



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

Commissioner of Education
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December 20, 2012

Matthew Reilly, Superintendent
Clinton Central School District
75 Chenango Avenue
Clinton, NY 13323

Dear Superintendent Reilly:

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

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.
Commissioner

Attachment

c: Howard D. Mettelman

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 Friday, May 04, 2012

Updated Wednesday, December 19, 2012

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 411101060000

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

411101060000

1.2) School District Name: CLINTON CSD

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

CLINTON CSD

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

(No response)

1.5) Assurances

Please check all of the boxes below:

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

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

Re-submission to address deficiencies

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

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

Annual (2012-13)

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

Created Wednesday, September 19, 2012

Updated Wednesday, December 19, 2012

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Clinton CSD developed Kindergarten ELA assessment
1	District, regional, or BOCES-developed assessment	Clinton CSD developed Grade 1 ELA assessment
2	District, regional, or BOCES-developed assessment	Clinton CSD developed Grade 2 ELA assessment

	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.	Goals will be set for individual students based upon a district approved pre-assessment. Results on the district approved post-assessment will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17 points.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Clinton CSD developed Kindergarten Math assessment
1	District, regional, or BOCES-developed assessment	Clinton CSD developed Grade 1 Math assessment
2	District, regional, or BOCES-developed assessment	Clinton CSD developed Grade 2 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.	Goals will be set for individual students based upon a district approved pre-assessment. Results on the district approved post-assessment will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17

points.

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

Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.

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

Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

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	Not applicable	N/A
7	District, regional or BOCES-developed assessment	Clinton CSD developed Grade 7 science assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Goals will be set for individual students based upon a district approved pre-assessment. Results on the district approved post-assessment or applicable NYS assessment will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.

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

Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.

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

Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17 points.

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

Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.

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

Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	Clinton CSD developed Grade 6 social studies assessment
7	District, regional or BOCES-developed assessment	Clinton CSD developed Grade 7 social studies assessment
8	District, regional or BOCES-developed assessment	Clinton CSD developed Grade 8 social studies assessment

For Grades 6-8 Social Studies: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	Goals will be set for individual students based upon a district approved pre-assessment. Results on the district approved post-assessment will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.
Effective (9 - 17 points) Results meet District goals for similar students.	Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17 points.
Developing (3 - 8 points) Results are below District goals for similar students.	Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

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	Clinton CSD developed Global 1 assessment

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

For High School Social Studies Regents Courses: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	Goals will be set for individual students based upon a district approved pre-assessment. Results on the district approved post-assessment or Regents exam will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.
Effective (9 - 17 points) Results meet District goals for similar students.	Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17 points.
Developing (3 - 8 points) Results are below District goals for similar students.	Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

2.7) High School Science Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Goals will be set for individual students based upon a district approved pre-assessment. Results on the Regents exam will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.
Effective (9 - 17 points) Results meet District goals for similar students.	Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17

points.

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

Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.

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

Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

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.

Goals will be set for individual students based upon a district approved pre-assessment. Results on the Regents exam will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.

Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.

Effective (9 - 17 points) Results meet District goals for similar students.

Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17 points.

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

Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.

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

Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

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	Clinton CSD developed Grade 9 ELA assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Clinton CSD developed Grade 10 ELA assessment
Grade 11 ELA	Regents assessment	Grade 11 ELA Regents assessment

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.	Goals will be set for individual students based upon a district approved pre-assessment. Results on the district approved post-assessment or Regents exam will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.
Effective (9 - 17 points) Results meet District goals for similar students.	Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17 points.
Developing (3 - 8 points) Results are below District goals for similar students.	Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

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
Music K-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific music assessments
Physical Education K-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific physical education assessments
Art K-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific art assessments
Technology 7-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific technology assessments
Health 7-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific health assessments

Family and Consumer Science 9-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific family and consumer science assessments
Business 9-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific business assessments
English 12	District, Regional or BOCES-developed	Clinton CSD developed Grade 12 ELA assessment
Spanish 7-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific Spanish assessments
French 7-12	District, Regional or BOCES-developed	Clinton CSD developed grade specific French assessments
Special Education K-8	School/BOCES-wide/group/term results based on State	NYS ELA and Math grade specific assessments
Special Education 9-12	School/BOCES-wide/group/term results based on State	NYS Core Subject Assessments (United States History and Government Regents Exam, Comprehensive English Regents Examination, Algebra I, Living Environment Regents Examination, Global History and Geography Regents Examination)

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.	Goals will be set for individual students based upon a district approved pre-assessment. Results on the district approved post-assessment or applicable NYS assessment will determine whether individual student growth has occurred (see chart). The percentage of students showing growth will in turn determine a teacher's HEDI rating.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Goals will be set for each individual student within the class. 89-100% students attaining set goals will score 18-20 points.
Effective (9 - 17 points) Results meet District goals for similar students.	Goals will be set for each individual student within the class. 75-88% students attaining set goals will score 9-17 points.
Developing (3 - 8 points) Results are below District goals for similar students.	Goals will be set for each individual student within the class. 65-74% students attaining set goals will score 3-8 points.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Goals will be set for each individual student within the class. 0-64% students attaining set goals will score 0-2 points.

