



THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK / ALBANY, NY 12234

COMMISSIONER OF EDUCATION
PRESIDENT OF THE UNIVERSITY OF THE STATE OF NEW YORK

August 29, 2012

Dr. Jane Sandbank, Superintendent
Brewster Central School District
30 Farm to Market Road
Brewster, NY 10509

Dear Superintendent Sandbank:

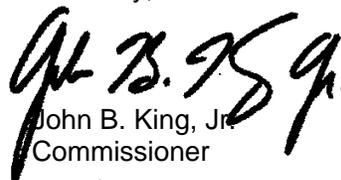
Congratulations. I am pleased to inform you that your Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved for the 2012-2013 school year. As a reminder, we are relying on the certification 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.

Pursuant to Education Law §3012-c and Subpart 30-2, the Department will continue to work with districts to help ensure compliance with the statute and the regulations. We will be analyzing data supplied by districts, BOCES, and/or schools and may ask for 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. Please be advised that, if any provisions of your APPR plan violate the statute or the regulations, the Department reserves the right to require your district to correct and/or resolve such violations.

The Department looks 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

c: James T. Langlois

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

Annual Professional Performance Reviews: 2012-13

Created Friday, May 04, 2012

Updated Monday, August 27, 2012

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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 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 : 480601060000

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

480601060000

1.2) School District Name: BREWSTER CSD

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

Brewster Central School District

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

-
- Governor's Management Efficiency Grant
-

1.5) Assurances

Please check all of the boxes below:

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

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

Re-submission to address deficiencies

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

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

Annual (2012-13)

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

Created Friday, May 04, 2012

Updated Monday, August 27, 2012

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

School- or BOCES-wide, group or team results based on State assessments

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	State-approved 3rd party assessment	AimsWeb
1	State-approved 3rd party assessment	AimsWeb
2	State-approved 3rd party assessment	AimsWeb

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this	Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and
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subcomponent. If needed, you may upload a table or graphic at 2.11, below.	post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Ineffective at below 65% meeting targets. The score range determination will take into account student demographics including ELL, SWD, and poverty

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	AimsWeb
1	State-approved 3rd party assessment	AimsWeb
2	State-approved 3rd party assessment	AimsWeb

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

<p>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.</p>	<p>Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)</p>
<p>Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).</p>	<p>The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>The district will be developing the score ranges for Ineffective at below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>

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
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6	District, regional or BOCES-developed assessment	Brewster Central School District Developed 6th Grade Science Final Exam
7	District, regional or BOCES-developed assessment	Brewster Central School District Developed 7th Grade Science Final Exam
	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Ineffective at below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets

0 points will equal 0-28% of students meeting targets
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

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	Brewster Central School District Developed 6th Grade Social Studies Final Exam
7	District, regional or BOCES-developed assessment	Brewster Central School District Developed 7th Grade Social Studies Final Exam
8	District, regional or BOCES-developed assessment	Brewster Central School District Developed 8th Grade Social Studies Final Exam

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet District goals for similar students.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 8 points) Results are below District goals for similar students.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets;

4 points will equal 52-53% of students meeting targets;
 3 points will equal 50-51% of students meeting targets;
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well-below District goals
 for similar students.

The district will be developing the score ranges for Ineffective
 at below 49% meeting targets.
 2 points will equal 39-49% of students meeting targets;
 1 point will equal 29-38% of students meeting targets
 0 points will equal 0-28% of students meeting targets
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

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	Brewster Central School District Developed Global 1 Final Exam

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 18 points will equal 85-87% of students meeting targets; 19 points will equal 88-89% of students meeting targets; 20 points will equal 90% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet District goals for similar students.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets;

14 points will equal 77-78% of students meeting targets;
 13 points will equal 75-76% of students meeting targets;
 12 points will equal 73-74% of students meeting targets;
 11 points will equal 71-72% of students meeting targets;
 10 points will equal 69-70% of students meeting targets; and
 9 points will equal 65-68% or above of students meeting targets.
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

Developing (3 - 8 points) Results are below District goals for similar students.

The district will be developing the score ranges for Developing at a range of 50-64% meeting targets.
 8 points will equal 60-64% of students meeting targets;
 7 points will equal 58-59% of students meeting targets;
 6 points will equal 56-57% of students meeting targets;
 5 points will equal 54-55% of students meeting targets;
 4 points will equal 52-53% of students meeting targets;
 3 points will equal 50-51% of students meeting targets;
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well-below District goals for similar students.

The district will be developing the score ranges for Ineffective at below 49% meeting targets.
 2 points will equal 39-49% of students meeting targets;
 1 point will equal 29-38% of students meeting targets
 0 points will equal 0-28% of students meeting targets
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

2.7) High School Science Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.

Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet District goals for similar students.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
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2.8) High School Math Regents Courses

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

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

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

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

<p>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.</p>	<p>Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)</p>
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>The district will be developing the score ranges for Ineffective at below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>

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	Brewster Central School District Developed 9th Grade ELA final exam
Grade 10 ELA	Regents assessment	Regents
Grade 11 ELA	District, regional or BOCES-developed assessment	Brewster Central School District Developed 11th Grade ELA final 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 student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet District goals for similar students.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 8 points) Results are below District goals for similar students.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	The district will be developing the score ranges for Ineffective at below 49% meeting targets. 2 points will equal 39-49% of students meeting targets;

1 point will equal 29-38% of students meeting targets
 0 points will equal 0-28% of students meeting targets
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

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 secondary English courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific English Final Examination
All other secondary Math courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Mathematics Final Examination
All other secondary Science courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Science Final Examination
All other secondary Social Studies courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Social Studies Final Examination
All other secondary Modern Language courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Modern Language Final Examination
All Music courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Music Performance Assessments
All Physical Education courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Physical Education Performance Assessments
All Health courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Health Final Examination
All Art courses	District, Regional or BOCES-developed	Brewster Central School District Developed Course Specific Art Portfolio Assessments
4th Grade Social Studies	District, Regional or BOCES-developed	Brewster Central School District Developed 4th Grade Social Studies Final
5th Grade Social Studies	District, Regional or BOCES-developed	Brewster Central School District Developed 5th Grade Social Studies Final Exam
5th Grade Science	District, Regional or BOCES-developed	Brewster Central School District Developed 5th Grade Science Final Exam
7th & 8th Grade Tech	District, Regional or BOCES-developed	Brewster Central School District Developed 7th & 8th Grade Final Exam

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at	Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to
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2.11, below.	state-approved demographic information (ESL, SWD, Poverty)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet District goals for similar students.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 8 points) Results are below District goals for similar students.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	The district will be developing the score ranges for Ineffective at below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

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.

