same or similar programs or grade configurations. This APPR form therefore provides space for multiple locally-selected measures for each principal in the same or similar program or grade configuration across the district. Therefore, if more than one locally-selected measure is used for all principals in the same or similar program or grade configuration, districts must complete additional copies of this form and upload as attachments for review.

Also note: districts may use more than one locally-selected measure for **different** groups of principals **within the same or similar programs or grade configurations** if the district/BOCES prove comparability based on Standards of Educational and Psychological Testing. If a district is choosing different measures for different groups of principals within the same or similar programs or grade configurations, they must complete additional copies of this form and upload as attachments for review.

### 8.1) LOCALLY SELECTED MEASURES OF STUDENT ACHIEVEMENT FOR PRINCIPALS WITH AN APPROVED VALUE-ADDED MEASURE (15 points)

**In the table below, list all of the grade configurations used in your district or BOCES (e.g., K-5, 6-8, 9-12). Then for each grade configuration, select a local measure from the menu.**

***Note: Districts and BOCES may select one or more types of growth or achievement measures for each grade configuration. If you are using more than one type of local measure for the evaluation of principals in a given grade configuration, list that grade configuration multiple times. If more space is needed, duplicate this portion of the form and upload additional pages (below) as an attachment.***

***The options in the drop-down menus below are abbreviated from the following list:***

(a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)

(b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)

(c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8

(d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations

(e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades

(f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades

(g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)

(h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades

| | Grade Configuration | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|---|
| | 3-5 | (d) measures used by district for teacher evaluation | ACSD developed 3-5 ELA and Math Assessments |
| | K-5 | (d) measures used by district for teacher evaluation | ACSD developed K-5 ELA and Math Assessments |
| | 6-8 | (d) measures used by district for teacher evaluation | ACSD developed 6-8 ELA and Math Assessments |
| | 9-12 | (d) measures used by district for teacher evaluation | NYS English Regents |

Describe the district-adopted expectations for the level of growth or achievement needed for a principal to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a principal to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below. | Each teacher will administer pre and post assessments. There will be an expected level of growth ( see Table 1) based on the student's pre-test score. The number of students demonstrating growth in the building will be counted and converted to a percent. The percent will be converted to HEDI. (see table 3) Principals will receive a building composite score based on student growth on the ACSD-developed ELA and Math assessments in grades K-8 and the NYS English Regents in grades 9-12. The composite scores for ELA and Math will be proportionally weighted for grades K-8. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met district target |

| | |
|---|---|
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 69-80% of students met district target |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 59-68% of students met district target |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-58% of students met the district target |

If you need additional space, upload a copy of "Form 8.1: Locally Selected Measures for Principals with an Approved Value-Added Measure" as an attachment for review. Click here for a downloadable copy of Form 8.1. (MS Word )

*(No response)*

If you are using tables or other graphics to explain your process for assigning HEDI categories, please clearly label them, combine them into a single file, and upload that file here.

*assets/survey-uploads/5366/199005-qBFVOWF7fC/APPR_tables(1-3)_revised_12-13-statewithVA-b.docx*

## 8.2) LOCALLY SELECTED MEASURES OF STUDENT ACHIEVEMENT FOR ALL OTHER PRINCIPALS (20 points)

**In the table below, list all of the grade configurations used in your district or BOCES (e.g., K-5, 6-8, 9-12). Then for each grade configuration, select a local measure from the menu.**

***Note: Districts and BOCES may select one or more types of growth or achievement measures for each grade configuration. If you are using more than one type of local measure for the evaluation of principals in a given grade configuration, list that grade configuration multiple times. If more space is needed, duplicate this portion of the form and upload additional pages (below) as an attachment.***

***The options in the drop-down menus below are abbreviated from the following list:<!--***

*(a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)*

*(b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)*

*(c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8*

*(d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations*

*(e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades*

*(f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades*

*(g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)*

*(h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades*

*(i) student learning objectives (only allowable for principals in programs/buildings without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a District, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms*

**Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment. For example, a regionally-developed 7th grade Social Studies assessment would be written as follows: [INSERT SPECIFIC NAME OF REGION]-developed 7th grade Social Studies assessment.**

| Grade Configuration | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| K-2 | (d) measures used by district for teacher evaluation | ACSD developed K-2 Math Assessment |

Describe the district-adopted expectations for the level of growth or achievement needed for a principal to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a principal to earn any of the points in a scoring range, consistent with regulations and assurances.

*Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or assurances listed to the left of each box.*

| | |
|---|---|
| Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below. | For K-2 builidngs each teacher will administer pre and post assessments. There will be an expected level of growth ( see Table 1) based on the student's pre-test score. The number of students demonstrating growth in the building will be counted and converted to a percent. The percent will be converted to HEDI. (see Table 2) |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 81-100% of students met district target |
| Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 68-80% of students met district target |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement | 62-67% of students met district target |

| | |
|---|---|
| for grade/subject. | |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 0-61% of students met the district target |

If you need additional space, upload a copy of "Form 8.2: Locally Selected Measures for All Other Principals" as an attachment for review. Click here for a downloadable copy of Form 8.2. (MS Word)

*(No response)*

If you are using tables or other graphics to explain your process for assigning HEDI categories, please clearly label them, combine them into a single file, and upload that file here.

*assets/survey-uploads/5366/199005-T8MlGWUVm1/APPR_tables(1-2)_revised_12-13_local-b.docx*

## 8.3) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in setting targets for local measures, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

*(No response)*

## 8.4) Principals with More Than One Locally Selected Measure

Describe the district's process for combining multiple locally selected measures where applicable for principals, each scored from 0-15 or 0-20 points as applicable, into a single subcomponent HEDI category and score.

*For principals with multiple measures, the two scores will be proportionally weighted to calculate one combined HEDI score.*

## 8.5) Assurances

Please check all of the boxes below:

| | |
|---|---|
| 8.5) Assurances \| Assure that the application of locally developed controls will be rigorous, fair, and transparent | Check |
| 8.5) Assurances \| Assure that use of locally developed controls will not have a disparate impact on underrepresented students, in accordance with any applicable civil rights laws. | Check |
| 8.5) Assurances \| Assure that enrolled students are included in accordance with policies for student assignment to schools and may not be excluded. | Check |
| 8.5) Assurances \| Assure that procedures for ensuring data accuracy and integrity are being utilized. | Check |
| 8.5) Assurances \| Assure that the process for assigning points for locally selected measures will use the narrative HEDI descriptions described in the regulations to effectively differentiate principals' performance in ways that improve student learning and instruction. | Check |
| 8.5) Assurances \| Assure that it is possible for a principal to earn each point, including 0, for the locally selected measures subcomponent. | Check |
| 8.5) Assurances \| Assure that locally-selected measures are rigorous and comparable across all principals in the same or similar programs or grade configurations across the district. | Check |

| | |
|---|---|
| 8.5) Assurances \| If more than one type of locally-selected measure is used for different groups of principals in the same or similar grade configuration or program, certify that the measures are comparable based on the Standards of Educational and Psychological Testing. | Check |
| 8.5) Assurances \| Assure that all locally-selected measures for a principal are different than any measures used for the State assessment or other comparable measures subcomponent. | Check |

# 9. Other Measures of Effectiveness (Principals)

Created Wednesday, October 17, 2012
Updated Thursday, January 03, 2013

## Page 1

### 9.1) Principal Practice Rubric

Select the choice of principal practice rubric from the menu of State-approved rubrics to assess performance based on ISLLC 2008 Standards. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu.

The "Second Rubric" space is optional. A district may use multiple rubrics, as long as the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district.

*Multidimensional Principal Performance Rubric*

*(No response)*

### 9.2) Points Within Other Measures

State the number of points that will be assigned to each of the following measures, making sure that the points total 60. If you are not assigning any points to the "ambitious and measurable goals" measure, enter 0.