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

(No response)

2.11) HEDI Tables or Graphics

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

assets/survey-uploads/5364/179203-TXEttx9bQW/Student Growth Measure Scoring Band_1.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, September 19, 2012

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Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
5	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
6	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
7	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
8	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	Teachers using the i-Ready software program will be rated on the average growth of students. These teachers will take the average grade level increase for the subject area they teach averaged for the entire grade. For Locally Selected Measures of Growth/Achievement teachers in grades K-8 will be grouped according to subject area taught and grade level. Levels of growth will correlate to a HEDI score (see table)
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	1.21- above = 15 points 1.13-1.20 = 14 points
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	.65-.72 = 8 points .73-.80 = 9 points .81-.88 = 10 points .89-.96 = 11 points .97-1.04 = 12 points 1.05-1.12 = 13 points
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	.35-.40 = 3 points .41-.46 = 4 points .47-.52 = 5 points .53-.58 = 6 points .59-.64 = 7 points
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-.10 = 0 points .11-.23 = 1 point .24-.34 = 2 points

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
5	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
6	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
7	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
8	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	Teachers using the i-Ready software program will be rated on the average growth of students. These teachers will take the average grade level increase for the subject area they teach averaged for the entire grade. For Locally Selected Measures of Growth/Achievement teachers in grades K-8 will be grouped according to subject area taught and grade level. Levels of growth will correlate to a HEDI score (see table)
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	1.21- above = 15 points 1.13-1.20 = 14 points
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	.65-.72 = 8 points .73-.80 = 9 points .81-.88 = 10 points .89-.96 = 11 points .97-1.04 = 12 points 1.05-1.12 = 13 points
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	.35-.40 = 3 points .41-.46 = 4 points .47-.52 = 5 points .53-.58 = 6 points .59-.64 = 7 points
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-.10 = 0 points .11-.23 = 1 point .24-.34 = 2 points

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/5139/179426-rhJdBgDruP/HEDI Charts.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	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
1	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
2	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
3	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Teachers using the i-Ready software program will be rated on the average growth of students. These teachers will take the average grade level increase for the subject area they teach averaged for the entire grade. For Locally Selected Measures of Growth/Achievement teachers in grades K-8 will be grouped according to subject area taught and grade level. Levels of growth will correlate to a HEDI score (see table)
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	1.10-1.14 = 18 points 1.15-1.19 = 19 points 1.20 and above = 20 points
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	.65-.69 = 9 points .70-.74 = 10 points .75-.79 = 11 points .80-.84 = 12 points .85-.89 = 13 points .90-.94 = 14 points .95-.99 = 15 points 1.0-1.04 = 16 points 1.05-1.09 = 17 points
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	.35-.39 = 3 points .40-.44 = 4 points .45-.49 = 5 points .50-.54 = 6 points .55-.59 = 7 points .60-.64 = 8 points
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-.1 = 0 points .11-.23 = 1 point .24-.34 = 2 points

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	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
1	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
2	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment
3	4) State-approved 3rd party assessments	i-Ready Diagnostic Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Teachers using the i-Ready software program will be rated on the average growth of students. These teachers will take the average grade level increase for the subject area they teach averaged for the entire grade. For Locally Selected Measures of Growth/Achievement teachers in grades K-8 will be grouped according to subject area taught and grade level. Levels of growth will correlate to a HEDI score (see table)
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	1.10-1.14 = 18 points 1.15-1.19 = 19 points 1.20-and above = 20 points
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	.65-.69 = 9 points .70-.74 = 10 points .75-.79 = 11 points .80-.84 = 12 points .85-.89 = 13 points .90-.94 = 14 points .95-.99 = 15 points 1.0-1.04 = 16 points 1.05-1.09 = 17 points
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	.35-.39 = 3 points .40-.44 = 4 points .45-.49 = 5 points .50-.54 = 6 points .55-.59 = 7 points .60-.64 = 8 points
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-.1 = 0 points .11-.23 = 1 point .24-.34 = 2 points

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	Not applicable	N/A
7	5) District, regional, or BOCES–developed assessments	Clinton CSD developed Grade 7 science assessment
8	6(ii) School wide measure computed locally	NYS Grade 8 science assessment

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>For Locally Selected Measures of Growth/Achievement teachers in grades K-8 will be grouped according to subject area taught and grade level. All teachers who teach in the same subject area will take an average of their locally selected measure of growth or achievement score to determine their overall score. A scoring mechanism that scales assessment scores on the locally developed and NYS administered assessments to performance levels that are calculated the same for all 7-8 science teachers will be used.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The locally developed/NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 18-20 is highly effective</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The locally developed/NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 9-17 is effective</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The locally developed/NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 3-8 is developing</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The locally developed/NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 0-2 is ineffective</p>

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES–developed assessments	Clinton CSD developed grade 6 social studies assessment
7	5) District, regional, or BOCES–developed assessments	Clinton CSD developed grade 7 social studies assessment
8	5) District, regional, or BOCES–developed assessments	Clinton CSD developed grade 8 social studies assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	For Locally Selected Measures of Growth/Achievement teachers in grades K-8 will be grouped according to subject area taught and grade level. All teachers who teach in the same subject area will take an average of their locally selected measure of growth or achievement score to determine their overall score. A scoring mechanism that scales assessment scores on the locally developed assessments to performance levels that are calculated the same for all 6-8 social studies teachers will be used.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The locally developed assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 18-20 is highly effective
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The locally developed assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 9-17 is effective
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement	The locally developed assessments will be scored as follows:

for grade/subject.	Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation $(\text{\#students scoring 2,3,4}) + (\text{\#students scoring 3,4}) \times 10$ divided by # of students tested total score of 3-8 is developing
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The locally developed assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation $(\text{\#students scoring 2,3,4}) + (\text{\#students scoring 3,4}) \times 10$ divided by # of students tested total score of 0-2 is ineffective