(No response)

2.12) Locally Developed Controls

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

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

We will be taking into account ESL, SWD, and poverty in our determinations of meeting the standard.

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

Created Friday, May 04, 2012

Updated Monday, August 27, 2012

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms.

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	AimsWeb - R-CBM for Reading
5	4) State-approved 3rd party assessments	AimsWeb - R-CBM for Reading
6	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 6th Grade Reading Comprehension Assessment

7	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 7th Grade Reading Comprehension Assessment
8	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 8th Grade Reading Comprehension Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	HEDI categories will be assigned as follows: For grades 4 and 5 ELA, the AimsWeb Reading-CBM target will be used to measure the growth percentage. That percentage will be reduced by 50% for ELL, SWD and Poverty. For grades 6, 7 and 8 a composite score based on previously administered ELA assessments will be calculated in May 2013. The overall performance and results in the Highly Effective category will significantly exceed targets based on the previous year’s performance. Effective category overall performance will slightly exceed last year’s scores. Developing scores are slightly below last year’s performance. Ineffective scores are well below last year’s performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Highly Effective at a range of 86-100% meeting targets; 15 points will equal 91-100% of students meeting targets; 14 points will equal 86-90% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Effective at a range of 65-85% meeting targets. 13 points will equal 82-85% of students meeting targets; 12 points will equal 77-81% of students meeting targets; 11 points will equal 73-76% of students meeting targets; 10 points will equal 69-72% of students meeting targets; 9 points will equal 67-68% of students meeting targets; 8 points will equal 65-66% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 7 points will equal 62-64% of students meeting targets; 6 points will equal 59-61% of students meeting targets; 5 points will equal 56-58% of students meeting targets; 4 points will equal 53-55% of students meeting targets; 3 points will equal 50-52% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Ineffective at or below 49% meeting targets.
 2 points will equal 39-49% of students meeting targets;
 1 point will equal 28-38% of students meeting targets
 0 points will equal 0-27% of students meeting targets
 The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	AimsWeb - M-COMP for Math
5	4) State-approved 3rd party assessments	AimsWeb - M-COMP for Math
6	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 6th Grade Math Assessment Measuring Understanding of Statistical Thinking
7	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 7th Grade Math Assessment Measuring Understanding of and Applying Proportional Relationships
8	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 8th Grade Math Assessment Measuring Understanding of Formulation Reasoning of Expressions and Equations

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.

HEDI categories will be assigned as follows:
 For grades 4 and 5 Math, the AimsWeb - M-COMP for Math target will be used to measure the growth percentage. That percentage will be reduced by 50% for ELL, SWD and Poverty.
 For grades 6, 7 and 8 a composite score based on previously administered Math assessments will be calculated in May 2013. The overall performance and results in the Highly Effective category will significantly exceed targets based on the previous year’s performance. Effective category overall performance will slightly exceed last year’s scores. Developing scores are slightly below last year’s performance. Ineffective scores are well below last year’s performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Highly Effective at a range of 86-100% meeting targets.
 15 points will equal 91-100% of students meeting targets;
 14 points will equal 86-90% of students meeting targets;

The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Effective at a range of 65-85% meeting targets.
13 points will equal 82-85% of students meeting targets;
12 points will equal 77-81% of students meeting targets;
11 points will equal 73-76% of students meeting targets;
10 points will equal 69-72% of students meeting targets;
9 points will equal 67-68% of students meeting targets;
8 points will equal 65-66% of students meeting targets;
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Developing at a range of 50-64% meeting targets.
7 points will equal 62-64% of students meeting targets;
6 points will equal 59-61% of students meeting targets;
5 points will equal 56-58% of students meeting targets;
4 points will equal 53-55% of students meeting targets;
3 points will equal 50-52% of students meeting targets;
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Ineffective at or below 49% meeting targets.
2 points will equal 39-49% of students meeting targets;
1 point will equal 28-38% of students meeting targets
0 points will equal 0-27% of students meeting targets
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

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.

(No response)

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	3) Teacher specific achievement or growth score computed locally	AimsWeb - Letter Sound Fluency
1	3) Teacher specific achievement or growth score computed locally	AimsWeb - Nonsense Word Fluency

2	3) Teacher specific achievement or growth score computed locally	Fountas & Pinnell's Word Analysis Sub Test
3	3) Teacher specific achievement or growth score computed locally	AimsWeb - Oral Reading Fluency

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.	HEDI categories will be assigned as follows: For grades K-3 ELA, the AimsWeb Letter Sound Fluency, Nonsense Word Fluency, and Oral Reading Fluency and Fountas & Pinnell's Word Analysis targets will be used to measure the growth percentage. That percentage will be reduced by 50% for ELL, SWD and Poverty.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Ineffective at or below 49% meeting targets. 2 points will equal 39-49% of students meeting targets;

1 point will equal 29-38% of students meeting targets
 0 points will equal 0-28% of students meeting targets
 The score range determination will remain the same as above
 for student demographics including ELL, SWD, and poverty.
 The target will be reduced by 50%.

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	3) Teacher specific achievement or growth score computed locally	AimsWeb - Quantity Discrimination
1	3) Teacher specific achievement or growth score computed locally	AimsWeb - Mathematics Computation
2	3) Teacher specific achievement or growth score computed locally	AimsWeb - Mathematics Computation
3	3) Teacher specific achievement or growth score computed locally	AimsWeb - Mathematics Computation

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.	HEDI categories will be assigned as follows: For grades K-3 Math, the AimsWeb Quantity Discrimination and Mathematics Computation targets will be used to measure the growth percentage. That percentage will be reduced by 50% for ELL, SWD and Poverty.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets.