Some districts may prefer to assign points differently for different groups of principals. This APPR form only provides one space for assigning points within other measures for principals. If your district/BOCES prefers to assign points differently for different groups of principals, enter the points assignment for one group of principals below. For the other group(s) of principals, fill out copies of this form and upload as an attachment for review.

Is the following points assignment for all principals?

*Yes*

If you checked "no" above, fill in the group of principals covered:

*(No response)*

State the number of points that will be assigned to each of the following measures, making sure that the points total 60. If you are not assigning any points to the "ambitious and measurable goals" measure, enter 0.

| | |
|---|---|
| Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points] | 50 |
| Any remaining points shall be assigned based on results of one or more ambitious and measurable goals set collaboratively with principals and their superintendents or district superintendents. | 10 |

If the above points assignment is not for "all principals," fill out an additional copy of "Form 9.2: Points Within Other Measures" for each group of principals, combine them into a single file, and upload as an attachment for review. Click here for a downloadable copy of Form 9.2. (MS Word)

*(No response)*

## 9.3) Assurances -- Goals

Please check the boxes below (if applicable):

| | |
|---|---|
| 9.3) Assurances -- Goals \| Assure that if any points are assigned to goals, at least one goal will address the principal's contribution to improving teacher effectiveness based on one or more of the following: improved retention of high performing teachers; correlation of student growth scores to teachers granted vs. denied tenure; or improvements in proficiency rating of the principal on specific teacher effectiveness standards in the principal practice rubric. | Checked |
| 9.3) Assurances -- Goals \| Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance). | Checked |

## 9.4) Sources of Evidence (if applicable)

If you indicated above that one or more points will be assigned to the "ambitious and measurable goals" measure, identify at least two of the following sources of evidence that will be utilized as part of assessing every principal's goal(s):

| | |
|---|---|
| 9.4) Sources of Evidence (if applicable) \| Structured feedback from teachers using a State-approved tool | (No response) |
| 9.4) Sources of Evidence (if applicable) \| Structured feedback from students using a State-approved tool | (No response) |
| 9.4) Sources of Evidence (if applicable) \| Structured feedback from families using a State-approved tool | (No response) |
| 9.4) Sources of Evidence (if applicable) \| School visits by other trained evaluators | Checked |
| 9.4) Sources of Evidence (if applicable) \| Review of school documents, records, and/or State accountability processes (all count as one source) | Checked |

## 9.5) Survey Tool(s) (if applicable)

If you indicated above that 1 or more points will be assigned to feedback using a State-approved survey tool, please check the box below:

*(No response)*

Note: When the State-approved survey list is posted, this form will be updated with dropdown menus of approved survey tools.

| | |
|---|---|
| Principal Evaluation Tripod School Perception Survey for Teachers | (No response) |
| K12 Insight Student Survey (Grades 3-5) for Principal Evaluation in New York | (No response) |
| K12 Insight Student Survey (Grades 6-12) for Principal Evaluation in New York | (No response) |
| K12 Insight Parent Survey for Principal Evaluation in New York | (No response) |
| K12 Insight Teacher/Staff Survey for Principal Evaluation in New York | (No response) |
| District variance | (No response) |

## 9.6) Assurances

Please check all of the boxes below:

| | |
|---|---|
| 9.6) Assurances \| Assure that all ISLLC 2008 Leadership Standards are assessed at least one time per year. | Checked |
| 9.6) Assurances \| Assure that the process for assigning points for the "other measures" subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate principals' performance in ways that improve student learning and instruction | Checked |
| 9.6) Assurances \| Assure that it is possible for a principal to earn each point, including 0, for the "other measures" subcomponent. | Checked |
| 9.6) Assurances \| Assure that the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district or BOCES. | Checked |

## 9.7) Process for Assigning Points and Determining HEDI Ratings

Describe the process for assigning points and determining HEDI ratings using the principal practice rubric and/or any additional instruments used in the district. Include, if applicable, the process for combining results of multiple "other measures" into a single result for this subcomponent.

*MPPR instrument (50 points). 18 elements of the MPPR will be scored 0-1 as follows: Ineffective-0, Developing- .5, Effective- .85, Highly Effective- 1. After scoring, each element is weighted as part of the negotiated APPR and totaled, resulting in a score from 0-50 points.*

*Goal setting process (10 points). 4 elements of the MPPR will be scored as follows for 2 goals: Ineffective- 0, Developing- .5, Effective-.85, Highly Effective- 1. Each element is weighted as part of the negotiated APPR and totaled, resulting in 0-5 points per goal for a total of 0-10 points.*

*The MMPR score and goals setting score will combined for a total of 0-60 points. Standard rounding rules will apply to the total score out of 60. This total score will be divided by 15. The resulting number will then be applied to to the attached scaling chart (Table 1) and a final score will be obtained. This final score will then be assigned a HEDI rating (Table 2).*

If you are using tables or other graphics to explain your process for assigning points and determining HEDI ratings, please clearly label them, combine them into a single file, and upload that file here.

*assets/survey-uploads/5143/199129-pMADJ4gk6R/APPR_tables(1-2)_revised_12-13_othermeasures_principals.docx*

Describe the level of performance required for each of the HEDI rating categories, consistent with the narrative descriptions in the regulations for the "other measures" subcomponent. Also describe how the points available within each HEDI category will be assigned.

| | |
|---|---|
| Highly Effective: Overall performance and results exceed standards. | The principal's overall performance and results exceed standards. |
| Effective: Overall performance and results meet standards. | The principal's overall performance and results meet standards. |
| Developing: Overall performance and results need improvement in order to meet standards. | The principal's overall performance and results need improvement to meet standards. |
| Ineffective: Overall performance and results do not meet standards. | The principal's overall performance and results do not meet standards. |

Please provide the locally-negotiated 60 point scoring bands.

| | |
|---|---|
| Highly Effective | 59-60 |
| Effective | 57-58 |
| Developing | 50-56 |
| Ineffective | 0-49 |

## 9.8) School Visits

Enter the minimum number of school visits that will be done by each of the following evaluators, making sure that the number of visits "by supervisor" is at least 1 and the total number of visits is at least 2, for both probationary and tenured principals. If your APPR plan does not include visits by a trained administrator or independent evaluator, enter 0 in those boxes.

**Probationary Principals**

| | |
|---|---|
| By supervisor | 3 |
| By trained administrator | 3 |
| By trained independent evaluator | 0 |
| Enter Total | 6 |

**Tenured Principals**

| | |
|---|---|
| By supervisor | 2 |
| By trained administrator | 2 |
| By trained independent evaluator | 0 |
| Enter Total | 4 |

# 10. Composite Scoring (Principals)

Created Wednesday, October 17, 2012
Updated Monday, December 31, 2012

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## Page 1

**Standards for Rating Categories**

**Growth or Comparable Measures**

**Locally-selected  Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(Teacher and Leader standards)**

**Highly**

**Effective**

Results are well above state average for similar students (or District goals if no state test).

Results are well above District- or BOCES- adopted expectations for growth or achievement for grade/subject.

Overall performance and results exceed ISLLC leadership standards.

**Effective**

Results meet state average for similar students (or District goals if no state test).

Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

Overall performance and results meet ISLLC leadership standards.

**Developing**

Results are below state average for similar students (or District goals if no state test).

Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

Overall performance and results need improvement in order to meet ISLLC leadership standards.

**Ineffective**

Results are well below state average for similar students (or District goals if no state test).

Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

Overall performance and results do not meet ISLLC leadership standards.

For the 2013-2014 school year and beyond, the Commissioner shall review the specific scoring ranges for each of the rating categories annually before the start of each school year and shall recommend any changes to the Board of Regents for consideration.