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	Clinton CSD developed Global 1 assessment, Global History and Geography Regents Examination, adn United States History and Government Regents Examination
Global 2	6(ii) School wide measure computed locally	Clinton CSD developed Global 1 assessment, Global History and Geography Regents Examination, adn United States History and Government Regents Examination
American History	6(ii) School wide measure computed locally	Clinton CSD developed Global 1 assessment, Global History and Geography Regents Examination, adn United States History and Government Regents Examination

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The high school will be departmentalized for the purposes of determining their locally selected measures of growth or achievement. All teachers who teach in the same department will take an average of their locally selected
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measure of growth or achievement score to determine their overall score. This process will hold true for the following departments: social studies, English, foreign language, science, math, and special education. A scoring mechanism that scales assessment scores on the locally developed and NYS administered assessments to performance levels that are calculated the same for all high school social studies teachers will be used. Standard rounding rules will be used to convert decimals to whole numbers. In no instance will rounding rules move a teacher to a different scoring band.

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

The locally developed/NYS assessments will be scored as follows:
Assessment scores Performance Level
0-43 = 1
44-64 = 2
65-84 = 3
85-100 = 4
Calculation
((#students scoring 2,3,4) + (#students scoring 3,4)) X 10
divided by # of students tested
total score of 18-20 is highly effective

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

The locally developed/NYS assessments will be scored as follows:
Assessment scores Performance Level
0-43 = 1
44-64 = 2
65-84 = 3
85-100 = 4
Calculation
((#students scoring 2,3,4) + (#students scoring 3,4)) X 10
divided by # of students tested
total score of 9-17 is effective

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

The locally developed/NYS assessments will be scored as follows:
Assessment scores Performance Level
0-43 = 1
44-64 = 2
65-84 = 3
85-100 = 4
Calculation
((#students scoring 2,3,4) + (#students scoring 3,4)) X 10
divided by # of students tested
total score of 3-8 is developing

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

The locally developed/NYS assessments will be scored as follows:
Assessment scores Performance Level
0-43 = 1
44-64 = 2
65-84 = 3
85-100 = 4
Calculation
((#students scoring 2,3,4) + (#students scoring 3,4)) X 10
divided by # of students tested
total score of 0-2 is ineffective

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	Living Environment Regents Examination, Earth Science Regents Examination, Chemistry Regents Examination, Physics Regents Examination
Earth Science	6(ii) School wide measure computed locally	Living Environment Regents Examination, Earth Science Regents Examination, Chemistry Regents Examination, Physics Regents Examination
Chemistry	6(ii) School wide measure computed locally	Living Environment Regents Examination, Earth Science Regents Examination, Chemistry Regents Examination, Physics Regents Examination
Physics	6(ii) School wide measure computed locally	Living Environment Regents Examination, Earth Science Regents Examination, Chemistry Regents Examination, Physics Regents Examination

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The high school will be departmentalized for the purposes of determining their locally selected measures of growth or achievement. All teachers who teach in the same department will take an average of their locally selected measure of growth or achievement score to determine their overall score. This process will hold true for the following departments: social studies, English, foreign language, science, math, and special education. A scoring mechanism that scales assessment scores on the locally developed and NYS administered assessments to performance levels that are calculated the same for all high school science teachers will be used. Standard rounding rules will be used to convert decimals to whole numbers. In no instance will rounding rules move a teacher to a different scoring band.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 18-20 is highly effective

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 3-8 is developing
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 9-17 is effective
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation ((#students scoring 2,3,4) + (#students scoring 3,4)) X 10 divided by # of students tested total score of 0-2 is ineffective

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	Integrated Algebra Regents Examination, Geometry Regents Examination, Algebra 2/Trigonometry Regents Examination
Geometry	6(ii) School wide measure computed locally	Integrated Algebra Regents Examination, Geometry Regents Examination, Algebra 2/Trigonometry Regents Examination
Algebra 2	6(ii) School wide measure computed locally	Integrated Algebra Regents Examination, Geometry Regents Examination, Algebra 2/Trigonometry Regents Examination

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.

<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 high school will be departmentalized for the purposes of determining their locally selected measures of growth or achievement. All teachers who teach in the same department will take an average of their locally selected measure of growth or achievement score to determine their overall score. This process will hold true for the following departments: social studies, English, foreign language, science, math, and special education. A scoring mechanism that scales assessment scores on the locally developed and NYS administered assessments to performance levels that are calculated the same for all high school math teachers will be used. Standard rounding rules will be used to convert decimals to whole numbers. In no instance will rounding rules move a teacher to a different scoring band.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation $(\text{\#students scoring 2,3,4}) + (\text{\#students scoring 3,4}) \times 10$ divided by # of students tested total score of 18-20 is highly effective</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation $(\text{\#students scoring 2,3,4}) + (\text{\#students scoring 3,4}) \times 10$ divided by # of students tested total score of 9-17 is effective</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation $(\text{\#students scoring 2,3,4}) + (\text{\#students scoring 3,4}) \times 10$ divided by # of students tested total score of 3-8 is developing</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation $(\text{\#students scoring 2,3,4}) + (\text{\#students scoring 3,4}) \times 10$ divided by # of students tested total score of 0-2 is ineffective</p>

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	Clinton CSD developed Grade 9 ELA assessment, Clinton CSD developed Grade 10 ELA assessment, Comprehensive English Regents Examination
Grade 10 ELA	6(ii) School wide measure computed locally	Clinton CSD developed Grade 9 ELA assessment, Clinton CSD developed Grade 10 ELA assessment, Comprehensive English Regents Examination
Grade 11 ELA	6(ii) School wide measure computed locally	Clinton CSD developed Grade 9 ELA assessment, Clinton CSD developed Grade 10 ELA assessment, Comprehensive English Regents Examination

