



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

Commissioner of Education
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August 28, 2013

Revised

William S. Speck, Superintendent
Cayuga-Onondaga BOCES
1879 West Genesee Street Road
Auburn, NY 13021

Dear Superintendent Speck:

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

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.
Commissioner

Attachment

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

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

Annual Professional Performance Reviews: 2012-13

Created Wednesday, August 08, 2012

Updated Monday, June 17, 2013

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Disclaimers

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department 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 : 059000000000

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

059000000000

1.2) School District Name: CAYUGA-ONONDAGA BOCES

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

CAYUGA-ONONDAGA BOCES

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

(No response)

1.5) Assurances

Please check all of the boxes below:

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

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

Submission of material changes to an approved APPR plan

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

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

Annual (2012-13)

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

Created Wednesday, August 08, 2012

Updated Thursday, July 18, 2013

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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	STAR Reading Enterprise
1	State-approved 3rd party assessment	STAR Reading Enterprise
2	State-approved 3rd party assessment	STAR Reading Enterprise

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

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

The SLO process to be used shall be the STAR Reading Enterprise administered as a pre-test and a post-test as the final examination, except in Grade 3 where the Grade 3 NYS ELA assessment will be used as the final examination.

The Principal, in consultation with the teacher will develop individualized student growth targets using the baseline data.

After the final examination or state assessment is administered and scored, the percentage of students meeting their individualized growth target shall be determined.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).

86% to 100% of students meet or exceed the SLO target for the course.

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).

76% to 85% of students meet or exceed the SLO target for the course.

Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).

66% to 75% of students meet or exceed the SLO target for the course.

Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).

Less than 66% of students meet or exceed the SLO target for the course.

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	STAR Math Enterprise
1	State-approved 3rd party assessment	STAR Math Enterprise
2	State-approved 3rd party assessment	STAR Math Enterprise

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

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

The SLO process to be used shall be the STAR Math Enterprise administered as a pre-test and a post-test as the final examination, except in Grade 3 where the Grade 3 NYS Math assessment will be used as the final examination.

The Principal, in consultation with the teacher will develop individualized student growth targets using the baseline data.

After the final examination or state assessment is administered and scored, the percentage of students meeting their individualized growth target shall be determined.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).

86% to 100% of students meet or exceed the SLO target for the course.

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).

76% to 85% of students meet or exceed the SLO target for the course.

Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).

66% to 75% of students meet or exceed the SLO target for the course.

Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Less than 66% of students meet or exceed the SLO target for the course.
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2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	Cayuga-Onondaga BOCES-developed 6th grade science assessment

7	District, regional or BOCES-developed assessment	Cayuga-Onondaga BOCES-developed 7th grade science assessment
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	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.	<p>The SLO process to be used shall consist of a BOCES developed pre-test administered at the beginning of the course and a BOCES developed final examination that will be administered at the end of the course, except for 8th grade science, where the NYS Grade 8 Science Assessment will be used.</p> <p>The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.</p> <p>After the final examination or state assessment is administered and scored, the percentage of students meeting the individualized growth target shall be determined.</p>
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	86% to 100% of students meet or exceed the SLO target for the course.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	76% to 85% of students meet or exceed the SLO target for the course.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	66% to 75% of students meet or exceed the SLO target for the course.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Less than 66% of students meet or exceed the SLO target for the course.

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
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6	District, regional or BOCES-developed assessment	Cayuga-Onondaga BOCES-developed 6th grade social studies assessment
7	District, regional or BOCES-developed assessment	Cayuga-Onondaga BOCES-developed 7th grade social studies assessment
8	District, regional or BOCES-developed assessment	Cayuga-Onondaga BOCES-developed 8th grade social studies assessment

For Grades 6-8 Social Studies: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	<p>The SLO process to be used shall consist of a BOCES developed pre-test administered at the beginning of the course and a BOCES developed final examination that will be administered at the end of the course.</p> <p>The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.</p> <p>After the final examination is administered and scored, the percentage of students meeting the individualized growth target shall be determined.</p>
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86% to 100% of students meet or exceed the SLO target for the course.
Effective (9 - 17 points) Results meet District goals for similar students.	76% to 85% of students meet or exceed the SLO target for the course.
Developing (3 - 8 points) Results are below District goals for similar students.	66% to 75% of students meet or exceed the SLO target for the course.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Less than 66% of students meet or exceed the SLO target for the course.

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	Cayuga-Onondaga BOCES-developed 9th grade social studies assessment

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

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

<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>The SLO process to be used shall consist of a BOCES developed pre-test administered at the beginning of the course and a BOCES developed final examination that will be administered at the end of the course, except for Global II and US History, where the results of those Regents exams will be used.</p> <p>The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.</p> <p>After the final examination or Regent examination is administered and scored, the percentage of students meeting the individualized growth target shall be determined.</p>
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>86% to 100% of students meet or exceed the SLO target for the course.</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>76% to 85% of students meet or exceed the SLO target for the course.</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>66% to 75% of students meet or exceed the SLO target for the course.</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>Less than 66% of students meet or exceed the SLO target for the course.</p>

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.

<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>The SLO process to be used shall consist of a BOCES developed pre-test administered at the beginning of the course and the Regents examination in Living Environment, Earth Science, Chemistry, and Physics administered at the end of the appropriate course.</p> <p>The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.</p>
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After the Regent examination is administered and scored, the percentage of students meeting the individualized growth target shall be determined.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86% to 100% of students meet or exceed the SLO target for the course.
Effective (9 - 17 points) Results meet District goals for similar students.	76% to 85% of students meet or exceed the SLO target for the course.
Developing (3 - 8 points) Results are below District goals for similar students.	66% to 75% of students meet or exceed the SLO target for the course.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Less than 66% of students meet or exceed the SLO target for the course.

2.8) High School Math Regents Courses

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

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

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

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

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

The SLO process to be used shall consist of a BOCES developed pre-test administered at the beginning of the course and the Regents examination in Algebra 1, Geometry, and Algebra 2 administered at the end of the appropriate course.

The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.

After the Regent examination is administered and scored, the percentage of students meeting the individualized growth target shall be determined.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86% to 100% of students meet or exceed the SLO target for the course.
Effective (9 - 17 points) Results meet District goals for similar students.	76% to 85% of students meet or exceed the SLO target for the course.
Developing (3 - 8 points) Results are below District goals for similar students.	66% to 75% of students meet or exceed the SLO target for the course.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Less than 66% of students meet or exceed the SLO target for the course.