## 10.1) The 2012-13 scoring ranges for principals for whom there is no approved Value-Added measure of student growth will be:

**2012-13 where there is no Value-Added measure**

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

Insert district's or BOCES' negotiated HEDI scoring ranges for the Other Measures of Effectiveness Subcomponent (same as question 9.7), from 0 to 60 points

| | |
|---|---|
| Highly Effective | 59-60 |
| Effective | 57-58 |
| Developing | 50-56 |
| Ineffective | 0-49 |

## 10.2) The 2012-13 scoring ranges for principals for whom there is an approved Value-Added measure for student growth will be:

**2012-13 where Value-Added growth measure applies**

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**22-25**

**14-15**

**Ranges determined locally--see above**

**91-100**

**Effective**

**10-21**

**8-13**

**75-90**

**Developing**

**3-9**

**3-7**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 11. Additional Requirements - Principals

Created Wednesday, October 17, 2012
Updated Sunday, January 06, 2013

## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

| | |
|---|---|
| 11.1) Assurances -- Improvement Plans \| Assure that principals who receive a Developing or Ineffective rating will receive a Principal Improvement Plan (PIP) within 10 school days from the opening of classes in the school year following the performance year | Checked |
| 11.1) Assurances -- Improvement Plans \| Assure that PIPs shall include: identification of needed areas of improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed, and, where appropriate, differentiated activities to support a principal's improvement in those areas | Checked |

### 11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in your school district or BOCES. For a list of supported file types, go to the Resources folder (above) and click Technical Tips.

*assets/survey-uploads/5276/199307-Df0w3Xx5v6/PIP Form_1.docx*

### 11.3) Appeals Process

Pursuant to Education Law section 3012-c, a principal may only challenge the following in an appeal:

(1) the substance of the annual professional performance review

(2) the school district's or BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law section 3012-c

(3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's or BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law section 3012-c

Describe the procedure for ensuring that appeals of annual performance evaluations will be handled in a timely and expeditious way:

*V. Appeals Process*

*A. A principal who receives an ineffective or developing rating on their APPR shall be entitled to appeal their annual APPR rating, based upon a paper submission to the Superintendent or Central Office administrative designee of the Superintendent of Schools, who shall be trained in accordance with the requirements of statute and regulations and also possess either an SDA or SDL Certification.*

*B. The appeal must be brought in writing, specifying the area(s) of concern, but limited to those matters that may be appealed as prescribed in Section 3012-c of the Education Law. Further, a principal who is placed on a Principal Improvement Plan ("PIP") shall have a corresponding right to appeal concerns regarding the PIP in accordance with the requirements set forth in Section 3012-c of the Education Law.*

*C. An appeal of an APPR or a PIP must be commenced within 30 calendar days of the presentation of the document to the principal or else the right to appeal shall be deemed waived in all regards.*

*D. The Superintendent shall respond to the appeal with a written answer granting the appeal and directing further administrative action or deny the appeal. Such decision shall be made within 30 calendar days of the receipt of the appeal. The decision of the Superintendent so long as the decision is made within the timeframe set forth in this paragraph shall be final and binding in all regards and shall not be subject to review at arbitration, before any administrative agency or in any court of law. If the decision is not made within the stated time-frame, the appeal shall move to an arbitrator as per Section E, unless otherwise mutually agreed upon by the AAA and Superintendent.*

*E. The Principal, who receives 2 consecutive Ineffective ratings, shall have the option to appeal the rating to an independent arbitrator agreed to by the District and the AAA. The appeal must be submitted within 30 calendar days of receiving his/her score.*

*F. The Principal may appeal a "developing" rating to the Superintendent only.*

## 11.4) Training and Certification of Lead Evaluators and Evaluators

Describe the process by which evaluators will be trained and the process for how the district will certify and re-certify lead evaluators. Describe the process for ensuring inter-rater reliability. Describe the duration and nature of such training.

*All Arlington Central School District principal evaluators will be trained and certified on two levels. First, each administrator will participate in certification training comprised of 8 hours of Evaluator Training offered through Dutchess County BOCES. Second, all principal evaluators will be required to complete 8 hours of training on the MPPR instrument.*

*In subsequent years all principal evaluators will be required to participate in a minimum of 3 hours of BOCES training and 3 hours of MPPR training to recertify and maximize inter-rater reliability. This recertification training will take place on an annual basis.*

## 11.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

(1) the New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable

(2) evidence-based observation techniques that are grounded in research

(3) application and use of the student growth percentile model and the value-added growth model as defined in section 30-2.2 of this Subpart

(4) application and use of the State-approved teacher or principal rubric(s) selected by the district or BOCES for use in evaluations, including training on the effective application of such rubrics to observe a teacher or principal's practice

(5) application and use of any assessment tools that the school district or BOCES utilizes to evaluate its classroom teachers or building principals, including but not limited to, structured portfolio reviews; student, parent, teacher and/or community surveys; professional growth goals and school improvement goals, etc.

(6) application and use of any State-approved locally selected measures of student achievement used by the school district or BOCES to evaluate its teachers or principals

(7) use of the Statewide Instructional Reporting System

(8) the scoring methodology utilized by the Department and/or the district or BOCES to evaluate a teacher or principal under this Subpart, including how scores are generated for each subcomponent and the composite effectiveness score and application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the teacher's or principal's overall rating and their subcomponent ratings

(9) specific considerations in evaluating teachers and principals of English language learners and students with disabilities

- Checked

## 11.6) Assurances -- Principals

Please check all of the boxes below:

| | |
|---|---|
| 11.6) Assurances -- Principals \| Assure the entire APPR plan will be completed for each principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the building principal's performance is being measured. | Checked |
| 11.6) Assurances -- Principals \| Assure that the district will provide the principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of principal effectiveness subcomponent for a principal's annual professional performance review, in writing, no later than the last school day of the school year for which the principal is being measured. | Checked |
| 11.6) Assurances -- Principals \| Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later. | Checked |
| 11.6) Assurances -- Principals \| Assure that the evaluation system will be used as a significant factor for employment decisions. | Checked |
| 11.6) Assurances -- Principals \| Assure that principals will receive timely and constructive feedback as part of the evaluation process. | Checked |
| 11.6) Assurances -- Principals \| Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal. | Checked |

## 11.7) Assurances -- Data

Please check all of the boxes below:

| | |
|---|---|
| 11.7) Assurances -- Data \| Assure that the NYSED will receive accurate teacher and student data, including enrollment and attendance data and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with this Subpart, in a format and timeline prescribed by the Commissioner. | Checked |
| 11.7) Assurances -- Data \| Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them. | Checked |
| 11.7) Assurances -- Data \| Assure scores for all principals will be reported to NYSED for each subcomponent, as well as the composite rating, as per NYSED requirements. | Checked |

# 12. Joint Certification of APPR Plan

Created Friday, October 19, 2012
Updated Monday, February 04, 2013

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## Page 1

### 12.1)Upload the Joint Certification of the APPR Plan

Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using this form: APPR District Certification Form

*assets/survey-uploads/5581/201084-3Uqgn5g9Iu/2-4-13_1.pdf*

### File types supported for uploads

PDF (preferred)

Microsoft Office (.doc, .ppt, .xls)

Microsoft Office 2007: Supported but not recommended (.docx, .pptx, .xlsx)

Open Office (.odt, .ott)

Images (.jpg, .gif)

Other Formats (.html, .xhtml, .txt, .rtf, .latex)

Please note that .docx, .pptx, and .xlsx formats are not entirely supported.

Please save your file types as .doc, .ppt or .xls respectively before uploading.