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The high school will be departmentalized for the purposes of determining their locally selected measures of growth or achievement. All teachers who teach in the same department will take an average of their locally selected measure of growth or achievement score to determine their overall score. This process will hold true for the following departments: social studies, English, foreign language, science, math, and special education. A scoring mechanism that scales assessment scores on the locally developed and NYS administered assessments to performance levels that are calculated the same for all high school English teachers will be used. Standard rounding rules will be used to convert decimals to whole numbers. In no instance will rounding rules move a teacher to a different scoring band.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The locally developed/NYS assessments will be scored as follows: Assessment scores Performance Level 0-43 = 1 44-64 = 2 65-84 = 3 85-100 = 4 Calculation $(\#students \text{ scoring } 2,3,4) + (\#students \text{ scoring } 3,4) \times 10$ divided by # of students tested total score of 18-20 is highly effective

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.

<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>Special education teachers will have their scores based upon a group measure in which they will average the growth/achievement scores from the teachers of the students they teach. They will be weighted according to the number of students they have in each of their corresponding teachers' classrooms. K-8 Special Education teachers using the i-Ready software program will be rated on the average growth of students. These teachers will take the average grade level increase for the subject area they teach averaged for the entire grade. For Locally Selected Levels of growth will correlate to a HEDI score (see table)For all other courses, HEDI scores will be computed using the same formula as used for items 3.6-3.11.</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>1.10-1.14 = 18 points 1.15-1.19 = 19 points 1.20-and above = 20 points</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>.65-.69 = 9 points .70-.74 = 10 points .75-.79 = 11 points .80-.84 = 12 points .85-.89 = 13 points .90-.94 = 14 points .95-.99 = 15 points 1.0-1.04 = 16 points 1.05-1.09 = 17 points</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>.35-.39 = 3 points .40-.44 = 4 points .45-.49 = 5 points .50-.54 = 6 points .55-.59 = 7 points .60-.64 = 8 points</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>0-.1 = 0 points .11-.23 = 1 point .24-.34 = 2 points</p>

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

(No response)

3.13) HEDI Tables or Graphics

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

and upload that file here.

assets/survey-uploads/5139/179426-y92vNseFa4/Special Ed 9-12 and All Other Courses.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.

For any teacher with multiple measures, the HEDI score for each measure will be weighted proportionally based on the number of students within each measure to arrive at one HEDI score for that teacher.

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, September 19, 2012

Updated Wednesday, December 19, 2012

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4.1) Teacher Practice Rubric

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

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

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

Danielson's Framework for Teaching

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	36
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	24

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.

*Multiple Measures of Effectiveness – 60 of 100 Points
(36 of 60 Composite Effectiveness Points: Formal and Informal Observations)*

A. Based on the Enhancing Professional Practice: A Framework for Teaching; Charlotte Danielson, 2007

A total of two observations will be completed, one announced and one unannounced for a total of 36 of the possible 60 points.

For each announced observation, the pre-observation conference should take place 3-5 school days prior to the observation. The post-conference should take place no later than five (5) school days following the observation. The point value will be made known to

the teacher no more than ten (10) school days following the observation. Teachers should bring a copy of the lesson plan and a completed pre-conference form to the pre-observation meeting.

For each unannounced observation, the teacher will be informed that an observation will take place during a time span of (5) consecutive school days. The teacher's lesson plan and completed pre-conference form will be submitted no more than 3 school days following the observation. The post-observation conference will take place no later than five (5) school days after the observation. The point value will be made known to the teacher no more than ten (10) school days following the observation.

For each observation, a teacher's portfolio will need to be turned in for an evaluation. Each observation will need to evaluate all four (4) of Danielson's domains. The portfolio will contain evidence on domain four (4). See section VI, A through D, for how domain four (4) will be evaluated as part of a teacher's observation.

B. The rubric contains four domains that are broken into subsequent criteria. Each criterion will be evaluated and rated on a four (4) point scale. This criterion will be averaged to determine each domain's overall score. All four domains will be weighted. Domain 1 and 4 will be weighted 15% each. Domains 2 and 3 will be weighted 35% each. The final score calculated will be worth a total of 18 points for each evaluation. The final calculated score will be rounded to the nearest tenth. The contents of the domains are as follows:

Domain 1: Planning and Preparation

- a.) Demonstrating knowledge of pedagogy.*
- b.) Demonstrating knowledge of students.*
- c.) Setting instructional outcomes.*
- d.) Demonstrating knowledge of resources.*
- e.) Designing coherent instruction.*
- f.) Designing student assessments.*

Domain 2: Classroom Environment

- a.) Creating an environment of respect and rapport.*
- b.) Establishing a culture for learning.*
- c.) Managing classroom procedures.*
- d.) Managing student behavior.*
- e.) Organizing physical space.*

Domain 3: Instruction

- a.) Communicating with students.*
- b.) Using questioning and discussion techniques.*
- c.) Engaging students in learning.*
- d.) Using assessment in instruction.*
- e.) Demonstrating flexibility and responsiveness.*

Domain 4: Professional Responsibilities

- a.) Reflecting on teaching.*
- b.) Maintaining accurate records.*
- c.) Communicating with families.*
- d.) Participating in a professional community.*
- e.) Growing and developing professionally.*
- f.) Showing professionalism.*

C. The points per each observation will be calculated as follows:

Domain 1 and 4 are weighted 15% - there are 6 components (a-f) for both Domain 1 and Domain 4. Both will be scored on a 4 point scale and will use the formula below.