The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Developing at a range of 50-64% meeting targets.
 8 points will equal 60-64% of students meeting targets;
 7 points will equal 58-59% of students meeting targets;
 6 points will equal 56-57% of students meeting targets;
 5 points will equal 54-55% of students meeting targets;
 4 points will equal 52-53% of students meeting targets;
 3 points will equal 50-51% of students meeting targets;
 The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Ineffective at or below 49% meeting targets.
 2 points will equal 39-49% of students meeting targets;
 1 point will equal 29-38% of students meeting targets
 0 points will equal 0-28% of students meeting targets
 The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 6th Grade Science Final Exam on Matter and Its Changes
7	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 7th Grade Science Final Exam on measuring content mastery of Living Environment curriculum
8	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 8th Grade Science Performance based final Exam measuring lab skills pertaining to the Scientific Method

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.

For grade 6 Science teachers will administer local assessment based on NY state science learning standards. For grades 7 and 8 science teachers will administer Brewster Central School District local assessments that measure student achievement based on a targeted achievement on an assessment administered in the Spring of 2013. These assessments will be based on the Living Environment Regents and will use assessment data to determine targets.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets.
 20 points will equal 90% or above of students meeting targets.
 19 points will equal 88-89% of students meeting targets;

18 points will equal 85-87% of students meeting targets;
The score range determination will remain the same as above
for student demographics including ELL, SWD, and poverty.
The target will be reduced by 50%.

Effective (9 - 17 points) Results meet District- or
BOCES-adopted expectations for growth or achievement for
grade/subject.

The district will be developing the score ranges for Effective at
a range of 65-84% meeting targets.
17 points will equal 83-84% of students meeting targets;
16 points will equal 81-82% of students meeting targets;
15 points will equal 79-80% of students meeting targets;
14 points will equal 77-78% of students meeting targets;
13 points will equal 75-76% of students meeting targets;
12 points will equal 73-74% of students meeting targets;
11 points will equal 71-72% of students meeting targets;
10 points will equal 69-70% of students meeting targets; and
9 points will equal 65-68% or above of students meeting targets.
The score range determination will remain the same as above
for student demographics including ELL, SWD, and poverty.
The target will be reduced by 50%.

Developing (3 - 8 points) Results are below District- or
BOCES-adopted expectations for growth or achievement for
grade/subject.

The district will be developing the score ranges for Developing
at a range of 50-64% meeting targets.
8 points will equal 60-64% of students meeting targets;
7 points will equal 58-59% of students meeting targets;
6 points will equal 56-57% of students meeting targets;
5 points will equal 54-55% of students meeting targets;
4 points will equal 52-53% of students meeting targets;
3 points will equal 50-51% of students meeting targets;
The score range determination will remain the same as above
for student demographics including ELL, SWD, and poverty.
The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or
BOCES-adopted expectations for growth or achievement for
grade/subject.

The district will be developing the score ranges for Ineffective
at or below 49% meeting targets.
2 points will equal 39-49% of students meeting targets;
1 point will equal 29-38% of students meeting targets
0 points will equal 0-28% of students meeting targets
The score range determination will remain the same as above
for student demographics including ELL, SWD, and poverty.
The target will be reduced by 50%.

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES-developed assessments	Brewster Central School District Developed 6th Grade Social Studies Final Exam on Middle Ages
7	5) District, regional, or BOCES-developed assessments	Brewster Central School District Developed 7th Grade Social Studies Final Exam on Propaganda and Colonization
8	5) District, regional, or BOCES-developed assessments	Brewster Central School District Developed 8th Grade Social Studies Final Exam on Immigration

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.

<p>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.</p>	<p>For grades 6, 7 and 8 social studies teachers will administer Brewster Central School District local assessments that measure student achievement based on a targeted achievement on an assessment administered in the Spring of 2013. These assessments will be based on the NYS Social Studies standards and will use assessment data to determine targets.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets. 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Ineffective at or below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 10th Grade Global 1 Assessment
Global 2	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 11th Grade Global 2 Assessment
American History	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 9th Grade American History Assessment

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.	The overall performance and results on the above assessments in the Highly Effective category will significantly exceed targets based on the previous year’s performance. Effective category overall performance will slightly exceed last year’s scores. Developing scores are slightly below last year’s performance. Ineffective scores are well below last year’s performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
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Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Ineffective at or below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
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3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed Living Environment Science Assessment
Earth Science	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed Earth Science Assessment
Chemistry	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed Chemistry Assessment
Physics	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed Physics Science Assessment

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.	The overall performance and results on the above assessments in the Highly Effective category will significantly exceed targets based on the previous year’s performance. Effective category overall performance will slightly exceed last year’s scores.
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Developing scores are slightly below last year's performance. Ineffective scores are well below last year's performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.

Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Ineffective at or below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed Algebra 1 Assessment
Geometry	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed Geometry Assessment
Algebra 2	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed Algebra 2 Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The overall performance and results on the above assessments in the Highly Effective category will significantly exceed targets based on the previous year’s performance. Effective category overall performance will slightly exceed last year’s scores. Developing scores are slightly below last year’s performance. Ineffective scores are well below last year’s performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets;

3 points will equal 50-51% of students meeting targets;
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Ineffective at or below 49% meeting targets.
2 points will equal 39-49% of students meeting targets;
1 point will equal 29-38% of students meeting targets
0 points will equal 0-28% of students meeting targets
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 9th Grade ELA Assessment
Grade 10 ELA	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 10th Grade ELA Assessment
Grade 11 ELA	5) District, regional, or BOCES–developed assessments	Brewster Central School District Developed 11th Grade ELA Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.