**Form 2.10) All Other Courses**

Fill in, as applicable, for all other teachers in additional grades/subjects that have Student Learning Objectives. If you need additional space, duplicate this form and upload (below) as an attachment to your APPR plan. You may combine into one line any groups of teachers for whom the answers in the boxes are the same including, for example, "all other teachers not named above."

| | Course(s) or Subject(s) | Option | Assessment |
|---|---|---|---|
| | K-2 AIS | ○ State Assessment<br>○ State-approved 3rd party assessment<br>**X District, Regional or BOCES-developed**<br>○ School/BOCES-wide/group/team results based on State | ACSD-Developed Grades K-2 ELA and Mathematics Assessments |
| | 8 Health | ○ State Assessment<br>○ State-approved 3rd party assessment<br>**X District, Regional or BOCES-developed**<br>○ School/BOCES-wide/group/team results based on State | ACSD-developed Grade 8 Health Assessment |
| | 7-8 Technology | ○ State Assessment<br>○ State-approved 3rd party assessment<br>**X District, Regional or BOCES-developed**<br>○ School/BOCES-wide/group/team results based on State | ACSD-developed Grades 6-7 Technology Assessments |
| | 7-8 Foreign Language | ○ State Assessment<br>○ State-approved 3rd party assessment<br>**X District, Regional or BOCES-developed**<br>○ School/BOCES-wide/group/team results based on State | ACSD-developed Grades 7-8 Foreign Language Assessments |
| | 9-12 Foreign | ○ State Assessment<br>○ | ACSD- |

| | | | |
|---|---|---|---|
| | Language | ○ State-approved 3rd party assessment<br>X **District, Regional or BOCES-developed**<br>○ School/BOCES-wide/group/team results based on State | developed Grades 9-12 Foreign Language Assessments |
| | K-2 Special Education | ○ State Assessment<br>○ State-approved 3rd party assessment<br>X **District, Regional or BOCES-developed**<br>○ School/BOCES-wide/group/team results based on State | ACSD-developed Grades K-2 ELA and Mathematics Assessments |
| | 3-5 Special Education | X **State Assessment**<br>○ State-approved 3rd party assessment<br>○ District, Regional or BOCES-developed<br>○ School/BOCES-wide/group/team results based on State | NYS Grades 3-5 ELA and Mathematics Assessments |
| | 6-8 Special Education | X **State Assessment**<br>○ State-approved 3rd party assessment<br>○ District, Regional or BOCES-developed<br>○ School/BOCES-wide/group/team results based on State | NYS Grades 6-8 ELA and Mathematics Assessments |
| | 9-12 Special Education | X **State Assessment**<br>○ State-approved 3rd party assessment<br>○ **District, Regional or BOCES-developed**<br>○ School/BOCES-wide/group/team results based on State | All NYS Regents Exams taken by students in caseload |
| | All special area and elective teachers | ○ State Assessment<br>○ State-approved 3rd party assessment<br>X **District, Regional or BOCES-developed** | ACSD-developed subject area specific assessments |

| | | | |
|---|---|---|---|
| | | ○ School/BOCES-wide/group/team results based on State | |

**The following tables will be used to calculate a teacher or principal's score for the Growth on State Assessments or Comparable Measures sub-component of the APPR in the absence of a state-provided growth or value-added score. Table 1 will be used for determining growth expectations for students and Table 2 will be used for deriving a HEDI rating based on the percentage of students meeting their growth target.**

Table 1- Growth expectation chart (For assessments using a 1-4 grading scale, the following conversion will be used: 1=25, 2=50, 3=75, 4=100)

| Pre-test score | Add-on | Minimum post-test score |
|---|---|---|
| 0 | 25 | 25 |
| 1 | 25 | 26 |
| 2 | 25 | 27 |
| 3 | 24 | 27 |
| 4 | 24 | 28 |
| 5 | 24 | 29 |
| 6 | 24 | 30 |
| 7 | 23 | 30 |
| 8 | 23 | 31 |
| 9 | 23 | 32 |
| 10 | 23 | 33 |
| 11 | 22 | 33 |
| 12 | 22 | 34 |
| 13 | 22 | 35 |
| 14 | 22 | 36 |
| 15 | 21 | 36 |
| 16 | 21 | 37 |
| 17 | 21 | 38 |
| 18 | 21 | 39 |
| 19 | 20 | 39 |
| 20 | 20 | 40 |
| 21 | 20 | 41 |
| 22 | 20 | 42 |

| | | |
|---|---|---|
| 23 | 19 | 42 |
| 24 | 19 | 43 |
| 25 | 19 | 44 |
| 26 | 19 | 45 |
| 27 | 18 | 45 |
| 28 | 18 | 46 |
| 29 | 18 | 47 |
| 30 | 18 | 48 |
| 31 | 17 | 48 |
| 32 | 17 | 49 |
| 33 | 17 | 50 |
| 34 | 17 | 51 |
| 35 | 16 | 51 |
| 36 | 16 | 52 |
| 37 | 16 | 53 |
| 38 | 16 | 54 |
| 39 | 15 | 54 |
| 40 | 15 | 55 |
| 41 | 15 | 56 |
| 42 | 15 | 57 |
| 43 | 14 | 57 |
| 44 | 14 | 58 |
| 45 | 14 | 59 |
| 46 | 14 | 60 |
| 47 | 13 | 60 |
| 48 | 13 | 61 |
| 49 | 13 | 62 |
| 50 | 13 | 63 |
| 51 | 12 | 63 |
| 52 | 12 | 64 |
| 53 | 12 | 65 |
| 54 | 12 | 66 |
| 55 | 11 | 66 |
| 56 | 11 | 67 |

| | | |
|---|---|---|
| 57 | 11 | 68 |
| 58 | 11 | 69 |
| 59 | 10 | 69 |
| 60 | 10 | 70 |
| 61 | 10 | 71 |
| 62 | 10 | 72 |
| 63 | 9 | 72 |
| 64 | 9 | 73 |
| 65 | 9 | 74 |
| 66 | 9 | 75 |
| 67 | 8 | 75 |
| 68 | 8 | 76 |
| 69 | 8 | 77 |
| 70 | 8 | 78 |
| 71 | 7 | 78 |
| 72 | 7 | 79 |
| 73 | 7 | 80 |
| 74 | 7 | 81 |
| 75 | 6 | 81 |
| 76 | 6 | 82 |
| 77 | 6 | 83 |
| 78 | 6 | 84 |
| 79 | 5 | 84 |
| 80 | 5 | 85 |
| 81 | 5 | 86 |
| 82 | 5 | 87 |
| 83 | 4 | 87 |
| 84 | 4 | 88 |
| 85 | 4 | 89 |
| 86 | 4 | 90 |
| 87 | 3 | 90 |
| 88 | 3 | 91 |
| 89 | 3 | 92 |
| 90 | 3 | 93 |

| | | |
|---|---|---|
| 91 | 2 | 93 |
| 92 | 2 | 94 |
| 93 | 2 | 95 |
| 94 | 2 | 96 |
| 95 | 1 | 96 |
| 96 | 1 | 97 |
| 97 | 1 | 98 |
| 98 | 1 | 99 |
| 99 | 0 | 99 |
| 100 | 0 | 100 |

Table 2-Growth (20 point)

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | | Ineffective | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | | | | | | |
| **20** | **19** | **18** | **17** | **16** | **15** | **14** | **13** | **12** | **11** | **10** | **9** | **8** | **7** | **6** | **5** | **4** | **3** | **2** | **1** | **0** |
| ≥96% | 91%-95% | 81-90% | 80% | 78-79% | 76-77% | 74-75% | 72-73% | 71% | 70% | 69% | 68% | 67% | 66% | 65% | 64% | 63% | 62% | 61% | 60% | ≤59% |

**The following tables will be used to calculate a teacher or principal's score for the Local Measures sub-component of the APPR. Table 1 will be used for determining growth expectations for students and Table 3 will be used for deriving a HEDI rating based on the percentage of students meeting their growth target.**