$$a+b+c+d+e+f/6 = \text{average}$$

$$\text{average} \times .15 = \text{overall domain score}$$

Domain 2 and 3 are weighted 35% - there are 5 components (a-e) for both Domain 2 and Domain 3. Both will be scored on a 4 point scale and will use the formula below.

$$a+b+c+d+e/5 = \text{average}$$

$$\text{average} \times .35 = \text{overall domain score}$$

A teacher's Observation 18 point Score will be calculated using the following formula solving for "X".

$$\text{Summative Overall Domain Score}/4 (\text{Domain } 1+2+3+4) = X/18$$

X = teacher's observation score

*Multiple Measures of Effectiveness – 60 of 100 Points
(24 of 60 Composite Effectiveness Points: Portfolio – Collection of Artifacts)*

A. There will be a summative review of a teacher's portfolio. The completed teacher portfolio needs to be turned into their respective administrator by the end of the school day on Friday, during the second week of May.

B. The portfolio will contain information regarding domain four (4) of Charlotte Danielson's rubric. These criteria are not easily observed in the classroom and therefore a collection of evidence supporting the teacher's ability to complete these criteria needs to occur.

C. Using the provided Domain 4a through Domain 4f check off sheets, located in each binder and in Appendix H, teachers will earn points for each domain's element by providing evidence of that elements completion.

D. Each of the domain's elements will be averaged to determine their total averaged score (1-4).

E. For the summative portfolio evaluation, worth a total of 24 points, domain 4a through 4f will need to be summed to determine a teacher's total score. A teacher's final score will be rounded to the nearest whole number. A perfect score is worth 24 points. Points for each of the elements of the domain will be assigned according to the quality of the evidence presented as it aligns to the Danielson Rubric.

Example

For domain 4a a teacher averaged a 3.5

For domain 4b a teacher averaged a 4.0

For domain 4c a teacher averaged a 2.5

For domain 4d a teacher averaged a 3.0

For domain 4e a teacher averaged a 3.5

For domain 4f a teacher averaged a 3.0

The overall average will be used for the teacher's observational score, out of a possible four (4) points. $X = 3.25$

The total summative score of domain 4 will be used for the teachers overall portfolio score, out of a possible 24 points. $X = 19.5$

VII. Final Multiple Measures of Effectiveness Score

A. Multiple Measures Conversion – 60% (60 points) of total composite score

A teacher's multiple measure of effectiveness rating will be equal to the sum of the points earned in observation #1, observation #2, and their portfolio. This in turn converts to their HEDI rating for multiple measures.

In calculating scores for teacher HEDI ratings, standard rounding rules will be used to achieve a whole number score. In no instance will rounding rules move a teacher to a different HEDI scoring band.

If a teacher receives a rating of "1" in every domain of the rubric, that teacher will receive a "0".

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

(No response)

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	A score is calculated for each teaching standards. These scores are combined for a total score. A total score of 59-60 is highly effective.
Effective: Overall performance and results meet NYS Teaching Standards.	A score is calculated for each teaching standards. These scores are combined for a total score. A total score of 57-58 is highly effective.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	A score is calculated for each teaching standards. These scores are combined for a total score. A total score of 50-56 is highly effective.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	A score is calculated for each teaching standards. These scores are combined for a total score. A total score of 0-49 is highly effective.

Provide the ranges for the 60-point scoring bands.

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

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers Formal/Long	2
4.6) Observations of Probationary Teachers Informal/Short	0
4.6) Observations of Probationary Teachers Enter 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 probationary teachers be done in person, by video, or both?

-
- In Person
-

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

-
- Not Applicable
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

4.7) Observations of Tenured Teachers Formal/Long	2
4.7) Observations of Tenured Teachers Informal/Short	0
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?

-
- Not Applicable
-

5. Composite Scoring (Teachers)

Created Friday, November 30, 2012

Updated Wednesday, December 19, 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	59-60
Effective	57-58
Developing	50-56
Ineffective	0-49

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/5265/257973-Df0w3Xx5v6/TIP_form.docx

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals

A. Appeals of annual professional reviews are limited to those that rate a teacher as "ineffective" or "developing".

B. What May be Challenged in an Appeal?

The appeal procedures allow the scope of appeals under Education Law 3012-c to the following subjects:

- 1. The Clinton Central School District's adherence to the standards and methodologies required for such reviews, pursuant to Education Law 3012-c;*
- 2. The adherence to the Commissioner's regulations, as applicable to such reviews;*
- 3. Compliance with any locally negotiated procedures applicable to annual professional performance reviews or improvement plans; and*
- 4. The Clinton Central School District's issuance and or implementation of the terms of the teacher improvement plan under Education Law 3012-c.*

C. Prohibition against more than one appeal: A teacher may only file an appeal regarding the summative evaluation. All grounds for an appeal must be raised with specificity within the appeal. Any grounds not raised at the time of the appeal is filed shall be deemed waived.

D. Burden of proof: In an appeal, the teacher has the burden of proving, by substantial evidence, the merits of his or her appeal.

E. Timeline for filing an appeal: All appeals must be submitted in writing to the administrator no later than ten (10) school days from the date when the teacher receives his or her annual summative professional performance review. All information and evidence the teacher wants to have considered must be included in the written appeal. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned.

