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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Albany, New York 12234

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December 23, 2013

Revised

Dr. Thomas Douglas, Superintendent
Bethlehem Central School District
700 Delaware Avenue
Delmar, NY 12054

Dear Superintendent Douglas:

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. 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: Charles Dedrick

NOTE:
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

Created Tuesday, April 30, 2013
Updated Wednesday, August 28, 2013

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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 considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the APPR Plan approved by the Department. The Department also 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 : 010306060000

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

010306060000

1.2) School District Name: BETHLEHEM CSD

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

BETHLEHEM CSD

1.3) Assurances

Please check all of the boxes below:

1.3) 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
1.3) 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

1.3) 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

1.4) Submission Status

For BOCES or charter schools that did not have an approved APPR plan for the 2012-13 school year only, is this a first-time submission, a re-submission, or a submission of material changes to an approved APPR plan? For districts, BOCES or charter schools that did have an approved APPR plan for the 2012-13 school year, this must be listed as a submission of material changes to the approved APPR plan.

Submission of material changes to an approved APPR plan

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

Created Tuesday, April 30, 2013
Updated Tuesday, December 03, 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, 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.	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 in the following format: "[Name of your District/Region/BOCES] developed [Grade] [Subject] Assessment." For example, a BOCES-developed 7th grade Social Studies assessment would be written as follows: "GVEP-Developed Grade 7 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	State-approved 3rd party assessment	AIMS Web
1	State-approved 3rd party assessment	AIMS Web
2	State-approved 3rd party assessment	AIMS Web

	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 measuring student growth on the assessments listed for this Task.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will be determined by the

	building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and comparable across classrooms. The district will determine the target percentage, and the anchor point for determining the HEDI scale. The target percent for growth is 60 for grade 3 and 80 for all others, and the HEDI points for this effective range is 14. The percent proficiency refers to a class-wide growth measure based on minimum rigor expectations for growth. In grades k-2, AIMS Web fall assessments will be used to establish the baseline for individual students and HEDI points will be awarded for individual student growth by Pearson after the June benchmark, based on their established national norms. In reference to the 3-8 assessments, proficiency will be levels 3 and higher. In scenarios where a NYS Regents Examination is being used as the measure a 65 or higher will be utilized to denote proficiency. In cases where we will be utilizing a Bethlehem CSD generated assessment a 65% or higher will denote proficiency.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	91-100%(K-2) & 80-100% (3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	64-90% (k-2) & 34-79%(3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	29-63% (k-2) & 16-33%(3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-28% (k-2) & 0-15%(3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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	State-approved 3rd party assessment	AIMS Web
1	State-approved 3rd party assessment	AIMS Web
2	State-approved 3rd party assessment	AIMS Web

	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 measuring student growth on the assessments listed for this Task.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will bedetermined by the building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and comparable across classrooms. The district will determine the target percentage, and the anchor point for determining the HEDI scale. The target percent for growth is 60 for grade 3 and 80 for all others, and the HEDI points for this effective range is 14. The percent proficiency refers to a class-wide growth measure based on minimum rigor expectations for growth. In grades k-2, AIMS Web fall assessments will be used to establish the baseline for individual students and HEDI points will be awarded for individual student growth by Pearson after the June benchmark, based on their established national norms. In reference to the 3-8 assessments, proficiency will be levels 3 and higher. In scenarios where a NYS Regents Examination is being used as the measure a 65 or higher will be utilized to denote proficiency. In cases where we will be utilizing a Bethlehem CSD generated assessment a 65% or higher will denote proficiency.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	91-100%(K-2) & 80-100% (3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	64-90% (k-2) & 34-69%(3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	29-63% (k-2) & 16-33%(3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-28% (k-2) & 0-15%(3) of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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	Bethlehem CSD developed Grade 6 Science assessment

7	District, regional or BOCES-developed assessment	Bethlehem CSD developed Grade 7 Science assessment

	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 measuring student growth on the assessments listed for this Task.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will bedetermined by the building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and comparable across classrooms. The district will determine the target percentage, and the anchor point for determining the HEDI scale. The target percent for growth is 60 for grade 3 and 80 for all others, and the HEDI points for this effective range is 14. The percent proficiency refers to a class-wide growth measure based on minimum rigor expectations for growth. In grades k-2, AIMS Web fall assessments will be used to establish the baseline for individual students and HEDI points will be awarded for individual student growth by Pearson after the June benchmark, based on their established national norms. In reference to the 3-8 assessments, proficiency will be levels 3 and higher. In scenarios where a NYS Regents Examination is being used as the measure a 65 or higher will be utilized to denote proficiency. In cases where we will be utilizing a Bethlehem CSD generated assessment a 65% or higher will denote proficiency.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	91-100% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	64-90% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	29-63% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-28% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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	Bethlehem CSD developed Grade 6 Social Studies assessment
7	District, regional or BOCES-developed assessment	Bethlehem CSD developed Grade 7 Social Studies assessment
8	District, regional or BOCES-developed assessment	Bethlehem CSD developed Grade 8 Social Studies assessment

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 measuring student growth on the assessments listed for this Task.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will bedetermined by the building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and comparable across classrooms. The district will determine the target percentage, and the anchor point for determining the HEDI scale. The target percent for growth is 60 for grade 3 and 80 for all others, and the HEDI points for this effective range is 14. The percent proficiency refers to a class-wide growth measure based on minimum rigor expectations for growth. In grades k-2, AIMS Web fall assessments will be used to establish the baseline for individual students and HEDI points will be awarded for individual student growth by Pearson after the June benchmark, based on their established national norms. In reference to the 3-8 assessments, proficiency will be levels 3 and higher. In scenarios where a NYS Regents Examination is being used as the measure a 65 or higher will be utilized to denote proficiency. In cases where we

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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-28% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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	Bethlehem CSD developed 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 measuring student growth on the assessments listed for this Task.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will bedetermined by the building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and

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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-28% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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 measuring student growth on the assessments listed for this Task.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a

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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-28% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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 measuring student growth on the assessments listed for this Task.