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	Cayuga-Onondaga BOCES-developed 9th grade ELA assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Cayuga-Onondaga BOCES-developed 10th grade ELA assessment
Grade 11 ELA	Regents assessment	Comprehensive English Regents Exam

For High School English Language Arts: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	<p>The SLO process to be used shall consist of a BOCES developed pre-test administered at the beginning of the course and a BOCES developed final examination that will be administered at the end of the course, except for English 11 where the results of the Comprehensive English Regents exam will be used.</p> <p>The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.</p> <p>After the final examination or Regent examination is administered and scored, the percentage of students meeting the individualized growth target shall be determined.</p>
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86% to 100% of students meet or exceed the SLO target for the course.
Effective (9 - 17 points) Results meet District goals for similar students.	76% to 85% of students meet or exceed the SLO target for the course.
Developing (3 - 8 points) Results are below District goals for similar students.	66% to 75% of students meet or exceed the SLO target for the course.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Less than 66% of students meet or exceed the SLO target for the course.

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
Applied Electrical Technology	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Applied Electrical Technology Assessment

Auto Body Technology	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Auto Body Technology Assessment
Automotive Technology	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Automotive Technology Assessment
Computer Systems and Network Administration	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Computer Systems and Network Administration Assessment
Construction and Building Trades	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Construction and Building Trades Assessment
Cosmetology	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Cosmetology Assessment
Culinary Arts	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Culinary Arts Assessment
Early Childhood Education	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Early Childhood Education Assessment
Emerging Careers in Commerce: Fashion, Music, Gaming, and Entertainment	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Emerging Careers in Commerce: Fashion, Music, Gaming, and Entertainment Assessment
Graphic Design and New Media	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Graphic Design and New Media Assessment
Health Related Occupations	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Health Related Occupations Assessment
Heavy Equipment Repair and Operation	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Heavy Equipment Repair and Operation Assessment
Machining and Welding	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Machining and Welding Assessment
Outdoor Power Equipment and Powersports Technology	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Outdoor Power Equipment and Powersports Technology Assessment
Plant, Animal, and Life Sciences	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Plant, Animal, and Life Sciences Assessment
Physical Education 7-12	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed 7-12 Physical Education Assessments
Family and Consumer Sciences 9-12	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed 9-12 Family and Consumer Sciences Assessments
Environmental Science	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Environmental Science Assessment
Economics	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Economics Assessment
Participation in Government	District, Regional or BOCES-developed	Cayuga-Onondaga BOCES-developed Participation in Government Assessment

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

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

The SLO process to be used in the Alternative Education and Career & Technical Education departments shall consist of a BOCES developed pre-test administered at the beginning of the course and a BOCES developed final examination that will be administered at the end of the course. Where the course consists

of a NYS ELA, Math or Science assessment, that state assessment shall be used as the final examination.

For Special Education the STAR Reading Enterprise assessment shall be administered as the pre-test and the final examination. Where the course consists of a NYS ELA, Math or Science assessment, that state assessment shall be used as the final examination.

The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.

After the final examination or NYS assessment is administered and scored, the percentage of students meeting their individualized growth target shall be determined.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86% to 100% of students meet or exceed the SLO target for the course.
Effective (9 - 17 points) Results meet District goals for similar students.	76% to 85% of students meet or exceed the SLO target for the course.
Developing (3 - 8 points) Results are below District goals for similar students.	66% to 75% of students meet or exceed the SLO target for the course.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Less than 66% of students meet or exceed the SLO target for the course.

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

assets/survey-uploads/5364/160580-avH4IQNZMh/Revised Form2_10_AllOtherCourses Cayuga-Onondaga BOCES_2 Task 2.10_3_2.doc

2.11) HEDI Tables or Graphics

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

assets/survey-uploads/5364/160580-TXEttx9bQW/SLO Conversion Chart-Teachers.docx

2.12) Locally Developed Controls

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

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

(No response)

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

Created Wednesday, August 08, 2012

Updated Wednesday, August 21, 2013

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

One or more of the following types of local measures of student growth or achievement may be used for the evaluation of teachers. The options in the drop-down menus below are abbreviated from the following list:

Measures based on:

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	STAR Reading Enterprise
5	6(ii) School wide measure computed locally	STAR Reading Enterprise
6	6(ii) School wide measure computed locally	STAR Reading Enterprise
7	6(ii) School wide measure computed locally	STAR Reading Enterprise
8	6(ii) School wide measure computed locally	STAR Reading Enterprise

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.	<p>Every student will be given a pre-assessment to determine their baseline score. Every student will also be given a summative assessment which will then be used to determine the overall percentage of students that increase their individual growth score by ten scaled score points.</p> <p>All Special Education teachers will be assigned a HEDI score based on the percentage of students in the entire Special Education program achieving a ten-point scaled score increase on the composite score of the STAR Reading Enterprise.</p>
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	STAR Reading Enterprise
5	6(ii) School wide measure computed locally	STAR Reading Enterprise
6	6(ii) School wide measure computed locally	STAR Reading Enterprise
7	6(ii) School wide measure computed locally	STAR Reading Enterprise
8	6(ii) School wide measure computed locally	STAR Reading Enterprise

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.	Every student will be given a pre-assessment to determine their baseline score. Every student will also be given a summative assessment which will then be used to determine the overall percentage of students that increase their individual growth score by ten scaled score points. All Special Education teachers will be assigned a HEDI score based on the percentage of students in the entire Special Education program achieving a ten-point scaled score increase on the composite score of the STAR Reading Enterprise.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

3.3) HEDI Tables or Graphics

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

assets/survey-uploads/5139/160581-rhJdBgDruP/Revised Local 20 Teachers Conversion Chart-Special Education Task 3.3_2_2.docx

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

Growth or achievement measure(s) from these options.

One or more of the following types of local measures of student growth or achievement may be used for the evaluation of teachers. The options in the drop-down menus below are abbreviated from the following list:

Measures based on:

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

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

be determined locally

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

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

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

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

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

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

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	STAR Reading Enterprise
1	6(ii) School-wide measure computed locally	STAR Reading Enterprise
2	6(ii) School-wide measure computed locally	STAR Reading Enterprise
3	6(ii) School-wide measure computed locally	STAR Reading Enterprise

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	Every student will be given a pre-assessment to determine their baseline score. Every student will also be given a summative
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subcomponent. If needed, you may upload a table or graphic at 3.13, below.	assessment which will then be used to determine the overall percentage of students that increase their individual growth score by ten scaled score points. All Special Education teachers will be assigned a HEDI score based on the percentage of students in the entire Special Education program achieving a ten-point scaled score increase on the composite score of the STAR Reading Enterprise.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	STAR Reading Enterprise
1	6(ii) School-wide measure computed locally	STAR Reading Enterprise
2	6(ii) School-wide measure computed locally	STAR Reading Enterprise
3	6(ii) School-wide measure computed locally	STAR Reading Enterprise

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.	Every student will be given a pre-assessment to determine their baseline score. Every student will also be given a summative assessment which will then be used to determine the overall percentage of students that increase their individual growth score by ten scaled score points. All Special Education teachers will be assigned a HEDI score based on the percentage of students in the entire Special Education program achieving a ten-point scaled score increase on the composite score of the STAR Reading Enterprise.
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Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
7	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
8	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.