F. Appeal process: Upon receipt of the written appeal from the teacher, the administrator shall have ten (10) school days from the date of receipt to reply. If the administrator does not concur with the appeal and make any necessary and appropriate changes to the summative evaluation, the appeal will be rendered by a three-person review panel for an appeal concerning a teacher's performance review. The Superintendent, working with the Association President, building administrator whom supervises the teacher and the teacher will convene. The superintendent shall issue a written recommendation on the merits of the appeal no later than twenty (20) school days from the date when the teacher filed his or her appeal to the Superintendent, who will, within ten (10) school days issue a written, final decision about the appeal. The written decision will be provided to the teacher and to the building administrator.

The decision will be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the Superintendent shall not be subjected to any further 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.

The Board of Education will ensure that all evaluators have been trained and that all lead evaluators have been trained and certified in accordance with regulation. The district will utilize the OHM BOCES Network Team evaluator/lead evaluator training in accordance with SED procedures and processes. The training will occur on a regular basis throughout the school year with the total training time commensurate with SED expectations. Lead evaluator training will include training on:

- 1. NYS Teaching Standards and the ISLLC 2008 Leadership Standards*
- 2. Evidence-based observation techniques*
- 3. Application and use of the student growth and value-added growth model*
- 4. Application and use of State-approved teacher/principal rubrics*
- 5. Application and use of any assessment tools you intend to use (e.g., portfolios, surveys, goals)*
- 6. Application and use of any State-approved locally developed measures of student achievement you intend to use*
- 7. Use of the Statewide Instructional Reporting System*
- 8. The scoring methodology used by the department and/or your district*
- 9. Specific considerations in evaluating teachers and principals of English language learners and students with disabilities*

Upon completion of the initial year-long training for evaluators/lead evaluators, administration will be certified as lead evaluators. Administrators responsible for teacher evaluation will continue training on an annual basis through participation in the a annual follow-up training will be recertified as lead evaluators. The Board of Education designates the superintendent to ensure that lead evaluators participate in the initial year-long training for lead evaluators and then participate in ongoing training on an annual basis for purposes of continues growth in understanding of the teacher performance evaluation process. The OHM BOCES Network Team will be utilized to provide the initial training as well as the ongoing annual training. The initial training for evaluators/lead evaluators and the annual training, thereafter, for purposes of continued growth, will maintain inter-rater reliability for evaluators over time.

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

-
- Checked
-

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

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

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

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

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

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

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

Please check the boxes below:

7.2) Assurances -- State-Provided Measures of Student Growth Assure that the value-added growth score 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
Not Applicable		

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

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

Describe any adjustments, controls, or other special considerations that will be used in 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.

Not Applicable

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, November 30, 2012

Updated Wednesday, December 19, 2012

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-5	(d) measures used by district for teacher evaluation	NYS grade 3-5 ELA and math assessments
6-8	(d) measures used by district for teacher evaluation	NYS grade 6-8 ELA and math assessments
9-12	(d) measures used by district for teacher evaluation	5 Gatekeeper Regents Exams (ELA, Algebra I, US History, Living Environment, Global)

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

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

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>For achievement on 3-8 state assessments the scores as determined by NYS will be used. See Chart below. The following formula will be used to determine the locally selected measure score of a principal's APPR plan. The numerical data produced will be used to determine a principal's HEDI score. This will be in the range of 0-15 and will be used towards the principal's overall composite score. In the case of a decimal, the superintendent will round to the nearest whole number.</p> <p>Calculations will be completed by using the formula:</p> $10 \times ((\# \text{ of students scoring } 2,3,4) + (\# \text{ of students scoring } 3,4)) / \text{Total Students Tested}$
--	---

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See chart
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See chart
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See chart
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See 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)

(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/5366/258034-qBFVOWF7fC/Principal Local Achievement HEDI Performance Chart.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
Not Applicable		

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	Not Applicable
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not Applicable
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not Applicable
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not Applicable
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not Applicable

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

(No response)

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

(No response)

8.3) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in 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.

Not Applicable

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 Friday, November 30, 2012

Updated Wednesday, December 19, 2012

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9.1) Principal Practice Rubric

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

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

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
---	----

Any remaining points shall be assigned based on results of one or more ambitious and measurable goals set collaboratively with principals and their superintendents or district superintendents.	0
--	---

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

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

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

9.4) Sources of Evidence (if applicable)

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

9.4) Sources of Evidence (if applicable) Structured feedback from teachers using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) Structured feedback from students using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) Structured feedback from families using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) School visits by other trained evaluators	(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)

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.

I. Multiple Measures of Effectiveness—60 of 100 Points

Based on the Principal Evaluation Rubric by Kim Marshall – revised August 8, 2012

A total of two formal evaluations will be completed, one announced and one unannounced (one each semester) for a total of 30 points apiece (60 points for the school year). Multiple school visits will be conducted by the superintendent throughout the school year. Data and evidence collected from these visits will be combined with data collected from multiple other sources including but not limited to the following:

- Faculty meeting agendas*
- Contributions made at administrative team meetings*
- Timeliness of reports and compliance with reporting requirements*
- Hiring processes, teacher improvement plan implementation, and teacher discipline*
- School-to-home communications including newsletters and other updates*
- Public celebrations and recognitions*
- Coordination of grade level, team, or department meetings designed to improve instruction*

The District will provide adequate training on the Marshall rubric in order to support the principal professionally.

The rubric is organized around six domains covering all aspects of a principal's job performance. Each domain is further broken into ten elements on which the evaluator will rate the performance of the principal on a scale of 1-4 corresponding to the HEDI rating system. The six domains are as follows:

- 1. Diagnosis and Planning*
- 2. Priority Management and Communication*
- 3. Curriculum and Data*
- 4. Supervision, Evaluation, and Professional Development*
- 5. Discipline and Parent Involvement*
- 6. Management and External Relations*

The points per each evaluation will be calculated as follows:

Each of the six domains will be counted equally in the overall score for each evaluation. Each domain will be rated on a 40 point scale using the suggested scoring conversions of the rubric. In evaluating principals on the rubric, when a disparity of two or more levels exists, the principal is responsible for providing evidence to support their self-evaluation.