NOTE: For Algebra 1, please specify whether your district will be offering the Integrated Algebra Regents, the Common Core Algebra Regents, or both and how the HEDI process will be adjusted accordingly.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will bedetermined by the building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and comparable across classrooms. The district will determine the target percentage, and the anchor point for determining the HEDI scale. The target percent for growth is 60 for grade 3 and 80 for all others, and the HEDI points for this effective range is 14. The percent proficiency refers to a class-wide growth measure based on minimum rigor expectations for growth. In grades k-2, AIMS Web fall assessments will be used to establish the baseline for individual students and HEDI points will be awarded for individual student growth by Pearson after the June benchmark, based on their established national norms. In reference to the 3-8 assessments, proficiency will be levels 3 and higher. In scenarios where a NYS Regents Examination is being used as the measure a 65 or higher will be utilized to denote proficiency. In cases where we will be utilizing a Bethlehem CSD generated assessment a 65% or higher will denote proficiency. We will administer both the NYS Integrated Algebra Regents and the NYS Common Core Algebra Regents to students enrolled in Common Core courses. The teachers will use the higher of the two scores.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Effective (9 - 17 points) Results meet District goals for similar students.	64-90% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Developing (3 - 8 points) Results are below District goals for similar students.	29-63% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-28% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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	Bethlehem CSD developed English grade 9 assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Bethlehem CSD developed English grade 10 assessment
Grade 11 ELA	Regents assessment	NYS ELA Comprehensive Regents Exam

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 measuring student growth on the assessments listed for this Task.

NOTE: For Grade 11 ELA, please specify whether your district will be offering the Comprehensive English Regents, the Common Core English Regents, or both and how the HEDI process will be adjusted accordingly.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will bedetermined by the building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and comparable across classrooms. The district will determine the target percentage, and the anchor point for determining the HEDI scale. The target percent for growth is 60 for grade 3 and 80 for all others, and the HEDI points for this effective range is 14. The percent proficiency refers to a class-wide growth measure based on minimum rigor expectations for growth. In grades k-2, AIMS Web fall assessments will be used to establish the baseline for individual students and HEDI points will be awarded for individual student growth by Pearson after the June benchmark, based on their established national norms. In reference to the 3-8 assessments, proficiency will be levels 3 and higher. In scenarios where a

	NYS Regents Examination is being used as the measure a 65 or higher will be utilized to denote proficiency. In cases where we will be utilizing a Bethlehem CSD generated assessment a 65% or higher will denote proficiency. We will administer the Comprehensive English Regents assessment.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Effective (9 - 17 points) Results meet District goals for similar students.	64-90% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Developing (3 - 8 points) Results are below District goals for similar students.	29-63% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-28% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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
All other teachers and courses not named above	District, Regional or BOCES-developed	Bethlehem CSD developed course specific assessments
4-8 ESL Teachers	State Assessment	NYSESLAT and NYS ELA grade specific Assessment 4-8
4-8 Special Education Teachers	State Assessment	NYS Math and NYS ELA grade specific assessments 4-8

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 measuring student growth on the assessments listed for this Task.

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.	Using the New York State Education Department outlined process for developing Student Learning Objectives and the NYSED SLO template; teachers will look at multiple measures of student learning and skills. Those measures will include but are not limited to assessment data including but not limited to pre-assessment and prior year test data. Based on this information the teachers, with their principals, will establish a baseline score and a target to be reached that measures growth in student learning. The target can be the average percent proficiency of standards across the entire class/section; or the average scaled score gain from baseline to the end of the interval of instruction across the entire class/section; or any other approach depending upon the discipline and/or student population that ensures student growth. This will be determined by the Assistant Superintendent in conjunction with the district's APPR committee. The methodology will be determined by the building principals in conjunction with the department chairs. Targets will be set by October 15. The district will ensure regardless of the option selected, the targets will be rigorous and

	comparable across classrooms. The district will determine the target percentage, and the anchor point for determining the HEDI scale. The target percent for growth is 60 for grade 3 and 80 for all others, and the HEDI points for this effective range is 14. The percent proficiency refers to a class-wide growth measure based on minimum rigor expectations for growth. In grades k-2, AIMS Web fall assessments will be used to establish the baseline for individual students and HEDI points will be awarded for individual student growth by Pearson after the June benchmark, based on their established national norms. In reference to the 3-8 assessments, proficiency will be levels 3 and higher. In scenarios where a NYS Regents Examination is being used as the measure a 65 or higher will be utilized to denote proficiency. In cases where we will be utilizing a Bethlehem CSD generated assessment a 65% or higher will denote proficiency.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Effective (9 - 17 points) Results meet District goals for similar students.	64-90% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Developing (3 - 8 points) Results are below District goals for similar students.	29-63% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-28% of students will meet or exceed the target determined in the Student Learning Objectives: see attached 2.11

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)

(No response)

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/12186/606701-TXEtxx9bQW/Final Bethlehem SLO Scoring Scales APPR Plan December.doc

2.12) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used assigning points to a teacher's score for this subcomponent, 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 the following: student prior academic history, students with disabilities, English language learners, and students in poverty.

