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

Commissioner of Education
President of the University of the State of New York
89 Washington Avenue, Room 111
Albany, New York 12234

E-mail: commissioner@nysed.gov
Twitter:@JohnKingNYSED
Tel: (518) 474-5844
Fax: (518) 473-4909

December 15, 2014

Revised

Kelly Houck, Superintendent
Dundee Central School District
55 Water Street
Dundee, NY 14837

Dear Superintendent Houck:

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

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

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

Thank you again for your hard work.

Sincerely,

John B. King, Jr.
Commissioner

Attachment

c: Scott Bischoping

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

Annual Professional Performance Reviews

Created Thursday, October 23, 2014
Updated Monday, November 03, 2014

1

Disclaimers

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the APPR Plan approved by the Department. The Department also reserves the right to request further information from the school district or BOCES, as necessary, as part of its review.

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 680801040000

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

680801040000

1.2) School District Name: DUNDEE CSD

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

DUNDEE CSD

1.3) Assurances

Please check all of the boxes below:

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

1.4) Submission Status

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

Submission of material changes to an approved APPR plan

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

Created Monday, November 03, 2014
Updated Tuesday, December 02, 2014

Page 1

STATE-PROVIDED MEASURES OF STUDENT GROWTH (25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

District-determined assessments from list of State-approved 3rd party assessments; or
District, regional or BOCES-developed assessments provided that it is rigorous and comparable across classrooms

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

State assessments, required if one exists
List of State-approved 3rd party assessments
District, regional, or BOCES-developed assessments provided that it is rigorous and comparable across classrooms
School- or BOCES-wide, group or team results based on State assessments

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

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

2.2) Grades K-3 ELA

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. State assessments must be used where applicable. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

	ELA	Assessment
K	3rd party non-"traditional standardized" assessment that meets NYSED guidance requirements	DRA2 Kindergarten ELA Assessment
1	3rd party non-"traditional standardized" assessment that meets NYSED guidance requirements	DRA2 First Grade ELA Assessment
2	3rd party non-"traditional standardized" assessment that meets NYSED guidance requirements	DRA2 Second Grade 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 measuring student growth on the assessments listed for this Task.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers in collaboration with principals will use pre-assessments to set class wide growth targets. Based on the % of students who meet the classwide growth targets corresponding 0-20 Hedi score will be assigned using the chart that has been uploaded.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching

	their target.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.3) Grades K-3 Math

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. State assessments must be used where applicable. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

	Math	Assessment
K	3rd party non-“traditional standardized” assessment that meets NYSED guidance requirements	STAR Kindergarten math Assessment
1	3rd party non-“traditional standardized” assessment that meets NYSED guidance requirements	STAR First Grade Math Assessment
2	3rd party non-“traditional standardized” assessment that meets NYSED guidance requirements	STAR 2nd Grade Math Assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers in collaboration with principals will use pre-assessments to set class wide growth targets. Based on the % of students who meet the classwide growth targets corresponding 0-20 Hedi score will be assigned using the chart that has been uploaded.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers

	receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	WFL BOCES Regional 6th Grade Science Assessment
7	District, regional or BOCES-developed assessment	WFL BOCES Regional 7th Grade Science Assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	For grade 6 teachers in collaboration with principals will use pre-assessments to set class wide growth targets. Based on the % of students who meet the classwide growth targets corresponding 0-20 Hedi score will be assigned using the chart that has been uploaded. For grade 7 pre assessment data has been used to set a minimum rigor expectation for growth of 65 or higher on the BOCES developed assessment. For grade 8 preassessment data has been used to set a minimum rigor expectation for growth of 3 or higher on the 8th grade state science assessment. HEDI scores will be assigned for both 7th and 8th grade using the chart in 2.11.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	WFL BOCES Regional 6th Grade Social Studies Assessment
7	District, regional or BOCES-developed assessment	WFL BOCES Regional 7th Grade Social Studies Assessment
8	District, regional or BOCES-developed assessment	WFL BOCES Regional 8th Grade Social Studies Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Grade 6 teachers in collaboration with principals will use pre-assessments to set class wide growth targets. Based on the % of students who meet the classwide growth targets corresponding 0-20 Hedi score will be assigned using the chart that has been uploaded. For grade 7 and 8 pre assessment data has been used to set a minimum rigor expectation for growth of 65 or higher on the BOCES developed assessment. HEDI scores will be assigned for both 7th and 8th grade using the chart in 2.11.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	District, regional, or BOCES-developed assessment	WFL BOCES Regional 9th Global Studies 1 Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	For Global 1 pre-assessment data has been used to set a minimum rigor expectation for growth on the BOCES developed assessment of 65 or higher. A 0-20 HEDI score will be determined using the uploaded conversion chart. For Global 2 and American History teachers using pre-assessment data a minimum rigor expectation of growth of 65 or higher on the applicable regents assessments has been set. Corresponding 0-20 HEDI score will be assigned using the uploaded conversion chart.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.7) High School Science Regents Courses