Table 1- (For assessments using a 1-4 grading scale, the following conversion will be used: 1=25, 2=50, 3=75, 4=100)

| Pre-test score | Add-on | Minimum post-test score |
|---|---|---|
| 0 | 25 | 25 |
| 1 | 25 | 26 |
| 2 | 25 | 27 |
| 3 | 24 | 27 |
| 4 | 24 | 28 |
| 5 | 24 | 29 |
| 6 | 24 | 30 |
| 7 | 23 | 30 |
| 8 | 23 | 31 |
| 9 | 23 | 32 |
| 10 | 23 | 33 |
| 11 | 22 | 33 |
| 12 | 22 | 34 |
| 13 | 22 | 35 |
| 14 | 22 | 36 |
| 15 | 21 | 36 |
| 16 | 21 | 37 |
| 17 | 21 | 38 |
| 18 | 21 | 39 |
| 19 | 20 | 39 |
| 20 | 20 | 40 |
| 21 | 20 | 41 |

| | | |
|---|---|---|
| 22 | 20 | 42 |
| 23 | 19 | 42 |
| 24 | 19 | 43 |
| 25 | 19 | 44 |
| 26 | 19 | 45 |
| 27 | 18 | 45 |
| 28 | 18 | 46 |
| 29 | 18 | 47 |
| 30 | 18 | 48 |
| 31 | 17 | 48 |
| 32 | 17 | 49 |
| 33 | 17 | 50 |
| 34 | 17 | 51 |
| 35 | 16 | 51 |
| 36 | 16 | 52 |
| 37 | 16 | 53 |
| 38 | 16 | 54 |
| 39 | 15 | 54 |
| 40 | 15 | 55 |
| 41 | 15 | 56 |
| 42 | 15 | 57 |
| 43 | 14 | 57 |
| 44 | 14 | 58 |
| 45 | 14 | 59 |
| 46 | 14 | 60 |
| 47 | 13 | 60 |
| 48 | 13 | 61 |
| 49 | 13 | 62 |
| 50 | 13 | 63 |
| 51 | 12 | 63 |
| 52 | 12 | 64 |

| | | |
|---|---|---|
| 53 | 12 | 65 |
| 54 | 12 | 66 |
| 55 | 11 | 66 |
| 56 | 11 | 67 |
| 57 | 11 | 68 |
| 58 | 11 | 69 |
| 59 | 10 | 69 |
| 60 | 10 | 70 |
| 61 | 10 | 71 |
| 62 | 10 | 72 |
| 63 | 9 | 72 |
| 64 | 9 | 73 |
| 65 | 9 | 74 |
| 66 | 9 | 75 |
| 67 | 8 | 75 |
| 68 | 8 | 76 |
| 69 | 8 | 77 |
| 70 | 8 | 78 |
| 71 | 7 | 78 |
| 72 | 7 | 79 |
| 73 | 7 | 80 |
| 74 | 7 | 81 |
| 75 | 6 | 81 |
| 76 | 6 | 82 |
| 77 | 6 | 83 |
| 78 | 6 | 84 |
| 79 | 5 | 84 |
| 80 | 5 | 85 |
| 81 | 5 | 86 |
| 82 | 5 | 87 |
| 83 | 4 | 87 |

| | | |
|---|---|---|
| 84 | 4 | 88 |
| 85 | 4 | 89 |
| 86 | 4 | 90 |
| 87 | 3 | 90 |
| 88 | 3 | 91 |
| 89 | 3 | 92 |
| 90 | 3 | 93 |
| 91 | 2 | 93 |
| 92 | 2 | 94 |
| 93 | 2 | 95 |
| 94 | 2 | 96 |
| 95 | 1 | 96 |
| 96 | 1 | 97 |
| 97 | 1 | 98 |
| 98 | 1 | 99 |
| 99 | 0 | 99 |
| 100 | 0 | 100 |

Table 3- HEDI ratings assuming implementation of value added (15 Points):

| Highly Effective | | Effective | | | | | | Developing | | | | | Ineffective | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | |
| **15** | **14** | **13** | **12** | **11** | **10** | **9** | **8** | **7** | **6** | **5** | **4** | **3** | **2** | **1** | **0** |
| ≥91% | 81-90% | 79-80% | 77-78% | 75-76% | 73-74% | 71-72% | 69-70% | 67-68% | 65-66% | 63-64% | 61-62% | 59-60% | 57-58% | 55-56% | ≤54% |

**The following tables will be used to calculate a teacher or principal's score for the Local Measures sub-component of the APPR. Table 1 will be used for determining growth expectations for students and Table 2 will be used for deriving a HEDI rating based on the percentage of students meeting their growth target.**

Table 1- Growth expectation chart (For assessments using a 1-4 grading scale, the following conversion will be used: 1=25, 2=50, 3=75, 4=100)

| Pre-test score | Add-on | Minimum post-test score |
|---|---|---|
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| 4 | 24 | 28 |
| 5 | 24 | 29 |
| 6 | 24 | 30 |
| 7 | 23 | 30 |
| 8 | 23 | 31 |
| 9 | 23 | 32 |
| 10 | 23 | 33 |
| 11 | 22 | 33 |
| 12 | 22 | 34 |
| 13 | 22 | 35 |
| 14 | 22 | 36 |
| 15 | 21 | 36 |
| 16 | 21 | 37 |
| 17 | 21 | 38 |
| 18 | 21 | 39 |
| 19 | 20 | 39 |
| 20 | 20 | 40 |
| 21 | 20 | 41 |

| | | |
|---|---|---|
| 22 | 20 | 42 |
| 23 | 19 | 42 |
| 24 | 19 | 43 |
| 25 | 19 | 44 |
| 26 | 19 | 45 |
| 27 | 18 | 45 |
| 28 | 18 | 46 |
| 29 | 18 | 47 |
| 30 | 18 | 48 |
| 31 | 17 | 48 |
| 32 | 17 | 49 |
| 33 | 17 | 50 |
| 34 | 17 | 51 |
| 35 | 16 | 51 |
| 36 | 16 | 52 |
| 37 | 16 | 53 |
| 38 | 16 | 54 |
| 39 | 15 | 54 |
| 40 | 15 | 55 |
| 41 | 15 | 56 |
| 42 | 15 | 57 |
| 43 | 14 | 57 |
| 44 | 14 | 58 |
| 45 | 14 | 59 |
| 46 | 14 | 60 |
| 47 | 13 | 60 |
| 48 | 13 | 61 |
| 49 | 13 | 62 |
| 50 | 13 | 63 |
| 51 | 12 | 63 |
| 52 | 12 | 64 |
| 53 | 12 | 65 |
| 54 | 12 | 66 |
| 55 | 11 | 66 |

| | | |
|---|---|---|
| 56 | 11 | 67 |
| 57 | 11 | 68 |
| 58 | 11 | 69 |
| 59 | 10 | 69 |
| 60 | 10 | 70 |
| 61 | 10 | 71 |
| 62 | 10 | 72 |
| 63 | 9 | 72 |
| 64 | 9 | 73 |
| 65 | 9 | 74 |
| 66 | 9 | 75 |
| 67 | 8 | 75 |
| 68 | 8 | 76 |
| 69 | 8 | 77 |
| 70 | 8 | 78 |
| 71 | 7 | 78 |
| 72 | 7 | 79 |
| 73 | 7 | 80 |
| 74 | 7 | 81 |
| 75 | 6 | 81 |
| 76 | 6 | 82 |
| 77 | 6 | 83 |
| 78 | 6 | 84 |
| 79 | 5 | 84 |
| 80 | 5 | 85 |
| 81 | 5 | 86 |
| 82 | 5 | 87 |
| 83 | 4 | 87 |
| 84 | 4 | 88 |
| 85 | 4 | 89 |
| 86 | 4 | 90 |
| 87 | 3 | 90 |
| 88 | 3 | 91 |
| 89 | 3 | 92 |

| | | |
|---|---|---|
| 90 | 3 | 93 |
| 91 | 2 | 93 |
| 92 | 2 | 94 |
| 93 | 2 | 95 |
| 94 | 2 | 96 |
| 95 | 1 | 96 |
| 96 | 1 | 97 |
| 97 | 1 | 98 |
| 98 | 1 | 99 |
| 99 | 0 | 99 |
| 100 | 0 | 100 |