No adjustments will be used for the state growth measures

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://www.engageny.org/resource/student-learning-objectives-guidance-document).	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)

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Updated Tuesday, December 03, 2013

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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. Additionally, please provide a brief explanation in the HEDI general description box of why you have listed the grade/course as “Not Applicable” (e.g., district/BOCES does not offer this grade/subject; common branch teacher).

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 in the following format: “[Name of your District/Region/BOCES] developed [Grade] [Subject] Assessment.” For example, a BOCES-developed 7th grade Social Studies assessment would be written as follows: “GVEP-Developed Grade 7 Social Studies Assessment.”

NOTE: If your district/BOCES is using the same assessment for both the State growth and other comparable measures subcomponent and the locally-selected measures subcomponent, be sure that a *different* measure of student performance is being used with the assessment (e.g., achievement rather than growth; growth measured in a different manner).

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 measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
5	6(ii) School wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
6	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments

7	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
8	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.3
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.3
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.3
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.3

3.2) Grades 4-8 Math

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
5	6(ii) School wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
6	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
7	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
8	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.3
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.3
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for	Please see the HEDI scale uploaded in section 3.3

grade/subject.	
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.3

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/12149/606702-rhJdBgDruP/Final Bethlehem Local Scoring Scales APPR Plan December.doc

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 measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
1	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
2	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
3	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of

	65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

3.5) Grades K-3 Math

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
1	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
2	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
3	6(ii) School-wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.

	The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

3.6) Grades 6-8 Science

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
7	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
8	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The

	points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

3.7) Grades 6-8 Social Studies

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
7	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
8	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments

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 graphic at 3.13, below.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

3.8) High School Social Studies

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, 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 Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Global 2	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
American History	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English

Regents Exams

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

3.9) High School Science

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, 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 Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Earth Science	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Chemistry	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Physics	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for	Please see the HEDI scale uploaded in section 3.13

grade/subject.	
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

3.10) High School Math

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, 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 Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Geometry	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Algebra 2	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams

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.

NOTE: As applicable, please specify whether your district will be offering the Integrated Algebra Regents, the Common Core Algebra Regents, or both and how the HEDI process will be adjusted accordingly.

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of

	3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

3.11) High School English Language Arts

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, 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 Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Grade 10 ELA	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams
Grade 11 ELA	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams

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.

NOTE: As applicable, please specify whether your district will be offering the Comprehensive English Regents, the Common Core English Regents, or both and how the HEDI process will be adjusted accordingly.

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

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 teachers/ subjects/course not named above k-5	6(ii) School wide measure computed locally	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments

	All other teachers/ subjects/course not named above 6-8	6(ii) School wide measure computed locally	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
	All other teachers/ subjects/course not named above 9-12	6(ii) School wide measure computed locally	NYS Integrated Algebra or the NYS Common Core Algebra, Living Environment, Global Studies, US History and Comprehensive English Regents Exams

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.	All teachers In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 3.3. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The HIgh School will utilize the average of the passing rates of 65 on the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scale uploaded in section 3.13

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/12149/606702-y92vNseFa4/Final Bethlehem Local Scoring Scales APPR Plan December.doc

3.14) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in assigning points to a teacher's score for this subcomponent, 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 adjustments will be made to the established measures

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.

Measures will be averaged. General rounding rules will apply. Rounding rules will not result in movement between HEID bands.

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 Tuesday, April 30, 2013
Updated Tuesday, December 03, 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 by the points assignment indicated immediately below (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]	60
One or more observation(s) by trained independent evaluators	(No response)
Observations by trained in-school peer teachers	(No response)
Feedback from students using State-approved survey tool	(No response)
Feedback from parents/caregivers using State-approved survey tool	(No response)

Structured reviews of lesson plans, student portfolios and other teacher artifacts	(No response)

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, label accordingly, and 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.

15 points will be assigned for each Domain of Danielson's Rubric (Revised- 2011); to total 60 points. (see example below HEDI ratings)

Highly Effective = 55-60
Effective = 45=54

Developing = 39-44
Ineffective = 0-38

Scoring Calculation for Frameworks for Teaching Rubric-
Ineffective = 0-1
Developing = 2
Effective = 3/3.5
Highly Effective = 4
*Each Domain is worth a total of 15 points maximum.

At the end of the year, the administrator assigns a point value to each sub-domain, based on observations rated throughout the year. These points are then added together and divided by total possible points obtained for each domain. Then multiplied by the 15 maximum points for each domain that provides for the points earned for each domain. These scores are then added together for a total score out of 60. General rounding rules apply. Rounding rules will not result in movement between HEDI bands. Teachers who receive ineffecitve ratings (0-1) on all components can earn a score of 0.

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.

(No response)

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.	55-60; calculated as follows for each sub-domain; add up and calculate by total possible points 1= Ineffective 2= Developing 3/3.5 = Effective 4 = High Effective
Effective: Overall performance and results meet NYS Teaching Standards.	45-54 calculated as follows for each sub-domain; add up and calculate by total possible points 1= Ineffective 2= Developing 3/3.5 = Effective 4 = High Effective
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	39-44calculated as follows for each sub-domain; add up and calculate by total possible points 1= Ineffective 2= Developing 3/3.5 = Effective 4 = High Effective
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	0-38 calculated as follows for each sub-domain; add up and calculate by total possible points 1= Ineffective 2= Developing 3/3.5 = Effective 4 = High Effective

Provide the ranges for the 60-point scoring bands.

Highly Effective	55-60

Effective	45-54
Developing	39-44
Ineffective	0-38

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	4
4.6) Observations of Probationary Teachers | Informal/Short	0
4.6) Observations of Probationary Teachers | Enter Total	4

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?