Each domain score will then be converted to a score of (0-5) by dividing the domain score by 8. Each of the domain scores will be

added together to calculate the overall evaluation score based on a total of 30 points. The total 30 point score will be converted.

Highly Effective 29-30

Effective 27-28

Developing 4-26

Ineffective 0-3

If a principal scores a "1" in each element of each domain, that principal will be receive a rating of "0" on the HEDI scale.

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

(No response)

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

Highly Effective: Overall performance and results exceed standards.	Points will be assigned according to 9.7 above: 58-60
Effective: Overall performance and results meet standards.	Points will be assigned according to 9.7 above: 54-57
Developing: Overall performance and results need improvement in order to meet standards.	Points will be assigned according to 9.7 above: 8-53
Ineffective: Overall performance and results do not meet standards.	Points will be assigned according to 9.7 above: 0-7

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	58-60
Effective	54-57
Developing	8-53
Ineffective	0-7

9.8) School Visits

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

Probationary Principals

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

Tenured Principals

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

10. Composite Scoring (Principals)

Created Friday, November 30, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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

Highly Effective	58-60
Effective	54-57
Developing	8-53
Ineffective	0-7

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Friday, November 30, 2012

Updated Wednesday, December 19, 2012

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/5276/258087-Df0w3Xx5v6/PIP.docx>

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

APPEALS

Appeals may only be filed for a composite score of ineffective or developing (below 75). The scope of any appeals will be limited to the following subjects:

- The district's adherence to the standards and methodologies required for such reviews, pursuant to Education Law 3012-c*
- The adherence to the Commissioner's regulations, as applicable to such reviews*

- Compliance with locally negotiated procedures
- The district's issuance and/or implementation of the terms of the improvement plan under Education Law 3012-c

Multiple appeals regarding the same performance review or improvement plan may not be filed. Any grounds not raised at the time of the appeal shall be deemed waived. The administrator has the burden of demonstrating a clear legal right to the relief being requested as the burden of proof lies with the individual administrator filing the appeal. Each appeal must be filed by official letter no later than 10 school days of receiving the evaluation. The appeal must include any and all documentation specific to the point(s) of disagreement that will inform the district's decision. Any information not included at that time will not be considered. Upon submission of an appeal, the Superintendent will meet with the Association President to review the appeal. The administrator appealing the rating shall enjoy the right of representation of the Association throughout the process. The superintendent will render a decision in writing no later than 20 calendar days from the date the administrator filed the appeal. An administrator may appeal the superintendent's final decision to a committee of three people consisting of two retired administrators and a third person mutually agreed upon. The committee's decision will be final.

All timelines stated within the appeals process will occur in a timely and expeditious manner in accordance with Education Law 3012-c.

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.

Evaluators will be trained by the regional Network Team from OHM BOCES as per NYSED guidelines. The training will reinforce each of the 6 ISLLC 2008 standards. Formal training will take place throughout the school year and during discussions in regularly scheduled administrative meetings. The Board of Education will certify the evaluator(s) only after they have completed all the workshops offered by the OHM BOCES Network Team. Inter-rater reliability will be ensured via the Network Team training sessions. Administrators will be recertified on a yearly basis after completing additional training as scheduled by the OHM BOCES Network Team.

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	Checked
--	---------

prescribed by the Commissioner.

11.7) Assurances -- Data | Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them. Checked

11.7) Assurances -- Data | Assure scores for all principals will be reported to NYSED for each subcomponent, as well as the composite rating, as per NYSED requirements. Checked

12. Joint Certification of APPR Plan

Created Friday, November 30, 2012

Updated Wednesday, December 19, 2012

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12.1) Upload the Joint Certification of the APPR Plan

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

<assets/survey-uploads/5581/258101-3Uqgn5g9Iu/Joint Certification 12-19-12.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.

Student Growth Determination Chart

Performance Level	End: 1 <55	End: 2 55-64	End: 3 65-84	End: 4 85-100
Start: 1 <55	<i>No</i>	Yes	Yes	Yes
Start: 2 55-64	<i>No</i>	Yes	Yes	Yes
Start: 3 65-84	<i>No</i>	<i>No</i>	Yes	Yes
Start: 4 85-100	<i>No</i>	<i>No</i>	Yes	Yes

Student Growth Measure Scoring Band

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	89-92%	88%	87%	86%	85%	83-84%	81-82%	79-80%	77-78%	75-76%	74%	72-73%	70-71%	68-69%	66-67%	65%	57-64%	46-56%	0-45%

The growth model adopted by Clinton Central Schools is an individualized student growth model. Teachers who are required to develop a SLO will use the Student Growth Determination chart. Students will be given a pre and post assessment (NYS assessment where applicable). This chart will be used to determine if the student grew throughout the year in the class.

The performance level chart is used to determine if an individual student made growth. A student who earns a “yes” will have shown growth. The scores located next to Start 1-4 and End 1-4 are corresponding student test scores determined by a student’s pre and post assessments or applicable NYS assessment.

Teachers will complete a chart for all students in their SLOs and identify the pre-test score, post-test score, and whether or not they demonstrated growth by using the Student Growth Determination Chart. The teacher will then count the number of students that demonstrated growth (represented by a “yes” designation) then divide by the total number of students they had in their SLOs to determine their percentage of students who showed growth.