Table 2-Growth (20 point)

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | | Ineffective | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | | | | | | |
| **20** | **19** | **18** | **17** | **16** | **15** | **14** | **13** | **12** | **11** | **10** | **9** | **8** | **7** | **6** | **5** | **4** | **3** | **2** | **1** | **0** |
| ≥96% | 91%-95% | 81-90% | 80% | 78-79% | 76-77% | 74-75% | 72-73% | 71% | 70% | 69% | 68% | 67% | 66% | 65% | 64% | 63% | 62% | 61% | 60% | ≤59% |

**The following tables will be used to calculate a teacher or principal's score for the Growth on State Assessments or Comparable Measures sub-component of the APPR in the absence of a state-provided growth or value-added score. Table 1 will be used for determining growth expectations for students and Table 2 will be used for deriving a HEDI rating based on the percentage of students meeting their growth target.**

Table 1- Growth expectation chart (For assessments using a 1-4 grading scale, the following conversion will be used: 1=25, 2=50, 3=75, 4=100)

| Pre-test score | Add-on | Minimum post-test score |
|---|---|---|
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| 4 | 24 | 28 |
| 5 | 24 | 29 |
| 6 | 24 | 30 |
| 7 | 23 | 30 |
| 8 | 23 | 31 |
| 9 | 23 | 32 |
| 10 | 23 | 33 |
| 11 | 22 | 33 |
| 12 | 22 | 34 |
| 13 | 22 | 35 |
| 14 | 22 | 36 |
| 15 | 21 | 36 |
| 16 | 21 | 37 |
| 17 | 21 | 38 |
| 18 | 21 | 39 |
| 19 | 20 | 39 |
| 20 | 20 | 40 |
| 21 | 20 | 41 |
| 22 | 20 | 42 |

| | | |
|---|---|---|
| 23 | 19 | 42 |
| 24 | 19 | 43 |
| 25 | 19 | 44 |
| 26 | 19 | 45 |
| 27 | 18 | 45 |
| 28 | 18 | 46 |
| 29 | 18 | 47 |
| 30 | 18 | 48 |
| 31 | 17 | 48 |
| 32 | 17 | 49 |
| 33 | 17 | 50 |
| 34 | 17 | 51 |
| 35 | 16 | 51 |
| 36 | 16 | 52 |
| 37 | 16 | 53 |
| 38 | 16 | 54 |
| 39 | 15 | 54 |
| 40 | 15 | 55 |
| 41 | 15 | 56 |
| 42 | 15 | 57 |
| 43 | 14 | 57 |
| 44 | 14 | 58 |
| 45 | 14 | 59 |
| 46 | 14 | 60 |
| 47 | 13 | 60 |
| 48 | 13 | 61 |
| 49 | 13 | 62 |
| 50 | 13 | 63 |
| 51 | 12 | 63 |
| 52 | 12 | 64 |
| 53 | 12 | 65 |
| 54 | 12 | 66 |
| 55 | 11 | 66 |
| 56 | 11 | 67 |

| | | |
|---|---|---|
| 57 | 11 | 68 |
| 58 | 11 | 69 |
| 59 | 10 | 69 |
| 60 | 10 | 70 |
| 61 | 10 | 71 |
| 62 | 10 | 72 |
| 63 | 9 | 72 |
| 64 | 9 | 73 |
| 65 | 9 | 74 |
| 66 | 9 | 75 |
| 67 | 8 | 75 |
| 68 | 8 | 76 |
| 69 | 8 | 77 |
| 70 | 8 | 78 |
| 71 | 7 | 78 |
| 72 | 7 | 79 |
| 73 | 7 | 80 |
| 74 | 7 | 81 |
| 75 | 6 | 81 |
| 76 | 6 | 82 |
| 77 | 6 | 83 |
| 78 | 6 | 84 |
| 79 | 5 | 84 |
| 80 | 5 | 85 |
| 81 | 5 | 86 |
| 82 | 5 | 87 |
| 83 | 4 | 87 |
| 84 | 4 | 88 |
| 85 | 4 | 89 |
| 86 | 4 | 90 |
| 87 | 3 | 90 |
| 88 | 3 | 91 |
| 89 | 3 | 92 |
| 90 | 3 | 93 |

| | | |
|---|---|---|
| 91 | 2 | 93 |
| 92 | 2 | 94 |
| 93 | 2 | 95 |
| 94 | 2 | 96 |
| 95 | 1 | 96 |
| 96 | 1 | 97 |
| 97 | 1 | 98 |
| 98 | 1 | 99 |
| 99 | 0 | 99 |
| 100 | 0 | 100 |

Table 2-Growth (20 point)

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | | Ineffective | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | | | | | | |
| **20** | **19** | **18** | **17** | **16** | **15** | **14** | **13** | **12** | **11** | **10** | **9** | **8** | **7** | **6** | **5** | **4** | **3** | **2** | **1** | **0** |
| ≥96% | 91%-95% | 81-90% | 80% | 78-79% | 76-77% | 74-75% | 72-73% | 71% | 70% | 69% | 68% | 67% | 66% | 65% | 64% | 63% | 62% | 61% | 60% | ≤59% |

Table 1-Scaling

| **Announced+Unannounced+Professional Growth Plan÷15** | **Scaled Score out of 60 (to be used towards the teacher's final aggregate score out of 100)** |
|---|---|
| 3.9 - 4.0 | 60 |
| 3.7 – 3.8 | 59 |
| 3.3 – 3.6 | 58 |
| 2.9 – 3.2 | 57 |
| 2.8 | 56 |
| 2.7 | 55 |
| 2.6 | 54 |
| 2.5 | 53 |
| 2.4 | 52 |
| 2.3 | 51 |
| 2.2 | 50 |
| 2.1 | 49 |
| 2.0 | 48 |
| 1.9 | 47 |
| 1.8 | 44 |
| 1.7 | 42 |
| 1.6 | 40 |
| 1.5 | 38 |
| 1.4 | 35 |
| 1.3 | 32 |
| 1.2 | 28 |
| 1.1 | 26 |
| 1.0 | 24 |
| 0.9 | 22 |
| 0.8 | 20 |
| 0.7 | 16 |
| 0.6 | 14 |
| 0.5 | 12 |
| 0.4 | 10 |
| 0.4 | 8 |

| | |
|---|---|
| 0.2 | 5 |
| 0.1 | 2 |
| 0.0 | 0 |

Table 2- HEDI for Other Measures Composite Score (Announced+Unannounced+Professional Growth Plan)

| Rating Category | Overall Score | Performance Narrative |
|---|---|---|
| Highly Effective | 59-60 | Overall performance and results exceed standards. |
| Effective | 57-58 | Overall performance and results meet standards. |
| Developing | 50-56 | Overall performance and results need improvement to meet standards. |
| Ineffective | 0-49 | Overall performance and results do not meet standards. |

# ARLINGTON CENTRAL SCHOOL DISTRICT APPR – TEACHER IMPROVEMENT PLAN 2012-2013

| | |
|---|---|
| **NAME OF TEACHER:** | |
| **SCHOOL:** | Select School |
| **TENURED OR PROBATIONARY (INCLUDE TENURE AREA):** | |
| **GRADE LEVEL/SUBJECT(S):** | |
| **NAME OF EVALUATOR:** | Select Administrator |
| ***BEGINNING DATE OF TIP:** | Click here to enter a date. |
| ***ENDING DATE OF TIP:** | Click here to enter a date. |