- Not Applicable

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	2
4.7) Observations of Tenured Teachers | 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 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)

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Updated Tuesday, September 24, 2013

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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.

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 scoring ranges for educators for whom there is no approved Value-Added measure of student growth will be:

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	55-60
Effective	45-54
Developing	39-44
Ineffective	0-38

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

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 Tuesday, April 30, 2013
Updated Monday, December 02, 2013

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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. All TIP plans must include: 1) identification of needed areas of improvement, 2) a timeline for achieving improvement, 3) the manner in which the improvement will be assessed, and, where appropriate, 4) differentiated activities to support a teacher's improvement in those areas. For a list of supported file types, go to the Resources folder (above) and click Technical Tips. Please be sure to update a document with a form layout, with fillable spaces and not just a narrative.

assets/survey-uploads/5265/145397-Df0w3Xx5v6/Appendix P BC Teacher Improvement Plan template- Revised October 1 2012.docx

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

Basis
The burden of proof to establish a rational basis for the appeal rests with the Teacher or Principal and they may only appeal an overall evaluation for one of the following reasons:
1. The substance of the APPR;
2. Adherence to standards and methodologies required for such review;
3. Adherence to the Commissioner's regulations;
4. The issuance and/or implementation of the terms of an improvement plan in connection with an "ineffective" or "developing" determination

Procedure

Teachers: Probationary teachers may submit a written rebuttal that will be attached to the APPR in the members personnel file. Probationary teachers may not appeal the APPR. Tenured teachers may submit written rebuttals of determination of "effective" and "highly effective" if desired, but may not appeal the rating. However, the Association and the District agree the Association reserves the right to appeal "effective" and "highly effective" ratings in the future as determined by the Association.
1. A tenured teacher desiring to appeal their APPR composite summary score must submit a written statement with a rationale for the appeal, based on the above allowable parameters. The appeal must be made within 15 calendar days of the teacher formally being assigned the rating or the issuance of the TIP. The written appeal should be submitted to the District Superintendent.
2. The District Superintendent will notify the Association President of the appeal and schedule an appeal hearing within 30 calendar days of receipt of the appeal. The hearing will be conducted by the BCTA President or his/her designee and the District Superintendent or his/her designee. This two person hearing body must render a decision in writing within 10 calendar days from the hearing. This decision may modify the TIP, set aside the rating, uphold the rating, or call for a new rating conducted by an administrator or outside evaluator chosen by the District or the Association.
3. The determination of the appeal pursuant to the above process is final and binding and not subject to any further appeal. Failure of either the district or the local union to abide by the above agreed upon process is subject to the grievance procedure.
4. The appeals process will be timely and expeditious in accordance with Education Law 3012-C.

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

Describe the process for training lead evaluators and evaluators. Your description must include 1) the process for training lead evaluators and evaluators, 2) the process for the certification and re-certification of lead evaluators, 3) the process for ensuring inter-rater reliability, 4) the nature (content) and the duration (how many hours, days) of such training.

Training of Evaluators

The District will ensure that all Lead Evaluators/Evaluators are properly trained and certified to complete an individual's performance review. Evaluator training will be conducted by appropriately qualified individuals or entities. Evaluator training will replicate the recommended SED model certification process.

The District will ensure that all evaluators are trained as lead evaluators. The superintendent will certify lead evaluators upon receipt of proper documentation that the individual has fully completed training. The superintendent will maintain records of certification of evaluators.

Evaluator training will occur regionally in cooperation with BOCES. Training will be conducted by Capital Region BOCES Network Team personnel who have participated in the NYSED evaluator training for Network Teams and/or personnel authorized to train on behalf of an evaluation rubric approved by NYSED. Evaluators will be recertified on a periodic basis, to be determined by the District.

The District will establish a process to maintain inter-rater reliability over time in accordance with NYSED guidance and protocols recommended in training for lead evaluators. The District anticipates that these protocols will include measures such as: data analysis; periodic comparisons of assessments; and/or annual calibration sessions across evaluators.

This training will include the following Requirements for Lead Evaluators/Evaluators:
· New York State Teaching Standards and ISLLC Standards
· Evidence-based observation
· Application and use of Student Growth Percentile and Value Added Growth Model data
· Application and use of the State-approved teacher or principal rubrics
· Application and use of any assessment tools used to evaluate teachers and principals
· Application and use of State-approved locally selected measures of student achievement
· Use of Statewide instructional Reporting System

· Scoring methodology used to evaluate teachers and principals
· Specific considerations in evaluating teachers and principals of ELLS and students with disabilities.

Lead Evaluator
The Assistant Superintendent for Educational Programs and Instruction building principals and supervisors will be trained and certified as a lead evaluator according to SED's model to ensure consistency and defensibility.

Responsibilities
The Lead Evaluator and/or designee(s) will train and certify each principal, assistant principal, dean and supervisor in the District based on the same model. All trained evaluators may do observations, but are prohibited from summative evaluations until they are appropriate certified.

Timing

● For the 2012-2013 school year and thereafter, all lead evaluators and principals shall be appropriate trained and certified by September 1st of each school year or thirty (30) days after appointment. We will participate in a 7 hour training provided by the local BOCES, followed up by 10 hours of in-district training throughout the school year.

Re-Certification and Updated Training
The District will work to ensure that lead evaluators maintain inter-rater reliability over time and that they are re-certified on an annual basis and receive updated training on any changes in the law, regulations or applicable collective bargaining agreements.

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)

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Updated Wednesday, August 28, 2013

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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.