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.	<p>The increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.</p> <p>Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.</p> <p>To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.</p>
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Growth will then be calculated as follows:
 (Current year weighted average) – (Weighted average of previous three years) = Growth

Once the growth score is calculated, all teachers in the Alternative Education Program will receive the same score.

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

See uploaded chart.

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

See uploaded chart.

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

See uploaded chart.

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

See uploaded chart.

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
7	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
8	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	<p>The increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.</p> <p>Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.</p> <p>To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.</p> <p>Growth will then be calculated as follows: $(\text{Current year weighted average}) - (\text{Weighted average of previous three years}) = \text{Growth}$</p> <p>Once the growth score is calculated, all teachers in the Alternative Education Program will receive the same score.</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Global 2	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.

American History	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
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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.	<p>The increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.</p> <p>Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.</p> <p>To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.</p> <p>Growth will then be calculated as follows: $(\text{Current year weighted average}) - (\text{Weighted average of previous three years}) = \text{Growth}$</p> <p>Once the growth score is calculated, all teachers in the Alternative Education Program will receive the same score.</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Earth Science	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Chemistry	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Physics	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.

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.	<p>The increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.</p> <p>Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.</p> <p>To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.</p> <p>Growth will then be calculated as follows: $(\text{Current year weighted average}) - (\text{Weighted average of previous three years}) = \text{Growth}$</p> <p>Once the growth score is calculated, all teachers in the Alternative Education Program will receive the same score.</p>
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Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Geometry	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Algebra 2	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.

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 increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.
---	---

Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.

To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.

Growth will then be calculated as follows:
 $(\text{Current year weighted average}) - (\text{Weighted average of previous three years}) = \text{Growth}$

Once the growth score is calculated, all teachers in the Alternative Education Program will receive the same score.

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

See uploaded chart.

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

See uploaded chart.

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

See uploaded chart.

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

See uploaded chart.

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Grade 10 ELA	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
Grade 11 ELA	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.

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.

<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>The increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.</p> <p>Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.</p> <p>To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.</p> <p>Growth will then be calculated as follows: $(\text{Current year weighted average}) - (\text{Weighted average of previous three years}) = \text{Growth}$</p> <p>Once the growth score is calculated, all teachers in the Alternative Education Program will receive the same score.</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>See uploaded chart.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See uploaded chart.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See uploaded chart.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See uploaded chart.</p>

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
Applied Electrical Technology	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.

Auto Body Technology	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Automotive Technology	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Computer Systems and Network Administration	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Cosmetology	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Culinary Arts	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Early Childhood Education	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Emerging Careers in Commerce: Fashion, Music, Gaming, and Entertainment	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Graphic Design and New Media	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Health Related Occupations	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Heavy Equipment Repair and Operation	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Machining and Welding	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.

Outdoor Power Equipment and Powersports Technology	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Plant, Animal, and Life Sciences	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Physical Education 7-12	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Family and Consumer Sciences 9-12	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Environmental Science	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Economics	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.
Participation in Government	6(ii) School wide measure computed locally	Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.

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.	<p>Program-wide goal based on a school-wide measure based on percentage of all students in the Career and Technical Education program achieving mastery in all BOCES-developed final examinations.</p> <p>Each Career and Technical Education course will administer an end of the year BOCES-developed final assessment for that course. All teachers will be assigned a HEDI score based on the percentage of students in the entire Career and Technical Education program achieving mastery (score of 85 or higher) on</p>
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	all BOCES-developed final assessments given at the conclusion of each course.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

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)

assets/survey-uploads/5139/160581-Rp00l6pk1T/Revised Form3_12_AllOtherCourses(2) Cayuga-Onondaga BOCES Local Teachers_07.18.12.doc

3.13) HEDI Tables or Graphics

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

assets/survey-uploads/5139/160581-y92vNseFa4/Revised Local 20 Teachers Conversion Chart_2 07.18.13.docx

3.14) Locally Developed Controls

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

(No response)

3.15) Teachers with More Than One Locally Selected Measure

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

Not applicable. HEDI score for locally selected measure will be program wide for each teacher. No teacher will have multiple locally selected measures.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

Created Wednesday, August 08, 2012

Updated Wednesday, August 21, 2013

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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.)

NYSUT Teacher Practice Rubric

(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.

Teachers shall be evaluated on each standard of the rubric annually. At the conclusion of the school year, based on the totality of the evidence collected through observations, evaluators shall score each indicator observed as follows:

- Ineffective 1
- Developing 2
- Effective 3
- Highly Effective 4

The scores for each observed indicator under each element shall be totaled and averaged. Indicators not observed by the evaluator shall

not be scored and are not included in the average. This process shall be used for each indicator that is observed by the evaluator during the observation process. The average score for each indicator shall be totaled and divided by the number of indicators observed to calculate the final observation score for the teacher. The teacher's final observation score (ranging from 1.0 to 4.0) shall be converted to a score out of 60 points and a corresponding HEDI rating using the uploaded conversion chart. The rubric value listed on the chart is the minimum value necessary to achieve the corresponding HEDI point value.

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/5091/160475-eka9yMJ855/60 Point Conversion Chart-Teachers_2.docx

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	Overall performance and results exceed NYS Teacher Standards. An average rubric score of 3.8 to 4.0 will result in the assignment of 58 to 60 points.
Effective: Overall performance and results meet NYS Teaching Standards.	Overall performance and results meet NYS Teacher Standards. An average rubric score of 2.76 to 3.7 will result in the assignment of 44 to 57 points.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Overall performance and results need improvement in order to meet NYS Teacher Standards. An average rubric score of 2.0 to 2.72 will result in the assignment of 25 to 43 points.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Overall performance and results do not meet NYS Teacher Standards. An average rubric score of 1.0 to 1.96 will result in the assignment of 0 to 24 points.

Provide the ranges for the 60-point scoring bands.