*Note: the duration of a TIP shall be 15-20 weeks

***Identify the areas being addressed below:***

| **Area(s) in Need of Improvement** | **Performance Goals, Expectations, Standards and/or Benchmarks** | **Timelines** (Including dates for periodic review of progress) | **Evidence of Improvement** (List ways in which improvement will be measured and monitored) | **Possible Resources/Strategies** (Materials and supports including opportunities for professional development) |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |

Evaluator's Signature _____ Date _____

Teacher's Signature _____ Date _____

*Comments may be attached.*

**The following tables will be used to calculate a teacher or principal's score for the Local Measures sub-component of the APPR. Table 1 will be used for determining growth expectations for students and Table 3 will be used for deriving a HEDI rating based on the percentage of students meeting their growth target.**

Table 1- (For assessments using a 1-4 grading scale, the following conversion will be used: 1=25, 2=50, 3=75, 4=100)

| Pre-test score | Add-on | Minimum post-test score |
|---|---|---|
| 0 | 25 | 25 |
| 1 | 25 | 26 |
| 2 | 25 | 27 |
| 3 | 24 | 27 |
| 4 | 24 | 28 |
| 5 | 24 | 29 |
| 6 | 24 | 30 |
| 7 | 23 | 30 |
| 8 | 23 | 31 |
| 9 | 23 | 32 |
| 10 | 23 | 33 |
| 11 | 22 | 33 |
| 12 | 22 | 34 |
| 13 | 22 | 35 |
| 14 | 22 | 36 |
| 15 | 21 | 36 |
| 16 | 21 | 37 |
| 17 | 21 | 38 |
| 18 | 21 | 39 |
| 19 | 20 | 39 |
| 20 | 20 | 40 |
| 21 | 20 | 41 |

| | | |
|---|---|---|
| 22 | 20 | 42 |
| 23 | 19 | 42 |
| 24 | 19 | 43 |
| 25 | 19 | 44 |
| 26 | 19 | 45 |
| 27 | 18 | 45 |
| 28 | 18 | 46 |
| 29 | 18 | 47 |
| 30 | 18 | 48 |
| 31 | 17 | 48 |
| 32 | 17 | 49 |
| 33 | 17 | 50 |
| 34 | 17 | 51 |
| 35 | 16 | 51 |
| 36 | 16 | 52 |
| 37 | 16 | 53 |
| 38 | 16 | 54 |
| 39 | 15 | 54 |
| 40 | 15 | 55 |
| 41 | 15 | 56 |
| 42 | 15 | 57 |
| 43 | 14 | 57 |
| 44 | 14 | 58 |
| 45 | 14 | 59 |
| 46 | 14 | 60 |
| 47 | 13 | 60 |
| 48 | 13 | 61 |
| 49 | 13 | 62 |
| 50 | 13 | 63 |
| 51 | 12 | 63 |
| 52 | 12 | 64 |

| | | |
|---|---|---|
| 53 | 12 | 65 |
| 54 | 12 | 66 |
| 55 | 11 | 66 |
| 56 | 11 | 67 |
| 57 | 11 | 68 |
| 58 | 11 | 69 |
| 59 | 10 | 69 |
| 60 | 10 | 70 |
| 61 | 10 | 71 |
| 62 | 10 | 72 |
| 63 | 9 | 72 |
| 64 | 9 | 73 |
| 65 | 9 | 74 |
| 66 | 9 | 75 |
| 67 | 8 | 75 |
| 68 | 8 | 76 |
| 69 | 8 | 77 |
| 70 | 8 | 78 |
| 71 | 7 | 78 |
| 72 | 7 | 79 |
| 73 | 7 | 80 |
| 74 | 7 | 81 |
| 75 | 6 | 81 |
| 76 | 6 | 82 |
| 77 | 6 | 83 |
| 78 | 6 | 84 |
| 79 | 5 | 84 |
| 80 | 5 | 85 |
| 81 | 5 | 86 |
| 82 | 5 | 87 |
| 83 | 4 | 87 |

| | | |
|---|---|---|
| 84 | 4 | 88 |
| 85 | 4 | 89 |
| 86 | 4 | 90 |
| 87 | 3 | 90 |
| 88 | 3 | 91 |
| 89 | 3 | 92 |
| 90 | 3 | 93 |
| 91 | 2 | 93 |
| 92 | 2 | 94 |
| 93 | 2 | 95 |
| 94 | 2 | 96 |
| 95 | 1 | 96 |
| 96 | 1 | 97 |
| 97 | 1 | 98 |
| 98 | 1 | 99 |
| 99 | 0 | 99 |
| 100 | 0 | 100 |

Table 3- HEDI ratings assuming implementation of value added (15 Points):

| Highly Effective | | Effective | | | | | | Developing | | | | | Ineffective | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | |
| **15** | **14** | **13** | **12** | **11** | **10** | **9** | **8** | **7** | **6** | **5** | **4** | **3** | **2** | **1** | **0** |
| ≥91% | 81-90% | 79-80% | 77-78% | 75-76% | 73-74% | 71-72% | 69-70% | 67-68% | 65-66% | 63-64% | 61-62% | 59-60% | 57-58% | 55-56% | ≤54% |

**The following tables will be used to calculate a teacher or principal's score for the Local Measures sub-component of the APPR. Table 1 will be used for determining growth expectations for students and Table 2 will be used for deriving a HEDI rating based on the percentage of students meeting their growth target.**

Table 1- Growth expectation chart (For assessments using a 1-4 grading scale, the following conversion will be used: 1=25, 2=50, 3=75, 4=100)

| Pre-test score | Add-on | Minimum post-test score |
|---|---|---|
| 0 | 25 | 25 |
| 1 | 25 | 26 |
| 2 | 25 | 27 |
| 3 | 24 | 27 |
| 4 | 24 | 28 |
| 5 | 24 | 29 |
| 6 | 24 | 30 |
| 7 | 23 | 30 |
| 8 | 23 | 31 |
| 9 | 23 | 32 |
| 10 | 23 | 33 |
| 11 | 22 | 33 |
| 12 | 22 | 34 |
| 13 | 22 | 35 |
| 14 | 22 | 36 |
| 15 | 21 | 36 |
| 16 | 21 | 37 |
| 17 | 21 | 38 |
| 18 | 21 | 39 |
| 19 | 20 | 39 |
| 20 | 20 | 40 |
| 21 | 20 | 41 |

| | | |
|---|---|---|
| 22 | 20 | 42 |
| 23 | 19 | 42 |
| 24 | 19 | 43 |
| 25 | 19 | 44 |
| 26 | 19 | 45 |
| 27 | 18 | 45 |
| 28 | 18 | 46 |
| 29 | 18 | 47 |
| 30 | 18 | 48 |
| 31 | 17 | 48 |
| 32 | 17 | 49 |
| 33 | 17 | 50 |
| 34 | 17 | 51 |
| 35 | 16 | 51 |
| 36 | 16 | 52 |
| 37 | 16 | 53 |
| 38 | 16 | 54 |
| 39 | 15 | 54 |
| 40 | 15 | 55 |
| 41 | 15 | 56 |
| 42 | 15 | 57 |
| 43 | 14 | 57 |
| 44 | 14 | 58 |
| 45 | 14 | 59 |
| 46 | 14 | 60 |
| 47 | 13 | 60 |
| 48 | 13 | 61 |
| 49 | 13 | 62 |
| 50 | 13 | 63 |
| 51 | 12 | 63 |
| 52 | 12 | 64 |
| 53 | 12 | 65 |
| 54 | 12 | 66 |
| 55 | 11 | 66 |