Please list the grade configurations of the school(s)/program(s) in your district/BOCES where it is expected that 30-100% of a principal's students are taking assessments with a State-provided growth or value-added measure, (e.g., K-5, PK-6, 6-8, 6-12, 9-12, etc.).

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
6-8
9-12
(No response)
(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(s) 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	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 assessments 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. The district must select the type of assessment that will be used with the SLO from the options below.

If any grade/course in the building has a State-provided growth measure AND the principal must have SLOs because fewer than 30% of students in the building are covered, then the SLOs will begin first with the SGP/VA results.
Additional SLOs will then be set based on grades/subjects with State assessments, where applicable.
If additional SLOs are necessary, principals must begin with the grade(s)/courses(s) that have the largest number of students using school-wide student results from one of the following assessment options: State-approved 3rd party or district/regional/BOCES-developed assessments that are rigorous and comparable across classrooms.
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 grade configuration of the school or program the SLO applies to. Then, using the drop-down boxes below, please select the type of 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 in the following format: "[Name of your District/Region/BOCES] developed [Grade] [Subject] Assessment." For example, a BOCES-developed 7th grade Social Studies assessment would be written as follows: "GVEP-Developed Grade 7 Social Studies Assessment." For State-approved 3rd party assessments, please include the name of the assessment exactly as it appears in RED on the State-approved list. For State assessments or Regents examinations, please indicate as such in the assessment name.

School or Program Type	SLO with Assessment Option	Name of the 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. Please describe the process your district is using to measure student growth on the assessments listed for this Task. If applicable, please also include a description of the process for combining the State-provided growth score with the SLO(s) for this Task.

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.	not applicable
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	not applicable
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	not applicable
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	not applicable
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	not applicable

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.

(No response)

7.4) Special Considerations for Comparable Growth Measures

Describe any adjustments, controls, or other special considerations that will be used in assigning points to a principal's score for this subcomponent, 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 the following: prior student achievement results, students with disabilities, English language learners, and students in poverty.

none

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://www.engageny.org/resource/student-learning-objectives-guidance-document.	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)

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Updated Thursday, December 12, 2013

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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.

Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment in the following format: "[Name of your District/Region/BOCES] developed [Grade] [Subject] Assessment." For example, a BOCES-developed 7th grade Social Studies assessment would be written as follows: "GVEP-Developed Grade 7 Social Studies Assessment."

Also note: if your district/BOCES is using the same assessment for both the State growth or other comparable measures subcomponent and the locally-selected measures subcomponents, be sure that a *different* measure of student performance is being used with the assessment (e.g., achievement rather than growth; growth measured in a different manner).

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

In the table below, please list the grade configurations of the school(s)/program(s) in your district/BOCES where it is expected that 30-100% of a principal's students are taking assessments with a State-provided growth or value-added measure (e.g., K-5, 6-8, 9-12). Then for each grade configuration, select a measure of growoth or achievement from the drop-down menu. As a reminder, the grade configurations/programs listed in Task 8.1 should be the same as those listed in Task 7.1.
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/Program	Locally-Selected Measure from List of Approved Measures	Assessment
	k-5	(d) measures used by district for teacher evaluation	NYS 3-5 ELA; NYS 3-5 Math and NYS Science 4 Assessments
	6-8	(d) measures used by district for teacher evaluation	NYS 6-8 ELA; NYS 6-8 Math and NYS Science 8 Assessments
	9-12	(d) measures used by district for teacher evaluation	NYS Integrated Algebra or NYS Common Core Algebra, Living Environment, Global Studies, US History and ComprehensiveEnglish Regents Exams

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.	All principals In the Bethlehem Central School District will be given an achievement score based on the process outlined in the attached document found at 8.1. BCSD will utilized an average proficiency rating of 3 or higher on the NYS 3-5 ELA and Math assessments, in addition to adding the NYS Science 4 assessment for all of the elementary schools. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target. The Middle School will utilized an average proficiency rating of 3 or higher on the NYS 6-8 ELA and Math assessments, in addition to adding the NYS Science 8 assessment. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.

	The HIgh School will utilize the average of the passing rates,65 or higher of the NYS Integrated Algebra or the NYS Common Core Algebra (whichever is higher), the Living Environment, the Global Studies, the US History and the NYS Comprehensive English Regents exams. These will be averaged for the last three school years to set the baseline. The points will be assigned based on the percentage of students achieving the target.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scaled uploaded in 8.1
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scaled uploaded in 8.1
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scaled uploaded in 8.1
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Please see the HEDI scaled uploaded in 8.1

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/12190/606707-qBFVOWF7fC/Final Bethlehem Local Scoring Scales Principals APPR Plan December.doc

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

In the table below, list all of the grade configurations/programs used in your district or BOCES in which the district/BOCES expects that fewer than 30% of students will receive a State-provided growth score (e.g., K-2, K-3, CTE). Then for each grade configuration, select a measure from the drop-down menu. As a reminder, the grade configurations/programs listed in Task 8.2 should be the same as those listed in Task 7.3.
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:<strong

(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
	Not applicable		

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.	Not applicable
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not applicable
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not applicable
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not applicable
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not applicable

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.

(No response)

8.3) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in assigning points to a teacher's score for this subcomponent, 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 controls

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.

Not applicable

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 Tuesday, April 30, 2013
Updated Thursday, December 12, 2013

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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 point 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 point 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]	60

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.	0

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, label accordingly, 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 assigning any points to "ambitious and measurable goals":

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.	(No response)
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).	(No response)

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	(No response)
9.4) Sources of Evidence (if applicable) | Review of school documents, records, and/or State accountability processes (all count as one source)	(No response)

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 updated, this list will be updated within the drop-down menu 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)
Principal Evaluation Tripod School Perception Survey (Combined Parent Survey)	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Student Surveys)	(No response)
NYC School Survey-2012 Parent Survey	(No response)
NYC School Survey-2012 Student Survey	(No response)
NYC School Survey-2012 Teacher Survey	(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.