Highly Effective	58-60
Effective	44-57
Developing	25-43
Ineffective	0-24

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

5. Composite Scoring (Teachers)

Created Wednesday, August 08, 2012

Updated Monday, October 01, 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 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	58-60
Effective	44-57
Developing	25-43
Ineffective	0-24

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

Created Wednesday, August 08, 2012

Updated Wednesday, May 08, 2013

Page 1

6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/160782-Df0w3Xx5v6/TEACHER IMPROVEMENT PLAN.docx](#)

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

The following procedures are the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a tenured teacher's annual professional performance review. The procedures contained herein are not available to probationary teachers or administrators.

The grievance and/or arbitration procedures in any collective bargaining agreement shall not be used to appeal or review a tenured

teacher's annual professional performance review. To the extent that a conflict exists between a collective bargaining agreement and this procedure, the terms and conditions of this procedure shall prevail and be applied.

This procedure shall be in effect unless changed by the parties or until the requirement to have such a procedure under Education Law §3012-c is repealed by law, regulation or a valid ruling by a court or administrative agency with jurisdiction. Any changes made to this appeal procedure shall be in accordance with Education Law §3012-c.

- (1) A teacher who receives a rating of "ineffective" or "developing" may appeal his or her performance review. Ratings of "highly effective" or "effective" cannot be appealed.
- (2) A teacher may appeal only the substance of his or her performance review, the school BOCES's adherence to standards and methodologies required for such reviews, adherence to applicable regulations of the commissioner of education, and compliance with the procedures for the conduct of performance reviews set forth in the annual professional performance review plan.
- (3) A teacher may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.
- (4) Appeals concerning a teacher's performance review must be received in the office of the District Superintendent no later than ten (10) calendar days after the date when the teacher/principal receives his/her performance review. The failure to submit an appeal within this time frame shall result in a waiver of the teacher's right to appeal that performance review.
- (5) A teacher wishing to initiate an appeal must submit, in writing (e-mail or other electronic submissions are not permitted), to the District Superintendent or his/her designee, with a copy to the evaluator whose performance review is being appealed, a detailed description of the precise point(s) of disagreement over his or her performance review, along with any and all additional documents or written materials that he or she believes are relevant to the resolution of the appeal. Any such additional information not submitted at the time the appeal is filed shall not be considered in the deliberations related to the resolution of the appeal.
- (6) Within ten (10) calendar days of the District Superintendent's receipt of an appeal, the evaluator responsible for the performance review being appealed shall submit to the District Superintendent or his/her designee a detailed response to the appeal, including copies of any and all documents or information used to develop the performance review being appealed.
- (7) The teacher bringing an appeal has the burden of demonstrating a clear legal right to the relief requested and the burden of establishing that there is no substantial evidence upon which to base the District's conclusion.
- (8) The District Superintendent or his or her designee shall issue a written decision on the merits of the appeal no later than fifteen (15) calendar days from the date when the teacher or principal filed his or her appeal.
- (9) The decision of the District Superintendent or his/her designee shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the District Superintendent shall not be subject to any further appeal.
- (10) If the appeal is sustained, the original performance review shall be expunged and replaced with the performance review drafted by the District Superintendent or his/her designee. This performance review may not be reviewed or appealed under this procedure.
- (11) The teacher's failure to comply with the requirements of these procedures shall result in a waiver and/or denial of the appeal.

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.

Lead evaluators will be trained by the Cayuga-Onondaga BOCES Network Team in accordance with the requirements of Education Law 3012-c. This regional evaluator training program directly reflects the materials, resources, and training that is provided by the New York State Education Department. Throughout the course of the ongoing training program, learning opportunities will be aligned to all nine training components required for certification.

The training program consists of two full days of initial training followed by a minimum of six half-day sessions throughout the first year. A minimum of three additional sessions will be offered each subsequent school year to maintain calibration and inter-rater reliability. Inter-rater reliability will be assessed through the training process as participants will be required to collect evidence, align the evidence to the rubric, and score sample teacher performance. Each evaluator will be required to maintain records verifying their

participation in the training program. These records, along with a sampling of the evaluators work, will be used to certify and re-certify all evaluators.

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

-
- Checked
-

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Wednesday, September 05, 2012

Updated Thursday, July 18, 2013

Page 1

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

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

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

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

Alternative Education 6-12
Special Education K-12
(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
Grades 9-12 Career and Technical Education Program	District, regional, or BOCES-developed	All Cayuga-Onondaga BOCES-developed CTE Program Assessments

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.	After the pre-tests are administered and scored, class averages using those currently on the class rosters will be calculated and the range of scores will be determined. In the Career and Technical Education programs, the Assistant Superintendent for Educational Programs, in consultation with the Principal, will develop the individualized student growth targets for that program using the baseline data. The targets shall be developed no later than the end of the 6th week of the course. After the final examinations are administered and scored, the percentage of students meeting their individualized growth targets shall be determined.
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	86-100% of students meet or exceed the SLO target.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	76% - 85% of students meet or exceed the SLO.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	66% - 75% of students meet or exceed the SLO target.
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	Less than 66% of students meet SLO target.

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

7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

Created Friday, September 07, 2012

Updated Monday, August 26, 2013

Page 1

Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
6-12 Alternative Education	(d) measures used by district for teacher evaluation	Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
K-12 Special Education	(d) measures used by district for teacher evaluation	STAR Reading Enterprise

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	<p>The increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.</p> <p>Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.</p> <p>To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.</p> <p>Growth will then be calculated as follows: (Current year weighted average) – (Weighted average of previous three years) = Growth</p> <p>Once the growth score is calculated, the principal in the</p>
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Alternative Education Program will receive his/her score corresponding to the uploaded chart.

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

See uploaded chart.

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

See uploaded chart.

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

See uploaded chart.

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

See uploaded chart.

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)

[assets/survey-uploads/5366/173297-8o9AH60arN/Form8_1_LocalforPswVAM Special Education_3 Revised 08.23.13.doc](#)

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

[assets/survey-uploads/5366/173297-qBFVOWF7fC/Locally Selected Measure Chart-Principals VAM 07.18.13.docx](#)

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

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

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

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

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

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

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

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

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

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

with high school grades

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
9-12 Career and Technical Education	(d) measures used by district for teacher evaluation	All Cayuga-Onondaga BOCES-developed Career and Technical Education Program Assessments

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	Program-wide goal based on a school-wide measure based on percentage of students in a class achieving mastery in a Cayuga-Onondaga BOCES developed examination given at the conclusion of the class. Mastery is defined as a score of 85% or higher. Once the percentage of students performing at mastery is determined, points will be allocated in accordance with the table uploaded in section 8.2.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart. .
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See uploaded chart.