The overall performance and results on the above assessments in the Highly Effective category will significantly exceed targets based on the previous year’s performance. Effective category overall performance will slightly exceed last year’s scores. Developing scores are slightly below last year’s performance. Ineffective scores are well below last year’s performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets.
20 points will equal 90% or above of students meeting targets.
19 points will equal 88-89% of students meeting targets;
18 points will equal 85-87% of students meeting targets;
The score range determination will remain the same as above

for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Effective at a range of 65-84% meeting targets.
 17 points will equal 83-84% of students meeting targets;
 16 points will equal 81-82% of students meeting targets;
 15 points will equal 79-80% of students meeting targets;
 14 points will equal 77-78% of students meeting targets;
 13 points will equal 75-76% of students meeting targets;
 12 points will equal 73-74% of students meeting targets;
 11 points will equal 71-72% of students meeting targets;
 10 points will equal 69-70% of students meeting targets; and
 9 points will equal 65-68% or above of students meeting targets.
 The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Developing at a range of 50-64% meeting targets.
 8 points will equal 60-64% of students meeting targets;
 7 points will equal 58-59% of students meeting targets;
 6 points will equal 56-57% of students meeting targets;
 5 points will equal 54-55% of students meeting targets;
 4 points will equal 52-53% of students meeting targets;
 3 points will equal 50-51% of students meeting targets;
 The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Ineffective at or below 49% meeting targets.
 2 points will equal 39-49% of students meeting targets;
 1 point will equal 29-38% of students meeting targets
 0 points will equal 0-28% of students meeting targets
 The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

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 secondary English courses	5) District/regional/BOCES-developed	Brewster Central School District Developed Course Specific English Assessment
All other secondary Math courses	5) District/regional/BOCES-developed	Brewster Central School District Developed Course Specific Math Assessment
All other secondary Science courses	5) District/regional/BOCES-developed	Brewster Central School District Developed Course Specific Science Assessment
All other secondary Social Studies courses	5) District/regional/BOCES-developed	Brewster Central School District Developed Course Specific Social Studies Assessment

All secondary Modern Language courses	5) District/regional/BOCES–developed	Brewster Central School District Developed Course Specific Modern Language Assessment
All Music courses	5) District/regional/BOCES–developed	Brewster Central School District Developed Course Specific Music Performance Assessment
All Physical Education courses	5) District/regional/BOCES–developed	Brewster Central School District Developed Course Specific Physical Education Performance Assessment
All Health courses	5) District/regional/BOCES–developed	Brewster Central School District Developed Course Specific Health Assessment
All Art courses	5) District/regional/BOCES–developed	Brewster Central School District Developed Course Specific Art Portfolio Assessment
4th Grade Social Studies	5) District/regional/BOCES–developed	Brewster Central School District Developed 4th Grade Social Studies Final Exam
5th Grade Social Studies	5) District/regional/BOCES–developed	Brewster Central School District Developed 5th Grade Social Studies Final Exam
5th Grade Science	5) District/regional/BOCES–developed	Brewster Central School District Developed 5th Grade Science Final Exam
7th & 8th Grade Tech	5) District/regional/BOCES–developed	Brewster Central School District Developed 7th & 8th Grade Final Exam

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.	The overall performance and results on the above assessments in the Highly Effective category will significantly exceed targets based on the previous year’s performance. Effective category overall performance will slightly exceed last year’s scores. Developing scores are slightly below last year’s performance. Ineffective scores are well below last year’s performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets;

The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Effective at a range of 65-84% meeting targets.
17 points will equal 83-84% of students meeting targets;
16 points will equal 81-82% of students meeting targets;
15 points will equal 79-80% of students meeting targets;
14 points will equal 77-78% of students meeting targets;
13 points will equal 75-76% of students meeting targets;
12 points will equal 73-74% of students meeting targets;
11 points will equal 71-72% of students meeting targets;
10 points will equal 69-70% of students meeting targets; and
9 points will equal 65-68% or above of students meeting targets.
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Developing at a range of 50-64% meeting targets.
8 points will equal 60-64% of students meeting targets;
7 points will equal 58-59% of students meeting targets;
6 points will equal 56-57% of students meeting targets;
5 points will equal 54-55% of students meeting targets;
4 points will equal 52-53% of students meeting targets;
3 points will equal 50-51% of students meeting targets;
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The district will be developing the score ranges for Ineffective at or below 49% meeting targets.
2 points will equal 39-49% of students meeting targets;
1 point will equal 29-38% of students meeting targets
0 points will equal 0-28% of students meeting targets
The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

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.

(No response)

3.14) Locally Developed Controls

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

In setting targets for local measures the following controls will be in place:

- a) Aggregate student performance on early fall administered assessments will be compared to set targets*
- b) Random sampling of assessment data adjusting targets based on quarterly review*
- c) The controlled targets will be reduced by 50% for ELL, SWD and Poverty.*

This will ensure that a systemic approach to data collection, target setting and defining student achievement/growth is established. These controls will allow for K-12 alignment to the Common Core and established standards that are rigorous and comparable.

3.15) Teachers with More Than One Locally Selected Measure

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

If educators have more than one SLO for comparable growth (or a state provided growth measure and state provided comparable growth) each SLO is evaluated independently and the total HEDI points will be determined by an average of the scores for a single SLO score.

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)

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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

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	60
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0
Structured reviews of lesson plans, student portfolios and other teacher artifacts	0

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

The district will use the 2007 Danielson Rubric and will weight the four domains as follows:

- Domain I: Planning and Preparation 15 points
- Domain II: Classroom Environment 12 points
- Domain III: Instruction 21 points
- Domain IV: Professional Responsibilities 12 points

The 33 points from Domain II & III will be based on multiple classroom observations including announced and unannounced observation. The 27 points from Domains I & IV will be based on evidence as observed and discussed in: pre and post-observations, PLC's, team, faculty and department meetings, as well as through student work such as portfolios. At the beginning of each year, the building principal, liaison/teacher and superintendent will determine acceptable evidence of student work to earn points in Domains I & IV. Points will be allocated within each subcomponent of Danielson as indicated in the document attached below. A teacher's overall performance can be rated at any score point from 0 to 60.

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

assets/survey-uploads/5091/124897-eka9yMJ855/NYSUT_Danielson_PDF.pdf

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.	0
Effective: Overall performance and results meet NYS Teaching Standards.	0
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	0
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	0

Provide the ranges for the 60-point scoring bands.

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

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	3
4.6) Observations of Probationary Teachers Informal/Short	1
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?