| | | |
|---|---|---|
| 56 | 11 | 67 |
| 57 | 11 | 68 |
| 58 | 11 | 69 |
| 59 | 10 | 69 |
| 60 | 10 | 70 |
| 61 | 10 | 71 |
| 62 | 10 | 72 |
| 63 | 9 | 72 |
| 64 | 9 | 73 |
| 65 | 9 | 74 |
| 66 | 9 | 75 |
| 67 | 8 | 75 |
| 68 | 8 | 76 |
| 69 | 8 | 77 |
| 70 | 8 | 78 |
| 71 | 7 | 78 |
| 72 | 7 | 79 |
| 73 | 7 | 80 |
| 74 | 7 | 81 |
| 75 | 6 | 81 |
| 76 | 6 | 82 |
| 77 | 6 | 83 |
| 78 | 6 | 84 |
| 79 | 5 | 84 |
| 80 | 5 | 85 |
| 81 | 5 | 86 |
| 82 | 5 | 87 |
| 83 | 4 | 87 |
| 84 | 4 | 88 |
| 85 | 4 | 89 |
| 86 | 4 | 90 |
| 87 | 3 | 90 |
| 88 | 3 | 91 |
| 89 | 3 | 92 |

| | | |
|---|---|---|
| 90 | 3 | 93 |
| 91 | 2 | 93 |
| 92 | 2 | 94 |
| 93 | 2 | 95 |
| 94 | 2 | 96 |
| 95 | 1 | 96 |
| 96 | 1 | 97 |
| 97 | 1 | 98 |
| 98 | 1 | 99 |
| 99 | 0 | 99 |
| 100 | 0 | 100 |

Table 2-Growth (20 point)

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | | Ineffective | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | | | | | | |
| **20** | **19** | **18** | **17** | **16** | **15** | **14** | **13** | **12** | **11** | **10** | **9** | **8** | **7** | **6** | **5** | **4** | **3** | **2** | **1** | **0** |
| ≥96% | 91%-95% | 81-90% | 80% | 78-79% | 76-77% | 74-75% | 72-73% | 71% | 70% | 69% | 68% | 67% | 66% | 65% | 64% | 63% | 62% | 61% | 60% | ≤59% |

Table 1-Scaling

| MPPR+Goal Setting÷15 | Scaled Score out of 60 (to be used towards the principal's final aggregate score out of 100) |
|---|---|
| 3.9 - 4.0 | 60 |
| 3.7 – 3.8 | 59 |
| 3.3 – 3.6 | 58 |
| 2.9 – 3.2 | 57 |
| 2.8 | 56 |
| 2.7 | 55 |
| 2.6 | 54 |
| 2.5 | 53 |
| 2.4 | 52 |
| 2.3 | 51 |
| 2.2 | 50 |
| 2.1 | 49 |
| 2.0 | 48 |
| 1.9 | 47 |
| 1.8 | 44 |
| 1.7 | 42 |
| 1.6 | 40 |
| 1.5 | 38 |
| 1.4 | 35 |
| 1.3 | 32 |
| 1.2 | 28 |
| 1.1 | 26 |
| 1.0 | 24 |
| 0.9 | 22 |
| 0.8 | 20 |
| 0.7 | 16 |
| 0.6 | 14 |
| 0.5 | 12 |
| 0.4 | 10 |
| 0.4 | 8 |
| 0.2 | 5 |
| 0.1 | 2 |
| 0.0 | 0 |

Table 2- HEDI for Other Measures Composite Score (MPPR+Goal Setting)

| Rating Category | Overall Score | Performance Narrative |
|---|---|---|
| Highly Effective | 59-60 | Overall performance and results exceed standards. |
| Effective | 57-58 | Overall performance and results meet standards. |
| Developing | 50-56 | Overall performance and results need improvement to meet standards. |
| Ineffective | 0-49 | Overall performance and results do not meet standards. |

# ARLINGTON CENTRAL SCHOOL DISTRICT APPR – ADMINISTRATOR IMPROVEMENT PLAN 2012-2013

| | |
|---|---|
| **NAME OF ADMINISTRATOR:** | |
| **SCHOOL:** | Select School |
| **TENURED OR PROBATIONARY (INCLUDE TENURE AREA):** | |
| **LEVEL(S):** | |
| **NAME OF EVALUATOR:** | Select Administrator |
| ***BEGINNING DATE OF PIP:** | Click here to enter a date. |
| ***ENDING DATE OF PIP:** | Click here to enter a date. |

*Note: the duration of a TIP shall be 15-20 weeks

***Identify the areas being addressed below:***

| **Area(s) in Need of Improvement** | **Performance Goals, Expectations, Standards and/or Benchmarks** | **Timelines** (Including dates for periodic review of progress) | **Evidence of Improvement** (List ways in which improvement will be measured and monitored) | **Possible Resources/Strategies** (Materials and supports including opportunities for professional development) |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |

Evaluator's Signature _____ Date _____

Administrator's Signature _____ Date _____

*Comments may be attached.*

- Assure that, if more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that, if more than one type of locally-selected measure is used for principals in the same or similar grade configuration or program, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that the process for assigning points for all subcomponents and the composite scores will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction
- Assure that district or BOCES will develop SLOs according to the rules and/or guidance established by SED and that past academic performance and / or baseline academic data of students is taken into account when developing an SLO
- Assure that Student Growth/Value Added Measure will be used where applicable
- Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval as soon as practicable and/or in a timeframe prescribed by the Commissioner
- Assure that this APPR Plan applies to all classroom teachers and building principals as defined in the regulation and SED guidance
- Assure that the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to the regulations
- If this APPR Plan is being submitted subsequent to July 1, 2012, assure that this was the result of unresolved collective bargaining negotiations

**Signatures, dates**

Superintendent Signature: Date: 2-4-13

Teachers Union President Signature: Date: 2-4-13

Administrative Union President Signature: Date: 2-4-13

Phil Bernardi

Board of Education President Signature: Date: 2-4-13

**DISTRICT CERTIFICATION FORM: Please download this form, sign and upload to APPR form**

By signing this document, the school district or BOCES certifies that this document constitutes the district's or BOCES' complete Annual Professional Performance Review (APPR) Plan, that all provisions of the APPR that are subject to collective negotiations have been resolved pursuant to the provisions of Article 14 of the Civil Service Law and that such APPR Plan complies with the requirements of Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents and has been adopted by the governing body of the school district or BOCES. By signing this document, the collective bargaining agent(s) of the school district or BOCES, where applicable, certify that this document constitutes the district's or BOCES' complete Annual Professional Performance Review (APPR) Plan, that collective negotiations have been completed on all provisions of the APPR that are subject to collective bargaining, and that such APPR Plan complies with the requirements of Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents and has been adopted by the governing body of the school district or BOCES.

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that upon information and belief, all statements made herein are true and accurate and that any applicable collective bargaining agreements for teachers and principals are consistent with and/or have been amended and/or modified or otherwise resolved to the extent required by Article 14 of the Civil Service Law, as necessary to require that all classroom teachers and building principals will be evaluated using a comprehensive annual evaluation system that rigorously adheres to Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents.

**The school district or BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to their APPR Plan:**

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR plan will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES will provide the teacher's or principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's or principal's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured
- Assure that the APPR plan will be posted on the district's or BOCES' website by September 10 or within 10 days after it is approved by the Commissioner, whichever is later
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English Language Learners and students with disabilities
- Assure that educators who receive a Developing or Ineffective rating will receive a TIP or PIP plan, in accordance with the regulations, as soon as practicable but in no case later than 10 school days from the opening of classes in the school year following the performance year
- Assure that all evaluators and lead evaluators will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with the regulations
- Assure that the district or BOCES has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal
- Assure that, for teachers, all NYS Teaching Standards are assessed at least once per year, and, for principals, all Leadership Standards are assessed at least once per year
- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0 for each subcomponent and the that the APPR Plan describes the process for assigning points for each subcomponent
- Assure that locally-selected measures are rigorous and comparable across all classrooms (for teachers, the same locally-selected measure is used across a subject and/or grade level; for principals, the same locally-selected measure must be used for all principals in the same or similar program or grade configuration)