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

(No response)

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

assets/survey-uploads/5366/173297-T8MIGWUVm1/Local 20 Chart Principals- 20 Point CTE.docx

8.3) Locally Developed Controls

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

(No response)

8.4) Principals with More Than One Locally Selected Measure

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

Not applicable

8.5) Assurances

Please check all of the boxes below:

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

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

9. Other Measures of Effectiveness (Principals)

Created Wednesday, September 05, 2012

Updated Wednesday, August 21, 2013

Page 1

9.1) Principal Practice Rubric

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

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

Marshall's Principal Evaluation 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.

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

NYC School Survey-2012 Parent Survey	(No response)
NYC School Survey-2012 Student Survey	(No response)
NYC School Survey-2012 Teacher Survey	(No response)

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

The remaining 60% (or 60 out of the total 100 point composite score) of the composite effectiveness score shall be based solely on school visits. As part of the visitation process, Principals are permitted to submit artifacts pertaining to any indicator of the rubric for consideration by an administrator during pre- and post- visitation conferences.

Every indicator for which evidence has been collected throughout the entire visitation process will be scored on a scale from 1 to 4 (1=Ineffective, 2=Developing, 3=Effective, 4=Highly Effective). Indicators not observed will not be scored. At the conclusion of the school year, based on the totality of the evidence collected through observations, the Assistant Superintendent for Educational Programs shall add up the total scores and divide by the number of indicators evaluated over the course of the school year. This average rubric score (between 1 and 4) shall then be converted to points earned on the HEDI scale according to the chart attached below. The rubric value listed on the chart is the minimum value necessary to achieve the corresponding HEDI point value.

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/5143/171995-pMADJ4gk6R/60 Point Conversion Chart-Principals_2.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 Standards. An average rubric score of 3.8 to 4.0 will result in the assignment of 58 to 60 points.
Effective: Overall performance and results meet standards.	Overall performance and results meet ISLLC Standards. An average rubric score of 2.76 to 3.7 will result in the assignment of 44 to 57 points.

Developing: Overall performance and results need improvement in order to meet standards.	Overall performance and results need improvement in order to meet ISLLC Standards. An average rubric score of 2.0 to 2.72 will result in the assignment of 25 to 43 points.
Ineffective: Overall performance and results do not meet standards.	Overall performance and results do not meet ISLLC Standards. An average rubric score of 1.0 to 1.96 will result in the assignment of 0 to 24 points.

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	58-60
Effective	44-57
Developing	25-43
Ineffective	0-24

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 Wednesday, September 05, 2012

Updated Tuesday, November 20, 2012

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

Results are well above District- or BOCES- adopted expectations for 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	58-60
Effective	44-57
Developing	25-43
Ineffective	0-24

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 Tuesday, September 04, 2012

Updated Thursday, May 23, 2013

Page 1

11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

[assets/survey-uploads/5276/171497-Df0w3Xx5v6/PRINCIPAL IMPROVEMENT PLAN Cayuga-Onondaga BOCES.docx](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

To the extent a principal wishes to challenge his/her performance review and/or improvement plan (PIP) under the new APPR system; the BOCES has developed an appeals procedure. A principal who receives an effectiveness composite score rating of "ineffective" or "developing" may appeal his/her performance review. Ratings of "highly effective" or "effective" cannot be appealed.

This appeals procedure does not diminish the authority of the School Board to terminate probationary principals during their probationary period for any statutorily or Constitutionally permissible reason other than performance of the principal. Any such action

shall be consistent with Education Law §3012-c. While the APPR shall be a “significant factor” in tenure and other employment decisions, nothing herein requires an appeal be exhausted before a tenure determination can be made so long as the determination does not rely upon the performance that is being appealed. In addition, appeal procedures shall not cause a principal to acquire tenure when an evaluation appeal is pending.

In accordance with the law, for purposes of disciplinary proceedings under Education Law 3020-a, a “pattern” of ineffective teaching or performance shall be defined as two consecutive annual ineffective ratings received by a principal through the APPR process.

A principal may appeal only the substance of the Annual Professional Performance Review, the BOCES’s adherence to the standards and methodologies required for such review, and the BOCES’s compliance with its procedures for conducting the Annual Professional Performance Review, or its issuance and/or implementation of the terms of the Principal Improvement Plan.

Only tenured principals may file an appeal. Non-tenured principals will have the right to add a response to the annual evaluation, which will be kept in his/her personnel file with the annual evaluation. Only “ineffective” or “developing” ratings may be appealed. A tenured principal may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

The principal bringing an appeal has the burden of demonstrating a clear legal right to the relief requested and the burden of establishing that there is no substantial evidence upon which to base the BOCES’s conclusion.

Such appeal must be submitted in writing to the District Superintendent. The writing must explain in detail the specific basis for the appeal, and provide any documents in support of the appeal. The appeal must be submitted within ten (10) calendar days of the principal’s receipt of the final Annual Professional Performance Review or Principal Improvement Plan, or other act under this section, which is the subject of the appeal, or it is deemed waived. Within fifteen (15) calendar days, the District Superintendent will provide the principal with a written response. The District Superintendent’s decision shall be final and binding.

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.

Principal evaluators will be trained by the Cayuga-Onondaga BOCES Network Team in accordance with the requirements of Education Law 3012-c. This regional principal evaluator training program directly reflects the materials, resources, and training that is provided by the New York State Education Department. Throughout the course of the ongoing training program, learning opportunities will be aligned to all nine training components required for certification.

The training program consists of six half-days of initial training followed by a minimum of three half-day sessions throughout the first year. A minimum of three additional sessions will be offered each subsequent school year to maintain calibration and inter-rater reliability. Inter-rater reliability will be assessed through the training process as participants will be required to collect evidence, align the evidence to the rubric, and score sample principal performance. Each evaluator will be required to maintain records verifying their participation in the training program. These records, along with a sampling of the evaluators work, will be used to certify and re-certify all evaluators.

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 Wednesday, September 05, 2012

Updated Wednesday, August 28, 2013

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/5581/172007-3Uqgn5g9Iu/Material Change Signature Page 08.28.13.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.