-
- In Person
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

- In Person
-

5. Composite Scoring (Teachers)

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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.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

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

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

**Locally-selected Measures of
growth or achievement**

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

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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. For a list of supported file types, go to the Resources folder (above) and click Technical Tips.

assets/survey-uploads/5265/124899-Df0w3Xx5v6/teacher tip final.PDF

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Supplemental Memorandum of Agreement

BY AND BETWEEN the Superintendent of Schools and the Board of Education of the Brewster Central School District, hereinafter referred to as "the District," and the Brewster Teachers' Association, hereafter referred to as "the Association;"

WHEREAS, the parties have mutually agreed to the following appeal procedure to be incorporated into the District's APPR Plan Document for teachers covered by Education Law §3012-c and Part 30-2 of the Regulations;

Appeal Procedure

A. Appeals of annual professional performance reviews should be limited only to those that rate a teacher on his/her total composite effectiveness score as Ineffective. Teachers who are rated Developing on their composite effectiveness score shall have the option to schedule a meeting with the Superintendent and an Association representative for the purpose of discussing the composite evaluation which could lead to a review.

B. In accordance with the law and regulations, a teacher may only appeal the following in conjunction with his/her APPR:

- the substance of the APPR;
- the District's adherence to the standards and methodologies required for such reviews; and
- the District's adherence to the regulations and compliance with any locally negotiated procedures, as well as the District's issuance and/or implementation of the terms of the Teacher Improvement Plan (TIP).

C. A teacher may not file multiple appeals regarding the same performance review or TIP. All grounds for appeal must be raised with specificity within one appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

D. In an appeal, the teacher has the burden of demonstrating by a preponderance of the evidence a clear legal right to the relief requested and the burden of establishing the facts upon which relief is sought.

E. All appeals must be submitted in writing to the Superintendent no later than 15 school days from the date when the teacher receives his/her annual professional performance review. If a teacher is challenging the issuance of a TIP, appeals must be filed no later than 15 school days of issuance of such plan. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned.

When filing an appeal, the teacher must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan, and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered.

F. A decision shall be rendered by the Superintendent of Schools.

G. A written decision on the merits of the appeal shall be rendered no later than 30 school days from the date upon which the teacher filed his or her appeal. The appeal shall be based on a written record, comprised of the teacher's appeal papers and any documentary evidence accompanying the appeal, as well as the District's response, if any, to the appeal and additional documentary evidence submitted with such papers.

H. The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the teacher's appeal. If the appeal is sustained, the Superintendent may set aside a rating, modify a rating, or order a new evaluation. A copy of the decision shall be provided to the teacher and the evaluator or the person responsible for either issuing or implementing the terms of an improvement plan, if that person is different.

I. A teacher who receives 2 consecutive Ineffective ratings shall have the option to appeal the rating to an independent arbitrator agreed to by the District and the Association. If the parties are unable to agree to an arbitrator, a demand for arbitration may be filed with the American Arbitration Association. The sole issue before the arbitrator shall be whether or not the consecutive ineffective ratings accurately reflected the teacher's performance during the period it covered.

J. This appeal procedure shall constitute the exclusive means for initiating, reviewing, and resolving any and all challenges and appeals related to a teacher's performance review and/or improvement plan. Such decision shall be final and binding. A teacher may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or teacher improvement plan, except as otherwise authorized by law.

This paragraph shall not apply to any alleged procedural violations such as whether or not the requisite number of observations have been conducted or whether or not the contractual timelines have been violated.

SO AGREED this ___ day of _____, 2012.

THE DISTRICT THE ASSOCIATION

By: _____ By: _____
Superintendent of Schools Association President

6.4) Training and Certification of Lead Evaluators and Evaluators

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

While Brewster Central School District has implemented the Danielson 2007 rubric since the 2008-2009 school year, lead evaluators and evaluators have been properly trained at Putnam Northern Westchester BOCES and within the district in the nine elements required for certification as lead evaluator during the 2011/2012 school year. This process will be ongoing throughout the 2012-2013 school year. We will follow the Putnam/Northern Westchester BOCES certification calendar for evaluator training and recertification. Inter-rater reliability will be achieved through district level trained administrators collaborating on classroom observations using OASYS, reviewing video taped lessons, and collegial reviews of teacher observation reports and evaluations.

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

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

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

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

3-5
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 provided by NYSED will be used, where applicable	Checked
7.2) Assurances -- State-Provided Measures of Student Growth Assure that the State-provided growth measure will be used if a value-added measure has not been approved for 2012-13	Checked

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

School or Program Type	SLO with Assessment Option	Name of the Assessment
K-2	State-approved 3rd party assessment	AIMSweb

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

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	Collaboration among teachers, building administrators and District office personnel to determine baseline data, pre-test and post-test data to be used, disaggregated according to state-approved demographic information (ESL, SWD, Poverty)
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	The district will be developing the score ranges for Ineffective at or below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

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

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

In setting targets for local measures the following controls will be in place: a)Aggregate student performance on early fall administered assessments will be compared to set targets. b)Random sampling of assessment data adjusting targets based on quarterly review. c)The controlled targets will be reduced by 50% for ELL, SWD and Poverty.

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

Created Friday, May 04, 2012

Updated Monday, August 27, 2012

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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.

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8

- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
3-5	(d) measures used by district for teacher evaluation	AIMSweb
6-8	(d) measures used by district for teacher evaluation	Brewster Central School District Developed 6-8th Grade Reading Comprehension Assessment
9-12	(b) results for students in specific performance levels	Scholastic Reading Inventory

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.

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>HEDI categories will be assigned as follows:</p> <p>For grades 3-5 ELA, the AimsWeb Reading-CBM target will be used to measure the growth percentage. That percentage will be reduced by 50% for ELL, SWD and Poverty.</p> <p>For grades 6, 7 and 8 a composite score based on previously administered ELA assessments will be calculated in May 2013. The overall performance and results in the Highly Effective category will significantly exceed targets based on the previous year's performance. Effective category overall performance will slightly exceed last year's scores. Developing scores are slightly below last year's performance. Ineffective scores are well below last year's performance. That targeted achievement number will be reduced by 50% for ELL, SWD and Poverty.</p> <p>For grades 9-12, the Scholastic Reading Inventory score will be used to measure the growth percentage. That percentage will be reduced by 50% for ELL, SWD and Poverty.</p>
--	--

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Highly Effective at a range of 86-100% meeting targets. 15 points will equal 91-100% of students meeting targets; 14 points will equal 86-90% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Effective at a range of 65-85% meeting targets. 13 points will equal 82-85% of students meeting targets; 12 points will equal 77-81% of students meeting targets; 11 points will equal 73-76% of students meeting targets; 10 points will equal 69-72% of students meeting targets; 9 points will equal 67-68% of students meeting targets; 8 points will equal 65-66% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 7 points will equal 62-64% of students meeting targets; 6 points will equal 59-61% of students meeting targets; 5 points will equal 56-58% of students meeting targets; 4 points will equal 53-55% of students meeting targets; 3 points will equal 50-52% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The district will be developing the score ranges for Ineffective at or below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 28-38% of students meeting targets 0 points will equal 0-27% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.