Scoring Calculation for Multidimensional Rubric-
Ineffective = 0-1
Developing = 2
Effective = 3/3.5
Highly Effective = 4

At the end of the year,the supervisor assigns a point value to each dimension, based on observations rated throughout the year. These points are then added together and divided by the total possible points. That result is multiplied by 60 to obtain the final observation score. General rounding rules apply. Rounding rules will not result in movement between HEDI bands. Principals who receive ineffecitve ratings (0-1) on all components can earn a score of 0.

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/12205/606708-pMADJ4gk6R/Scales Multidimensional Principal Performance Rubric APPR Plan 2013-14.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.	A combined score on the Principal Performance Rubric : 55-60 points

Effective: Overall performance and results meet standards.	A combined score on the Principal Performance Rubric: 45-54 points
Developing: Overall performance and results need improvement in order to meet standards.	A combined score on the Principal Performance Rubric: 39-44 points
Ineffective: Overall performance and results do not meet standards.	A combined score on the Principal Performance Rubric: 0-38 points

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	55-60
Effective	45-54
Developing	39-44
Ineffective	0-38

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	2
By trained administrator	2
By trained independent evaluator	0
Enter Total	2

Tenured Principals

By supervisor	2
By trained administrator	2
By trained independent evaluator	0
Enter Total	2

10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013
Updated Wednesday, August 28, 2013

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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.

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 scoring ranges for principals for whom there is no approved Value-Added measure of student growth will be:

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	55-60
Effective	45-54
Developing	39-44
Ineffective	0-38

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

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 Tuesday, April 30, 2013
Updated Monday, December 02, 2013

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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 the school district or BOCES. All PIP plans must include: 1) identification of needed areas of improvement, 2) a timeline for achieving improvement, 3) the manner in which the improvement will be assessed, and, where appropriate, 4) differentiated activities to support a principal's improvement in those areas.

For a list of supported file types, go to the Resources folder (above) and click Technical Tips. Please be sure to update a document with a form layout, with fillable spaces and not just a narrative.

assets/survey-uploads/5276/148256-Df0w3Xx5v6/Appendix Q Administrator Improvement Plan- Revised October 1 2012.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:

APPEALS

Basis
The burden of proof to establish a rational basis for the appeal rests with the Teacher or Principal and they may only appeal an overall evaluation for one of the following reasons:
1. The substance of the APPR;
2. Adherence to standards and methodologies required for such review;
3. Adherence to the Commissioner's regulations;
4. The issuance and/or implementation of the terms of an improvement plan in connection with an "ineffective" or "developing" determination

Procedure

1. A tenured administrator/supervisor desiring to appeal their APPR composite summary score must submit a statement with a rationale for the appeal within 7 days of receiving their score or the issuance of a PIP, based on the above allowable parameters. Single written appeal is permissible.
2. Fifteen (15) calendar days after the receipt of the appeal the superintendent must submit a detailed written response of the appeal to the BPA and a Hearing Officer will be determined.
3.A formal appeals hearing will occur within 30 calendar days of receipt of the appeal to be conducted by a a mutually agreed upon hearing officer contracted to manage the appeal, with shared cost by the BPA and the District.
4. The appeals process will be timely and expeditious in accordance with NYS Education Law 3012-C.

Exhaustion of Remedies
An evaluation shall not be the subject NY Education Law §3020-a or an alternate disciplinary procedure without first exhausting the appeal process above.

Disciplinary Proceedings
For the purposes of disciplinary proceedings under Education Law §§3020 and 3020-a, the definition of ineffective teaching or performance is two, consecutive annual ratings of ineffective.

Tenured teachers, administrators/supervisors with a pattern of ineffective teaching or performance may be charged with incompetence and considered for termination through an expedited hearing process.

Probationary Teachers or Administrators/Supervisors

The District retains its right with respect to probationers.

The District's appeal process will conform with Education Law- 3012_C

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

Describe the process for training lead evaluators and evaluators. Your description must include 1) the process for training lead evaluators and evaluators, 2) the process for the certification and re-certification of lead evaluators, 3) the process for ensuring inter-rater reliability, 4) the nature (content) and the duration (how many hours, days) of such training.

Training of Evaluators

The District will ensure that all Lead Evaluators/Evaluators are properly trained and certified to complete an individual's performance review. Evaluator training will be conducted by appropriately qualified individuals or entities. Evaluator training will replicate the recommended SED model certification process.

The District will ensure that all evaluators are trained as lead evaluators. The superintendent will certify lead evaluators upon receipt of proper documentation that the individual has fully completed training. The superintendent will maintain records of certification of evaluators.

Evaluator training will occur regionally in cooperation with BOCES. Training will be conducted by Capital Region BOCES Network Team personnel who have participated in the NYSED evaluator training for Network Teams and/or personnel authorized to train on behalf of an evaluation rubric approved by NYSED. Evaluators will be recertified on a periodic basis, to be determined by the District.

The District will establish a process to maintain inter-rater reliability over time in accordance with NYSED guidance and protocols recommended in training for lead evaluators. The District anticipates that these protocols will include measures such as: data analysis; periodic comparisons of assessments; and/or annual calibration sessions across evaluators.