Cayuga-Onondaga BOCES
Other Measures of Effectiveness (Teachers) 60 point Conversion Chart

Average Rubric Score Greater Than or Equal To	Points	HEDI
4.00	60	
3.90	59	
3.80	58	Highly Effective
3.70	57	
3.60	56	
3.50	55	
3.40	54	
3.30	53	
3.20	52	
3.10	51	
3.00	50	
2.96	49	
2.92	48	
2.88	47	
2.84	46	
2.80	45	
2.76	44	Effective
2.72	43	
2.68	42	
2.64	41	
2.60	40	
2.56	39	
2.52	38	
2.48	37	
2.44	36	
2.40	35	
2.36	34	
2.32	33	
2.28	32	
2.24	31	
2.20	30	
2.16	29	
2.12	28	
2.08	27	
2.04	26	
2.00	25	Developing
1.96	24	
1.92	23	

Cayuga-Onondaga BOCES
Other Measures of Effectiveness (Teachers) 60 point Conversion Chart

1.88	22	
1.84	21	
1.80	20	
1.76	19	
1.72	18	
1.68	17	
1.64	16	
1.60	15	
1.56	14	
1.52	13	
1.48	12	
1.44	11	
1.40	10	
1.36	9	
1.32	8	
1.28	7	
1.24	6	
1.20	5	
1.16	4	
1.12	3	
1.08	2	
1.04	1	
1.00	0	Ineffective

Cayuga-Onondaga BOCES

Growth on State Assessments or Comparable Measures (Teachers)

Form 2.10) All Other Courses

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

Course(s) or Subject(s)	Option	Assessment
Health	<input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State	Cayuga-Onondaga BOCES-developed Health Assessment
Spanish 7, 8, and I	<input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State	Cayuga-Onondaga BOCES-developed Spanish 7, 8, and I Assessments
Spanish Culture	<input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State	Cayuga-Onondaga BOCES-developed Spanish Culture Assessment
General Math	<input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State	Cayuga-Onondaga BOCES-developed General Math Assessment

General Science	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	Cayuga-Onondaga BOCES-developed General Science Assessment
General ELA	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	Cayuga-Onondaga BOCES-developed General ELA Assessment
General Social Studies	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	Cayuga-Onondaga BOCES-developed General Social Studies Assessment
8:1 Math	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input checked="" type="radio"/> State-approved 3rd party assessment <input type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	STAR Math Enterprise
8:1 English	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input checked="" type="radio"/> State-approved 3rd party assessment <input type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	STAR Reading Enterprise
12:1 English	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input checked="" type="radio"/> State-approved 3rd party assessment <input type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	STAR Reading Enterprise

12:1 Math	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input checked="" type="radio"/> State-approved 3rd party assessment <input type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	STAR Math Enterprise
12:1 Enhanced	<ul style="list-style-type: none"> <input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	Cayuga-Onondaga BOCES-developed Skills and Achievement Commencement Credential Assessment
NYSAA Special Education	<ul style="list-style-type: none"> <input checked="" type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State 	NYSAA

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	The SLO process to be used in the Alternative Education and Career & Technical Education departments shall consist of a BOCES developed pre-test administered at the beginning of the course and a
---	--

<p>may upload a table or graphic at 2.11.</p>	<p>BOCES developed final examination that will be administered at the end of the course. Where the course consists of a NYS ELA, Math or Science assessment, that state assessment shall be used as the final examination.</p> <p>For Special Education the STAR Reading Enterprise assessment shall be administered as the pre-test and the final examination. Where the course consists of a NYS ELA, Math or Science assessment, or the NYS Alternate Assessment that state assessment shall be used as the final examination.</p> <p>The Principal, in consultation with the teacher will develop the individualized student growth targets using the baseline data.</p> <p>After the final examination or NYS assessment is administered and scored, the percentage of students meeting their individualized growth target shall be determined.</p>
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>86% to 100% of students meet or exceed the SLO target for the course.</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>76% to 85% of students meet or exceed the SLO target for the course.</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>66% to 75% of students meet or exceed the SLO target for the course.</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>Less than 66% of students meet or exceed the SLO target for the course.</p>

Cayuga-Onondaga BOCES
 Student Learning Objective (SLO) HEDI Conversion Chart
 (TEACHERS)

Highly Effective	86% - 100% of students meet SLO target	18-20 points
Effective	76% - 85% of students meet SLO target	9-17 points
Developing	66% - 75% of students meet SLO target	3-8 points
Ineffective	Less than 66% of students meet SLO target	0-2 points

% of Students Meeting SLO Target	Points For SLO
96-100	20
90-95	19
86-89	18
85	17
84	16
83	15
82	14
81	13
79-80	12
78	11
77	10
76	9
75	8
74	7
72-73	6
70-71	5
68-69	4
66-67	3
60-65	2
50-59	1
Less than 50	0

Cayuga-Onondaga BOCES
 Local Measures of Student Achievement (Teachers)
 HEDI Conversion Chart
Special Education

In accordance with Education Law 3012-c, 20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

% of Students Increasing 10+ points	Points For Local Measure
96-100	20
90-95	19
86-89	18
85	17
84	16
83	15
82	14
81	13
79-80	12
78	11
77	10
76	9
75	8
74	7
72-73	6
70-71	5
68-69	4
66-67	3
60-65	2
50-59	1
Less than 50	0

In accordance with Education Law 3012-c, 15 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are available for the State measure.)

% of Students Increasing 10+ points	Points For Local Measure
96-100	15
91-95	14
89-90	13
87-88	12
85-86	11
83-84	10
81-82	9
75-80	8
70-74	7
65-69	6
60-64	5
55-59	4
53-54	3
51-52	2
50	1
Less than 50	0

Form 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 an attachment.

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
Health	<ul style="list-style-type: none"> <input type="radio"/> 1) Change in % of student performance level on State <input type="radio"/> 2) Teacher specific growth computed by NYSED <input type="radio"/> 3) Teacher specific achievement/growth score computed locally <input type="radio"/> 4) State-approved 3rd party <input type="radio"/> 5) District/regional/BOCES–developed <input type="radio"/> 6(i) School-wide measure based on State-provided measure <input checked="" type="radio"/> 6(ii) School wide measure computed locally <input type="radio"/> 7) Student Learning Objectives 	<p>Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.</p>
Spanish 7, 8, and I.	<ul style="list-style-type: none"> <input type="radio"/> 1) Change in % of student performance level on State <input type="radio"/> 2) Teacher specific growth computed by NYSED <input type="radio"/> 3) Teacher specific achievement/growth score computed locally <input type="radio"/> 4) State-approved 3rd party <input type="radio"/> 5) District/regional/BOCES–developed <input type="radio"/> 6(i) School-wide measure based on State-provided measure <input checked="" type="radio"/> 6(ii) School wide measure computed locally <input type="radio"/> 7) Student Learning Objectives 	<p>Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.</p>
Spanish Culture	<ul style="list-style-type: none"> <input type="radio"/> 1) Change in % of student performance level on State 	<p>Program-wide goal based on a school-</p>

	<ul style="list-style-type: none"> ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	<p>wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.</p>
General Math	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	<p>Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment, Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.</p>
General Science	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party 	<p>Program-wide goal based on a school-wide measure based on increase in percent of students in the program proficient in all Regents examinations including: Earth Science, Living Environment,</p>

	<ul style="list-style-type: none"> ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	Chemistry, Physics, Algebra I, Geometry, Algebra 2, Global History, US History and Comprehensive English.
General ELA	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	STAR Reading Enterprise
General Social Studies	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	STAR Reading Enterprise

8:1 Math	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	STAR Reading Enterprise.
8:1 Biology	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	STAR Reading Enterprise.
8:1 Global History	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally 	STAR Reading Enterprise.