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.

(No response)

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)*
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)*
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8*
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations*
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades*
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades*
- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)*
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades*
- (i) student learning objectives (only allowable for principals in programs/buildings without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a District, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms*

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

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

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.

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>HEDI categories will be assigned as follows: For grades K-2, the AimsWeb Reading-CBM target will be used to measure the growth percentage. That percentage will be reduced by 50% for ELL, SWD and Poverty.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Highly Effective at a range of 85-100% meeting targets. 20 points will equal 90% or above of students meeting targets; 19 points will equal 88-89% of students meeting targets; 18 points will equal 85-87% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Effective at a range of 65-84% meeting targets. 17 points will equal 83-84% of students meeting targets; 16 points will equal 81-82% of students meeting targets; 15 points will equal 79-80% of students meeting targets; 14 points will equal 77-78% of students meeting targets; 13 points will equal 75-76% of students meeting targets; 12 points will equal 73-74% of students meeting targets; 11 points will equal 71-72% of students meeting targets; 10 points will equal 69-70% of students meeting targets; and 9 points will equal 65-68% or above of students meeting targets. The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Developing at a range of 50-64% meeting targets. 8 points will equal 60-64% of students meeting targets; 7 points will equal 58-59% of students meeting targets; 6 points will equal 56-57% of students meeting targets; 5 points will equal 54-55% of students meeting targets; 4 points will equal 52-53% of students meeting targets; 3 points will equal 50-51% of students meeting targets; The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The district will be developing the score ranges for Ineffective at or below 49% meeting targets. 2 points will equal 39-49% of students meeting targets; 1 point will equal 29-38% of students meeting targets 0 points will equal 0-28% of students meeting targets The score range determination will remain the same as above for student demographics including ELL, SWD, and poverty. The target will be reduced by 50%.</p>

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

In setting targets for local measures the following controls will be in place: a)Aggregate student performance on early fall administered assessments will be compared to set targets. b)Random sampling of assessment data adjusting targets based on quarterly review. c)The controlled targets will be reduced by 50% for ELL, SWD and Poverty.

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.

NA

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 Friday, May 04, 2012

Updated Monday, August 27, 2012

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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 points assignment for one group of principals below. For the other group(s) of principals, fill out copies of this form and upload as an attachment for review.

Is the following points assignment for all principals?

Yes

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

(No response)

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

Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points]	60
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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
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If the above points assignment is not for "all principals," fill out an additional copy of "Form 9.2: Points Within Other Measures" for each group of principals, combine them into a single file, and upload as an attachment for review. Click here for a downloadable copy of Form 9.2. (MS Word)

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

9.3) Assurances -- Goals Assure that if any points are assigned to goals, at least one goal will address the principal's contribution to improving teacher effectiveness based on one or more of the following: improved retention of high performing teachers; correlation of student growth scores to teachers granted vs. denied tenure; or improvements in proficiency rating of the principal on specific teacher effectiveness standards in the principal practice rubric.	(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 posted, this form will be updated with dropdown menus of approved survey tools.

(No response)

(No response)

(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.

All Principals met to review and assess the state approved rubrics for principal evaluation. In collaboration between the principals and District office administrators including superintendent, deputy superintendent and director of curriculum we chose the Multidimensional Principal Performance Rubric. Once the rubric was selected, all principals and district administrators arrived at point values for each of the six domains.

- Domain I: Shared Vision for Learning 10 points
- Domain II: School Culture & Instructional Program 15 points
- Domain III: Safe, Efficient, & Effective Learning Environment 8 points
- Domain IV: Community 10 points
- Domain V: Integrity, Fairness, & Ethics 10 points
- Domain VI: Political, Social, Economic, Legal & Cultural Context 7 Points

Through the collective bargaining processes each of the six domains of the MPPR have a maximum point value that when combined, total 60 points. Through the evaluation process, the evaluator will assign points based on observations, evidence of supporting artifacts, and collaborative review for each of the domains and elements in the Multidimensional Principal Performance Review resulting in a score ranging from 0-60 points. The evaluation process will include timely and constructive feedback during the school year. The district will adhere to all timelines set by NYS Education Law and Regents rules.

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

[assets/survey-uploads/5143/124902-pMADJ4gk6R/Principal APPR Points Distribution_Multidimensional Rubric_3.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.	Overall performance and results exceed ISLLC leadership standards. 56-60 Points.
Effective: Overall performance and results meet standards.	Overall performance and results meet ISLLC leadership standards. 45-55 Points.
Developing: Overall performance and results need improvement in order to meet standards.	Overall performance and results need improvement in order to meet ISLLC leadership standards. 20-44 Points.
Ineffective: Overall performance and results do not meet standards.	Overall performance and results do not meet ISLLC leadership standards. 0-19 Points.

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	56-60
Effective	45-55
Developing	20-44
Ineffective	0-19

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	0
By trained independent evaluator	0
Enter Total	2

Tenured Principals

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

10. Composite Scoring (Principals)

Created Friday, May 04, 2012

Updated Monday, August 27, 2012

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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.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

**Locally-selected Measures of
growth or achievement**

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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	56-60
Effective	45-55
Developing	20-44
Ineffective	0-19

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Friday, May 04, 2012

Updated Monday, August 27, 2012

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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 your school district or BOCES. For a list of supported file types, go to the Resources folder (above) and click Technical Tips.

assets/survey-uploads/5276/124905-Df0w3Xx5v6/improvement_plan.pdf

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:

Supplemental Memorandum of Agreement

BY AND BETWEEN the Superintendent of Schools and the Board of Education of the Brewster Central School District, hereinafter referred to as "the District," and the Administrators Association of Brewster, hereafter referred to as "the Association;"

WHEREAS, the parties have mutually agreed to the following appeal procedure to be incorporated into the District's APPR Plan Document for principals covered by Education Law §3012-c and Part 30-2 of the Regulations;

I. Appeal Procedure

A. Appeals of annual professional performance reviews should be limited only to those that rate a principal on his/her total composite effectiveness score as Ineffective. Principals who are rated Developing on their composite effectiveness score shall have the option to schedule a meeting with the Superintendent and an Association representative for the purpose of discussing the composite evaluation which could lead to a review.