This training will include the following Requirements for Lead Evaluators/Evaluators:
· New York State Teaching Standards and ISLLC Standards
· Evidence-based observation
· Application and use of Student Growth Percentile and Value Added Growth Model data
· Application and use of the State-approved teacher or principal rubrics
· Application and use of any assessment tools used to evaluate teachers and principals
· Application and use of State-approved locally selected measures of student achievement
· Use of Statewide instructional Reporting System
· Scoring methodology used to evaluate teachers and principals
· Specific considerations in evaluating teachers and principals of ELLS and students with disabilities.

Lead Evaluator
The Assistant Superintendent for Educational Programs and Instruction building principals and supervisors will be trained and certified as a lead evaluator according to SED's model to ensure consistency and defensibility.

Responsibilities
The Lead Evaluator and/or designee(s) will train and certify each principal, assistant principal, dean and supervisor in the District based on the same model. All trained evaluators may do observations, but are prohibited from summative evaluations until they are appropriate certified.

Timing

● For the 2012-2013 school year and thereafter, all lead evaluators and principals shall be appropriate trained and certified by September 1st of each school year or thirty (30) days after appointment. We will participate in a 7 hour training provided by the local BOCES, followed up by 10 hours of in-district training throughout the school year.

Re-Certification and Updated Training
The District will work to ensure that lead evaluators maintain inter-rater reliability over time and that they are re-certified on an annual basis and receive updated training on any changes in the law, regulations or applicable collective bargaining agreements.

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 Tuesday, April 30, 2013
Updated Monday, December 23, 2013

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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. Please note that Review Room timestamps each revision and signatures cannot be dated earlier than the last revision.

assets/survey-uploads/12158/606711-3Uqgn5g9Iu/District Certification Form_121813.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.

Bethlehem Central School District

SLO Scoring Table for APPR

BC Scale for all k-12 teachers not receiving a state assigned growth score

20 Point HEDI Scale																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

BC Scale for grade 3 teachers (NYS ELA and NYS Math proficiency levels 3 and 4)

ELA & MATH

20 Point HEDI Scale for ELA & MATH																				
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
100-94	93-87	86-80	79-74	73-69	68-64	63-59	58-54	53-49	48-44	43-39	38-34	33-31	30-28	27-25	24-22	21-19	18-16	15-13	12-10	0-9

Bethlehem Central School District

Local Scoring Table for APPR

BC Scale for all HS teachers (proficiency for 5 required Regents exams)

20 Point HEDI Scale																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

BC Scale for all MS teachers (proficiency of ELA and Math + Science Levels 3 & 4)

20 Point HEDI Scale for SCIENCE 8																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale for SCIENCE 8															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

20 Point HEDI Scale for ELA & MATH																				
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
100-94	93-87	86-80	79-74	73-69	68-64	63-59	58-54	53-49	48-44	43-39	38-34	33-31	30-28	27-25	24-22	21-19	18-16	15-13	12-10	0-9

15 Point HEDI Scale for ELA & MATH															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-90	89-80	79-72	71-64	63-56	55-49	48-42	41-35	34-30	29-26	25-22	21-19	18-16	15-13	12-10	0-9

BC Scale for all Elem teachers (proficiency of ELA and Math + Science Levels 3 & 4)

SCIENCE

20 Point HEDI Scale for SCIENCE 4																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale for SCIENCE 4															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

ELA & MATH

20 Point HEDI Scale for ELA & MATH																				
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
100-94	93-87	86-80	79-74	73-69	68-64	63-59	58-54	53-49	48-44	43-39	38-34	33-31	30-28	27-25	24-22	21-19	18-16	15-13	12-10	0-9

15 Point HEDI Scale for ELA & MATH															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-90	89-80	79-72	71-64	63-56	55-49	48-42	41-35	34-30	29-26	25-22	21-19	18-16	15-13	12-10	0-9

Bethlehem Central School District

Local Scoring Table for APPR

BC Scale for all HS teachers (proficiency for 5 required Regents exams)

20 Point HEDI Scale																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

BC Scale for all MS teachers (proficiency of ELA and Math + Science Levels 3 & 4)

20 Point HEDI Scale for SCIENCE 8																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale for SCIENCE 8															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

20 Point HEDI Scale for ELA & MATH																				
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
100-94	93-87	86-80	79-74	73-69	68-64	63-59	58-54	53-49	48-44	43-39	38-34	33-31	30-28	27-25	24-22	21-19	18-16	15-13	12-10	0-9

15 Point HEDI Scale for ELA & MATH															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-90	89-80	79-72	71-64	63-56	55-49	48-42	41-35	34-30	29-26	25-22	21-19	18-16	15-13	12-10	0-9

BC Scale for all Elem teachers (proficiency of ELA and Math + Science Levels 3 & 4)

SCIENCE

20 Point HEDI Scale for SCIENCE 4																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale for SCIENCE 4															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

ELA & MATH

20 Point HEDI Scale for ELA & MATH																				
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
100-94	93-87	86-80	79-74	73-69	68-64	63-59	58-54	53-49	48-44	43-39	38-34	33-31	30-28	27-25	24-22	21-19	18-16	15-13	12-10	0-9

15 Point HEDI Scale for ELA & MATH															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-90	89-80	79-72	71-64	63-56	55-49	48-42	41-35	34-30	29-26	25-22	21-19	18-16	15-13	12-10	0-9

Appendix P

Bethlehem Central School District
<u>Teacher Improvement Plan</u>

Teacher Name:
Date:

Administrator/Supervisor: Principal:
Supervisor:

Rationale for Teacher Improvement Plan:

Areas in Need of Improvement:
Domain One, Planning and Preparation:
Domain Two, The Classroom Environment
Domain Three, Instruction
Domain Four, Professional Responsibilities

Supports to be provided Include:

Methods for Assessing Improvement:

A meeting with _____, and BCTA rep. will occur by _____. The purpose of this meeting is to evaluate this Teacher Improvement Plan.