	<ul style="list-style-type: none"> ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	
8:1 English	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	STAR Reading Enterprise.
12:1 English	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally 	STAR Reading Enterprise.

	<ul style="list-style-type: none"> ○ 7) Student Learning Objectives 	
12:1 Enhanced	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	STAR Reading Enterprise.
12:1 Math	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally ○ 4) State-approved 3rd party ○ 5) District/regional/BOCES–developed ○ 6(i) School-wide measure based on State-provided measure ● 6(ii) School wide measure computed locally ○ 7) Student Learning Objectives 	STAR Reading Enterprise.
NYSAA Special Education	<ul style="list-style-type: none"> ○ 1) Change in % of student performance level on State ○ 2) Teacher specific growth computed by NYSED ○ 3) Teacher specific achievement/growth score computed locally 	STAR Reading Enterprise.

	<ul style="list-style-type: none"> <input type="radio"/> 4) State-approved 3rd party <input type="radio"/> 5) District/regional/BOCES–developed <input type="radio"/> 6(i) School-wide measure based on State-provided measure <input checked="" type="radio"/> 6(ii) School wide measure computed locally <input type="radio"/> 7) Student Learning Objectives 	
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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.

Special Education

<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>School-wide goal based on percentage of students achieving a ten point scaled score increase (growth) on the composite score of the STAR Reading Enterprise.</p> <p>In the beginning of each school year, every Special Education teacher will administer the STAR Reading Enterprise to his/her students. The STAR Reading Enterprise will then be administered at the end of the school year. All Special Education teachers will be assigned a HEDI score based on the percentage of students in the entire Special Education program achieving a ten point scaled score increase on the composite score of the STAR Reading Enterprise.</p>
<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.</p>	<p>86-100% of students achieve a minimum of 10 point scale score increase on the composite score of</p>

	the STAR Reading Enterprise.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	76-85% of students achieve a minimum of 10 point scale score increase on the composite score of the STAR Reading Enterprise.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	66-75% of students achieve a minimum of 10 point scale score increase on the composite score of the STAR Reading Enterprise.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Less than 66% of students achieve a minimum of 10 point scale score increase on the composite score of the STAR Reading Enterprise.

Alternative Education

<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>The increase in the total percent of students in the Alternative Education Program who are proficient in all Regents examinations will be calculated each year.</p> <p>Proficient is defined as a score of 65 or higher on a Regents examination or a score of 55 or higher on a Regents examination by any student with a disability.</p> <p>To arrive at a weighted average, the number of students proficient on Regents examinations will be divided by the number of students taking that examination multiplied by 100.</p> <p>Growth will then be calculated as follows:</p> <p>(Current year weighted average) – (Weighted average of previous</p>
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	<p>three years) = Growth</p> <p>Once the growth score is calculated, all teachers in the Alternative Education Program will receive the same score.</p>
Highly Effective (14 - 15 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	Growth in proficiency of 1.7 or greater.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Growth in proficiency of 0 to 1.6 points.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Growth in proficiency of -2.0 to -0.1 points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Growth in proficiency of -2.1 points or less.

Cayuga-Onondaga BOCES
Local Measures of Student Achievement (Teachers)
HEDI Conversion Chart

Alternative Education (Grades 6-12)

15 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are available for the State measure.)

Growth in Proficiency	Points For Local Measure
Greater than 2.0	15
1.7 to 2.0	14
1.4 to 1.6	13
1.0 to 1.3	12
.7 to .9	11
.4 to .6	10
.1 to .3	9
0	8
-.1 to -.4	7
-.5 to -.8	6
-.9 to -1.2	5
-1.3 to -1.6	4
-1.7 to -2.0	3
-2.1 to -2.4	2
-2.5 to -3.0	1
-3.0 or less	0

20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

Growth in Proficiency	Points For Local Measure
Greater than 2.0	20
1.9 to 2.0	19
1.7 to 1.8	18
1.5 to 1.6	17
1.3 to 1.4	16
1.1 to 1.2	15
.9 to 1.0	14
.7 to .8	13
.5 to .6	12
.3 to .4	11
.1 to .2	10
0	9
-.1 to -.3	8
-.4 to -.6	7
-.7 to -.9	6
-1.0 to -1.3	5
-1.4 to -1.7	4
-1.8 to -2.1	3
-2.2 to -2.5	2
-2.6 to -3.0	1
-3.0 or less	0

Career and Technical Education

School-wide goal based on percentage of students in a class achieving mastery in a BOCES created examination given at the conclusion of the class. Mastery: A score of 85% or higher.

20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

% Of Students Achieving Mastery	Points For Local Measure
70 plus	20
69	19
68	18
66-67	17
63-65	16
60-62	15
57-59	14
54-56	13
51-53	12
48-50	11
45-47	10
40-44	9
35-39	8
30-34	7
25-29	6
20-24	5
15-19	4
10-14	3
5-9	2
1-4	1
0	0

15 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are available for the State measure.)

% Of Students Achieving Mastery	Points For Local Measure
70 plus	15
68-69	14
65-67	13
60-64	12
55-59	11
50-54	10
45-49	9
40-44	8
36-39	7
31-35	6
26-30	5
21-25	4
16-20	3
11-15	2
1-10	1
0	0

Special Education

School-wide goal based on percentage of students achieving a ten point scaled score increase (growth) on the composite score of the STAR Reading Enterprise.

20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

% of Students Increasing 10+ points	Points For Local Measure
96-100	20
90-95	19
86-89	18
85	17
84	16
83	15
82	14
81	13
79-80	12
78	11
77	10
76	9
75	8
74	7
72-73	6
70-71	5
68-69	4
66-67	3
60-65	2
50-59	1
Less than 50	0

15 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are available for the State measure.)