B. In accordance with the law and regulations, a principal may only appeal the following in conjunction with his/her APPR:

- the substance of the APPR;*
- the District's adherence to the standards and methodologies required for such reviews; and*
- the District's adherence to the regulations and compliance with any locally negotiated procedures, as well as the District's issuance and/or implementation of the terms of the Principal Improvement Plan (PIP).*

C. A principal may not file multiple appeals regarding the same performance review or PIP. All grounds for appeal must be raised with specificity within one appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

D. In an appeal, the principal has the burden of demonstrating by a preponderance of the evidence a clear legal right to the relief requested and the burden of establishing the facts upon which relief is sought.

E. All appeals must be submitted in writing to the Superintendent no later than 15 days from the date when the principal receives his/her annual professional performance review. If a principal is challenging the issuance of a PIP, appeals must be filed no later than 15 days of issuance of such plan. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned.

When filing an appeal, the principal must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan, and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered.

F. A decision shall be rendered by the Superintendent of Schools.

G. A written decision on the merits of the appeal shall be rendered no later than 30 days from the date upon which the principal filed his or her appeal. The appeal shall be based on a written record, comprised of the principal's appeal papers and any documentary evidence accompanying the appeal, as well as the District's response, if any, to the appeal and additional documentary evidence submitted with such papers.

H. The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the principal's appeal. If the appeal is sustained, the Superintendent may set aside a rating, modify a rating, or order a new evaluation. A copy of the decision shall be provided to the principal and the evaluator or the person responsible for either issuing or implementing the terms of an improvement plan, if that person is different.

I. A principal who receives 2 consecutive Ineffective ratings shall have the option to appeal the rating to an independent arbitrator agreed to by the District and the Association. If the parties are unable to agree to an arbitrator, a demand for arbitration may be filed with the American Arbitration Association. The sole issue before the arbitrator shall be whether or not the consecutive ineffective ratings accurately reflected the principal's performance during the period it covered.

J. This appeal procedure shall constitute the exclusive means for initiating, reviewing, and resolving any and all challenges and appeals related to a principal's performance review and/or improvement plan. Such decision shall be final and binding. A principal may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or principal improvement plan, except as otherwise authorized by law.

SO AGREED this __ day of _____, 2012.

THE DISTRICT THE ASSOCIATION

By: _____ By: _____
Superintendent of Schools Association President

11.4) Training and Certification of Lead Evaluators and Evaluators

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

Lead evaluators and evaluators have been properly trained at Putnam Northern Westchester BOCES in the nine elements required for certification as lead evaluator during the Spring of 2012. This process will be ongoing throughout the 2012-2013 school year. Evaluators have been certified by BOCES. Inter-rater reliability will be achieved through district level trained administrators reviewing principal evaluations. Re-certification will be achieved through the Putnam Northern Westchester BOCES process.

11.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

• Checked

11.6) Assurances -- Principals

Please check all of the boxes below:

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

11.7) Assurances -- Data

Please check all of the boxes below:

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

12. Joint Certification of APPR Plan

Created Friday, May 04, 2012

Updated Monday, August 27, 2012

Page 1

12.1) Upload the Joint Certification of the APPR Plan

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

<assets/survey-uploads/5581/124906-3Uqgn5g9Iu/assurance2.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.

Danielson's Framework for Teaching (2011 Revised Edition) Conversion Flow Chart										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
	Determine Relative Value of Each Domain (hypo--to be negotiated)	Determine Relative Value of Each SubDomain as part of the Domain (hypo--to be negotiated)	Evaluator Gives Every Teacher a Rating of 1-4 in Each Subdomain (4=HE, 3=E, 2=D, 1=I) HYPO	Weigh Subdomain Scores	Total Domain Score	Weigh Total Domain Score and Compute Total	Negotiate HEDI Bands	Negotiate Conversion Chart	Average Rubric Score	Conversion Score
Domain 1: Planning and Preparation	25%						H=59-60			
2 A. Knowledge of Content and Pedagogy		13%		0			E=57-58	1	0	
3 B. Knowledge of Students		20%		0			D=50-56	1.1	12	
3 C. Setting Instructional Outcomes		20%		0			I=0-49	1.2	25	
2 D. Knowledge of Resources		13%		0				1.3	37	
2 E. Designing Coherent Instruction		14%		0				1.4	49	
3 F. Designing Student Assessments		20%		0				1.5	50	
		100%			0	0		1.6	50.7	
Domain 2: Classroom Environment	20%							1.7	51.4	
3 A. Respect and Rapport		25%		0				1.8	52.1	
3 B. Culture for Learning		25%		0				1.9	52.8	
2 C. Managing Classroom Procedures		17%		0				2	53.5	
2 D. Managing Student Behavior		17%		0				2.1	54.2	
2 E. Organizing Physical Spaces		16%		0				2.2	54.9	
		100%			0	0		2.3	55.6	
Domain 3: Instruction	35%							2.4	56.3	
3 A. Communicating with Students		15%		0				2.5	57	
6 B. Questioning/Prompts and Discussion		28%		0				2.6	57.2	
6 C. Engaging Students in Learning		28%		0				2.7	57.4	
3 D. Using Assessment in Instruction		15%		0				2.8	57.6	
3 E. Using Flexibility and Responsiveness		14%		0				2.9	57.8	
		100%			0	0		3	58	
Domain 4: Teaching	20%							3.1	58.2	
2 A. Reflecting on Teaching		16%		0				3.2	58.4	
2 B. Maintaining Accurate Records		17%		0				3.3	58.6	
2 C. Communicating with Families		16%		0				3.4	58.8	
2 D. Participating in a Professional Community		17%		0				3.5	59	
2 E. Growing and Developing Professionally		17%		0				3.6	59.3	
2 F. Showing Professionalism		17%		0				3.7	59.5	
		100%			0	0		3.8	59.8	
Domain: Other*						0		3.9	60	
Total	100%					Evaluation Score	0		4	60.25 (round to 60)
Note 1: Remember: The evaluation component must be at least 31 of the 60 points, or 50% of the rubric										