Signatures:

_____	_____
Teacher	Date
_____	_____
BCTA representative	Date
_____	_____
Supervisor	Date
_____	_____
Principal	Date
_____	_____
Asst. Superintendent	Date

Bethlehem Central School District

Local Scoring Table for APPR

BC Scale for all HS principals (proficiency for 5 required Regents exams)

20 Point HEDI Scale																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

BC Scale for all MS principals (proficiency of ELA and Math + Science Levels 3 & 4)

20 Point HEDI Scale for SCIENCE 8																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale for SCIENCE 8															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

20 Point HEDI Scale for ELA & MATH																				
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
100-94	93-87	86-80	79-74	73-69	68-64	63-59	58-54	53-49	48-44	43-39	38-34	33-31	30-28	27-25	24-22	21-19	18-16	15-13	12-10	0-9

15 Point HEDI Scale for ELA & MATH															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-90	89-80	79-72	71-64	63-56	55-49	48-42	41-35	34-30	29-26	25-22	21-19	18-16	15-13	12-10	0-9

BC Scale for all Elem principals (proficiency of ELA and Math + Science Levels 3 & 4)

SCIENCE

20 Point HEDI Scale for SCIENCE 4																				
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
98-100	95-97	91-94	89-90	86-88	83-85	80-82	77-79	73-76	70-72	67-69	64-66	59-63	54-58	49-53	42-48	35-41	29-34	20-28	10-19	0-9

15 Point HEDI Scale for SCIENCE 4															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	**9**	8	7	6	5	4	3	2	1	0
96-100	95-91	90-86	85-81	80-76	75-71	70-66	65-61	60-55	54-49	48-42	41-36	35-30	29-20	19-10	0-9

ELA & MATH

20 Point HEDI Scale for ELA & MATH																				
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
100-94	93-87	86-80	79-74	73-69	68-64	63-59	58-54	53-49	48-44	43-39	38-34	33-31	30-28	27-25	24-22	21-19	18-16	15-13	12-10	0-9

15 Point HEDI Scale for ELA & MATH															
HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-90	89-80	79-72	71-64	63-56	55-49	48-42	41-35	34-30	29-26	25-22	21-19	18-16	15-13	12-10	0-9

Appendix N2 **Bethlehem Central School District**

Multidimensional Principal Performance Rubric (MPPR)

Scoring Sheet

Name: Building: Date:
School Year: Evaluator:

Domain		Total Possible Points	Total Actual Points
Domain 1: Shared Vision of Learning			
Culture & Sustainability	1 2 3 3.5 4	4	
Domain 2: School Culture and Instructional Program			
Culture, Sustainability	1 2 3 3.5 4	16	
Capacity Building	1 2 3 3.5 4		
Instructional Program	1 2 3 3.5 4		
Strategic Planning	1 2 3 3.5 4		
Domain 3: Safe, Efficient, Effective Learning Environment			
Culture, Sustainability	1 2 3 3.5 4	12	
Capacity Building	1 2 3 3.5 4		
Instructional Program	1 2 3 3.5 4		
Domain 4: Community			
Strategic Planning	1 2 3 3.5 4	8	
Sustainability	1 2 3 3.5 4		
Domain 5: Integrity, Fairness, Ethics			
Culture & Sustainability	1 2 3 3.5 4	4	
Domain 6: Political, Social, Economic, Legal and Cultural Context			
Culture	1 2 3 3.5 4	4	
Total Score		48	

To calculate total possible points out of 60:
ex: 44/48 = .916 x 60 = 55 points

Highly Effective:	55-60
Effective:	45-54
Developing:	39-44
Ineffective:	0-38

_____ _____
Superintendent/Ass't Superintendent Signature Date Administrator/Supervisor Signature Date

The employee's signature is required and indicates receipt of a copy of the evaluation and does not indicate agreement, understanding, or acceptance of the conclusions reached by the evaluator. Please attach any additional comments as needed.

Appendix Q

Bethlehem Central School District
***Administrator/Supervisor* Improvement Plan**

Name:

Date:

Superintendent:/Assistant Superintendent:

Rationale for *Administrator/Supervisor* Improvement Plan:

Areas in Need of Improvement:

Supports to be provided include:

Methods for Assessing Improvement:

Next Meeting:

Signatures:

_____	_____
Administrator/Supervisor	Date
_____	_____
Unit representative	Date
_____	_____
Superintendent	Date
_____	_____
Assistant Superintendent	Date

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 certify that this APPR plan is the district's or BOCES' complete APPR plan and that such plan will be fully implemented by the school district or BOCES; that there are no collective bargaining agreements, memoranda of understanding or any other agreements in any form that prevent, conflict or interfere with full implementation of the APPR Plan; and that no material changes will be made to the plan through collective bargaining or otherwise except with the approval of the Commissioner in accordance with Subpart 30-2 of the Rules of the Board of Regents.

The school district and its collective bargaining agent(s), where applicable, also acknowledge that if approval of this APPR plan is rejected or rescinded for any reason, any State aid increases received as a result of the Commissioner's approval of this APPR plan will be returned or forfeited to the State pursuant to Chapter 57 of the Laws of 2012 and/or 2013, as applicable.

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 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)
- 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, 2013, assure that this was the result of unresolved collective bargaining negotiations

Signatures, dates

Superintendent Signature: Date: 12-18-13

Teachers Union President Signature: Date: 12-13-13

Administrative Union President Signature: Date: 12.13.13

Board of Education President Signature: Date: 12/18/13