Teachers will earn the points toward their total composite score based on the percentage of students that successfully grew during the duration of their class. In the case of a decimal, the building principal will round to the nearest whole number.

The Student Growth Measure Scoring Band will be used to determine a teacher’s earned point value for the percentage of students who grew in their SLO. Teachers who have multiple SLO’s will need to weigh each SLO score according to the number of students participating in each SLO

H. Teachers Using i-Ready

Teachers using the i-Ready software program will use the following chart to determine their HEDI score. The following chart shows the correspondence between the average growth of the students and the HEDI score the teachers will earn.

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
1.20	1.15	1.10	1.05	1.0-	.95-	.90-	.85-	.80-	.75-	.70-	.65-	.60-	.55-	.50-	.45-	.40-	.35-	.24-	.11-	0-.1
-	-	-	-	1.04	.99	.94	.89	.84	.79	.74	.69	.64	.59	.54	.49	.44	.39	.34	.23	
1.24	1.19	1.14	1.09																	

Once Value Added Measure is in place the following table will be used to determine the HEDI score on the 15 point model.

Highly Effective		Effective						Developing					Ineffective		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
1.21 or higher	1.13-1.20	1.05-1.12	.97-1.04	.89-.96	.81-.88	.73-.80	.65-.72	.59-.64	.53-.58	.47-.52	.41-.46	.35-.40	.24-.34	.11-.23	0-.10

**Clinton Central School District
HEDI Conversion Tables
Special Education Grades 9-12 and All other Courses Not Previously Covered**

Determination of whether a student scored a level 1, 2, 3, or 4 on his/her Local/Final/Regents exam will be based on the conversion table seen below.

Grade on Summative Assessment	Performance Level
0 – 43	1
44 – 64	2
65 – 84	3
85 – 100	4

F. The following formula will be used to determine the locally selected measure score of a teacher’s APPR plan. This is for teachers who do not use i-Ready. The numerical data produced will be used to determine a teacher’s HEDI score. This will be in the range of 0-20 and will be used towards the teacher’s overall composite score. In the case of a decimal, the building principal will round to the nearest whole number.

Calculations will be completed by using the formula:

$$\frac{10 \times ((\# \text{ of students scoring 2,3,4}) + (\# \text{ of students scoring 3,4}))}{\text{Total Students Tested}}$$

G. The following locally selected measure scoring band will be used to determine a teacher’s overall effectiveness in this category.

HEDI Score	Performance Level
0 – 2	Ineffective
3 – 8	Developing
9 – 17	Effective
18 – 20	Highly Effective

Appendix B

Teacher Improvement Plan

Career Level	Status	Date of Final Evaluation
<input type="checkbox"/> Non-Tenured	<input type="checkbox"/> 1 st Year Probationary	
<input type="checkbox"/> Tenured	<input type="checkbox"/> 2 nd Year Probationary	
<input type="checkbox"/> Other	<input type="checkbox"/> 3 rd Year Probationary	

The NYS Commissioner's Regulation (30-2.10) requires that any teacher with an annual professional performance review rated as Developing or Ineffective shall receive a Teacher Improvement Plan. A TIP shall be developed in consultation with the teacher and union representation shall be afforded at the teacher's request. A TIP is not a disciplinary action. At the end of the mutually agreed upon timeline, the teacher and mentor (if one has been assigned), and a union representative (if requested by the teacher) shall meet to assess the effectiveness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly.

Teacher	Position
Tenure Area	Observation Dates
Observer	School/Location

Place a check mark in the box next to any domain that is rated as Developing or Ineffective:

<input type="checkbox"/> Planning & Preparation	<input type="checkbox"/> Classroom Environment
<input type="checkbox"/> Instruction	<input type="checkbox"/> Professional Responsibilities

In the space below, describe the following: List goals to address the domains assessed as Developing or Ineffective; list differentiated activities to support the teacher's improvement in the areas listed; describe the manner in which the improvement will be assessed and provide a timeline for achieving improvement.

Data Results

Identified Area(s) in
Need of Improvement

Action Plan

How Will the
Improvement be
Assessed?

Timeline

Teacher _____	Date _____
Building Principal _____	Date _____
CTA President _____	Date _____
Superintendent _____	Date _____

**Clinton Central School District
Principal Local Achievement or Growth Measure
HEDI Performance Chart**

HEDI Score	Performance Level
0 – 2	Ineffective
3 – 7	Developing
8 – 13	Effective
14 – 15	Highly Effective

**Clinton Central School District
Principal Improvement Plan**

Name of Principal _____

School Building _____

Academic Year _____

Deficiency that promulgated the “ineffective” or “developing” performance rating:

Improvement Goal/Outcome:

Action Steps/Activities:

Timeline for completion:

Dates of formative evaluation on progress (lead evaluator and principal initial each date to confirm the meeting):

Evidence to be provided for Goal Achievement:

Assessment Summary: Superintendent is to attach a narrative summary of improvement progress, including verifying the provision of support and resources as outlined above no later than 10 school days after the identified completion date. Such summary shall be signed by the superintendent and principal with the opportunity for the principal to attach comments.

Principal _____ Date _____

Superintendent _____ Date _____

CAA President _____ Date _____

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

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

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

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

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

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

Signatures, dates

Superintendent Signature: Date:

[Handwritten Signature] 12-19-12

Teachers Union President Signature: Date:

[Handwritten Signature] 12-19-12

Administrative Union President Signature: Date:

[Handwritten Signature] 12-19-12

Board of Education President Signature: Date:

[Handwritten Signature] 12-19-12