**PRINCIPAL APPR POINTS DISTRIBUTION-MULTIDIMENSIONAL
RUBRIC**

Domain1

Shared Vision for Learning

10 points

- **Culture** (*Attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders*)
 -
- **Sustainability** (*A focus on continuance and meaning beyond the present moment, contextualizing today's success and improvements as the legacy of the future*)
 -

Domain 2

School Culture & Instructional Program

15 Points

- **Culture** (*Attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders*)
 -
- **Instructional program** (*Design and delivery of high quality curriculum that produces clear evidence of learning*)
 -
- **Capacity building** (*Developing potential and tapping existing internal expertise to promote learning and improve practice*)
 -
- **Sustainability** (*A focus on continuance and meaning beyond the present moment, contextualizing today's success and improvements as the legacy of the future*)
 -
- **Strategic planning process** (*Monitoring/Inquiry: The implementation and stewardship of goals, decisions, and actions*)
 -

Domain 3

Safe, Efficient, & Effective Learning Environment

8 Points

- **Capacity building** (*Developing potential and tapping existing internal expertise to promote learning and improve practice*)
 -
- **Culture** (*Attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders*)
 -
- **Sustainability** (*A focus on continuance and meaning beyond the present moment, contextualizing today's success and improvements as the legacy of the future*)
 -
- **Instructional program** (*Design and delivery of high quality curriculum that produces clear evidence of learning*)
 -

Domain 4**Community****10 Points**

- **Strategic planning process***(Inquiry: gather and analyze data to monitor effects of actions and decisions on goal attainment and enable mid-course adjustments as needed to better enable success)*
 -
- **Culture** *(Attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)*
 -
- **Sustainability***(A focus on continuance and meaning beyond the present moment, contextualizing today's success and improvements as the legacy of the future)*
 -

Domain 5**Integrity, Fairness, & Ethics****10 Points**

- **Sustainability***(A focus on continuance and meaning beyond the present moment, contextualizing today's success and improvements as the legacy of the future)*
 -
- **Culture** *(Attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)*
 -

Domain 6**Political, Social, Economic, Legal & Cultural Context****7 Points**

- **Sustainability***(A focus on continuance and meaning beyond the present moment, contextualizing today's success and improvements as the legacy of the future)*
 -
- **Culture***(Attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)*
 -
- **Uncovering goals**
 - Align
 -
 - Define
 -
- **Strategic planning**
 - Prioritize
 -
 - Strategize
 -
- **Taking action**
 - Mobilize

- - Monitor
 -
 - Refine
 -
 - **Evaluating attainment**
 - Document
 - Insights
 -
 - Accomplishments
 -
 - New questions
 -
 - Implications for moving forward
 -
 - Next steps
-

HEDI

H	56-60
E	45-55
D	20-44
I	0-19

Supplemental Memorandum of Agreement

BY AND BETWEEN the Superintendent of Schools and the Board of Education of the Brewster Central School District, hereinafter referred to as “the District,” and the Administrators Association of Brewster, hereafter referred to as “the Association;”

WHEREAS, the parties have mutually agreed to the following appeal procedure to be incorporated into the District’s APPR Plan Document for principals covered by Education Law §3012-c and Part 30-2 of the Regulations;

I. Principal Improvement Plan

Upon rating a principal as developing or ineffective through an APPR, the District shall develop and commence implementation of a Principal Improvement Plan (PIP) as soon as practicable, but in no case later than 10 days after the date on which teachers are required to report prior to the opening of classes for the school year.

A PIP must include, but is not limited to, 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. The form annexed hereto as Appendix A shall be utilized when placing a principal on a PIP.

SO AGREED this __ day of _____, 2012.

THE DISTRICT

THE ASSOCIATION

By: _____
Superintendent of Schools

By: _____
Association President

Supplemental Memorandum of Agreement

BY AND BETWEEN the Superintendent of Schools and the Board of Education of the Brewster Central School District, hereinafter referred to as “the District,” and the Brewster Teachers’ Association, hereinafter referred to as “the Association;”

WHEREAS, the parties have mutually agreed to the following teacher improvement plan procedure to be incorporated into the District’s APPR Plan Document for teachers covered by Education Law §3012-c and Part 30-2 of the Regulations;

I. Teacher Improvement Plan

If a teacher is rated as developing or ineffective on his/her composite, year-end evaluation, the District shall develop and commence implementation of a Teacher Improvement Plan (TIP) as soon as practicable, but in no case later than 10 school days after the date on which teachers are required to report prior to the opening of classes for the school year.

A TIP must include, but is not limited to, 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. The form annexed hereto as Appendix A shall be utilized when placing a teacher on a TIP.

SO AGREED this ___ day of _____, 2012.

THE DISTRICT

THE ASSOCIATION

By: _____
Superintendent of Schools

By: _____
Association President

*Corrected as of June 12, 2012
*See form on back

Teacher Improvement Plan
(Completed Jointly by Teacher and Superintendent of Schools/Designee)

Name:

School:

Current School Year:

Date of Related APPR/Evaluation:

Date of TIP Conference:

Area(s) Needing Improvement	Action Plan (Steps to be Taken)	Timeline for Completion	Evidence to be Collected	Satisfactory Progress	Plan Completed
-----------------------------	---------------------------------	-------------------------	--------------------------	-----------------------	----------------

1. Yes No Date: _____

2. Yes No Date: _____

3. Yes No Date: _____

Teacher's Comments:

Superintendent/Designee's Comments:

TIP Satisfied? Yes No

Teacher's Signature: _____

Superintendent/Designee Signature: _____

Date: _____

Date: _____

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 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, 2012, assure that this was the result of unresolved collective bargaining negotiations

Signatures, dates

Superintendent Signature: Date:

Jamie Sandlock, Ed.D. 8/21/12

Teachers Union President Signature: Date:

[Signature] 8/24/12

Administrative Union President Signature: Date:

[Signature] 8/21/12

Board of Education President Signature: Date:

Stephen O. Jambor, 8/21/12.