% of Students Increasing 10+ points	Points For Local Measure
96-100	15
91-95	14
89-90	13
87-88	12
85-86	11
83-84	10
81-82	9
75-80	8
70-74	7
65-69	6
60-64	5
55-59	4
53-54	3
51-52	2
50	1
Less than 50	0

TEACHER IMPROVEMENT PLAN

This form is a model to guide the development of the TIP.

Area(s) of Concern:

Goal(s):

Action Steps:

Members of the Support Team:

Timeline:

Monitoring Steps:

Assessment Criteria and Evaluation:

Teacher

Signature

Date

Administrator

Signature

Date

COBTA Representative

Signature

Date

Cayuga-Onondaga BOCES
Other Measures of Effectiveness (Principals) 60 point Conversion Chart

Average Rubric Score Greater Than or Equal To	Points	HEDI
4.00	60	
3.90	59	
3.80	58	Highly Effective
3.70	57	
3.60	56	
3.50	55	
3.40	54	
3.30	53	
3.20	52	
3.10	51	
3.00	50	
2.96	49	
2.92	48	
2.88	47	
2.84	46	
2.80	45	
2.76	44	Effective
2.72	43	
2.68	42	
2.64	41	
2.60	40	
2.56	39	
2.52	38	
2.48	37	
2.44	36	
2.40	35	
2.36	34	
2.32	33	
2.28	32	
2.24	31	
2.20	30	
2.16	29	
2.12	28	
2.08	27	
2.04	26	
2.00	25	Developing
1.96	24	
1.92	23	

Cayuga-Onondaga BOCES
Other Measures of Effectiveness (Principals) 60 point Conversion Chart

1.88	22	
1.84	21	
1.80	20	
1.76	19	
1.72	18	
1.68	17	
1.64	16	
1.60	15	
1.56	14	
1.52	13	
1.48	12	
1.44	11	
1.40	10	
1.36	9	
1.32	8	
1.28	7	
1.24	6	
1.20	5	
1.16	4	
1.12	3	
1.08	2	
1.04	1	
1.00	0	Ineffective

PRINCIPAL IMPROVEMENT PLAN

This form is a model to guide the development of the PIP.

Area(s) of Concern:

Goal(s):

Action Steps:

Timeline:

Monitoring Steps

Resources and Support:

Assessment Criteria and Evaluation:

Principal

Signature

Date

Administrator

Signature

Date

Cayuga-Onondaga BOCES
 Student Learning Objective (SLO) HEDI Conversion Chart
 (PRINCIPALS)

Highly Effective	86% - 100% of students meet SLO target	18-20 points
Effective	76% - 85% of students meet SLO target	9-17 points
Developing	66% - 75% of students meet SLO target	3-8 points
Ineffective	Less than 66% of students meet SLO target	0-2 points

% Of Students Meeting SLO Target	Points For SLO
96-100	20
90-95	19
86-89	18
85	17
84	16
83	15
82	14
81	13
79-80	12
78	11
77	10
76	9
75	8
74	7
72-73	6
70-71	5
68-69	4
66-67	3
60-65	2
50-59	1
Less than 50	0

Form 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
K-12 Special Education	<ul style="list-style-type: none"> <input type="radio"/> (a) achievement on State assessments <input type="radio"/> (b) results for students in specific performance levels <input type="radio"/> (c) results for swd and ELLs <input checked="" type="radio"/> (d) measures used by district for teacher evaluation <input type="radio"/> (e) 4, 5, and/or 6-year high school grad and/or dropout rates <input type="radio"/> (f) % of students with advanced Regents or honors <input type="radio"/> (g) % achieving specific level on Regents or alternatives <input type="radio"/> (h) students' progress toward graduation 	STAR Reading Enterprise

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 online.</p>	<p>School-wide goal based on percentage of students achieving a ten point scaled score increase (growth) on the composite score of the STAR Reading Enterprise. Based on the increase in the composite score, points will be allocated in accordance with the table attached below.</p>
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Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See charts uploaded in 8.1.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See charts uploaded in 8.1
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See charts uploaded in 8.1
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See charts uploaded in 8.1

Cayuga-Onondaga BOCES
 Locally Selected Measures (Principals)
 15-Point Scale

Alternative Education

Growth in Proficiency	Points For Local Measure
Greater than 2.0	15
1.7 to 2.0	14
1.4 to 1.6	13
1.0 to 1.3	12
.7 to .9	11
.4 to .6	10
.1 to .3	9
0	8
-.1 to -.4	7
-.5 to -.8	6
-.9 to -1.2	5
-1.3 to -1.6	4
-1.7 to -2.0	3
-2.1 to -2.4	2
-2.5 to -3.0	1
-3.0 or worse	0

20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

Growth in Proficiency	Points For Local Measure
Greater than 2.0	20
1.9 to 2.0	19
1.7 to 1.8	18
1.5 to 1.6	17
1.3 to 1.4	16
1.1 to 1.2	15
.9 to 1.0	14
.7 to .8	13
.5 to .6	12
.3 to .4	11
.1 to .2	10
0	9
-.1 to -.3	8
-.4 to -.6	7
-.7 to -.9	6
-1.0 to -1.3	5
-1.4 to -1.7	4
-1.8 to -2.1	3
-2.2 to -2.5	2
-2.6 to -3.0	1
-3.0 or worse	0

Special Education

% of Students Increasing 10+ points	Points For Local Measure
96-100	15
91-95	14
89-90	13
87-88	12
85-86	11
83-84	10
81-82	9
75-80	8
70-74	7
65-69	6
60-64	5
55-59	4
53-54	3
51-52	2
50	1
Less than 50	0

20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

% of Students Increasing 10+ points	Points For Local Measure
96-100	20
90-95	19
86-89	18
85	17
84	16
83	15
82	14
81	13
79-80	12
78	11
77	10
76	9
75	8
74	7
72-73	6
70-71	5
68-69	4
66-67	3
60-65	2
50-59	1
Less than 50	0

**Cayuga-Onondaga BOCES
Locally Selected Measures (Principals)
Career and Technical Education**

% Of Students Achieving Mastery	Points For Local Measure
70 plus	20
69	19
68	18
66-67	17
63-65	16
60-62	15
57-59	14
54-56	13
51-53	12
48-50	11
45-47	10
40-44	9
35-39	8
30-34	7
25-29	6
20-24	5
15-19	4
10-14	3
5-9	2
1-4	1
0	0

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:

William Speck 8/27/13

Teachers Union President Signature: Date:

Jose Bonarue 8/27/13

Administrative Union President Signature: Date:

Kimber Davis Bennett *Katalie Scavone* 8/27/13

Board of Education President Signature: Date:

Cathryn 8/27/13