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

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

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

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

assessments listed for this Task.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	For Science courses teachers in collaboration with administrators using pre assessment data a minimum rigor expectation of growth of 65 or higher on the applicable regents assessments has been set. Corresponding 0-20 HEDI score will be assigned using the uploaded conversion chart.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.8) High School Math Regents Courses

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

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

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

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

NOTE: For Algebra 1 and Geometry, please specify whether your district will be offering the 2005 Learning Standards version of the assessment in addition to the Common Core version, or just the latter, and how the HEDI process will be adjusted accordingly.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	For all math courses teachers in collaboration with administrators using pre assessment data a minimum rigor expectation for growth of 65 or higher on the applicable regents assessments has been set. Corresponding 0-20 HEDI score will be assigned using the uploaded conversion chart. We will be administering the Common Core Algebra Regents only. NYS (2005 Standards)Geometry Regents will be administered and the Common Core Geometry Regents using the higher of two score for APPR purposes, both will be administered as long as permitted by SED.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	District, regional or BOCES-developed assessment	WFL BOCES Regional 9th Grade English Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	WFL BOCES Regional 10th Grade English Assessment
Grade 11 ELA	Regents assessment	English 11 NYS Regents Exam

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	For grades 9 and 10 pre-assessment data has been used to set a minimum rigor expectation for growth of 65 or higher on the BOCES developed Assessment. Corresponding 0-20 HEDI score will be determined using the uploaded chart. Page 9 for grade 11 pre assessment data has been used to set a minimum rigor expectation for growth of 65 or higher on the applicable regents assessment. Corresponding 0-20 HEDI score will be determined using the uploaded chart. 2014-2015 school year the district will administer both the NYS Comprehensive English in addition to the NYS Common Core English Regents and teachers will use the higher of the 2 assessment scores for APPR purposes. Beginning in the 2015-2016 school year Common Core English exam will be administered only.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this

	designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

2.10) All Other Courses

Fill in, as applicable, for all other teachers in additional grades/subjects that have Student Learning Objectives. If you need additional space, duplicate this form and upload (below) as an attachment to your APPR plan. You may combine into one line any groups of teachers for whom the answers in the boxes are the same including, for example, "all other teachers not named above". Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

Please also note that, for students using 3d party assessments in this Task, the 2nd drop-down option applies to grades 3 and above and the 5th drop-down option applies to grades K-2.

	Course(s) or Subject(s)	Option	Assessment
	For all other courses not listed above	District, Regional or BOCES-developed	WFL BOCES Regional Course Appropriate Assessment
	ELA Teachers with studenst in grades 4-8 who do not receive a SPGS	State Assessment	NYS Grade Specific ELA Assessment
	Math Teachers with studenst in grades 4-8 who do not receive a SPGS	State Assessment	NYS Grade Specific Math Assessment
	For 9-12 special education	State Assessment	All regents assessments
	For K-12 self contained special education teachers	State Assessment	NYSAA

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	For all K-6 courses the teachers in collaboration with principals will use pre assessment data to set class wide growth targets based on the % of students who meet or exceed the classwide growth target to corresponding 0-20 HEDI score will be determined using the uploaded conversion chart. For grades 7-12 teachers in collaboration with principals have used pre-assessment data to set a minimum rigor expectation for growth of 65 or higher on the BOCES developed and Regents assessments. For grades 7 and 8 who do not receive a state provided growth score will use the state assessments the minimum rigor expectation for growth will be a 3 or higher. A corresponding 0-20 HEDI score will be determined using the

	uploaded conversion chart.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65-84% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of their students reaching their target.

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

(No response)

2.11) HEDI Tables or Graphics

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

assets/survey-uploads/12186/1862481-TXEtxx9bQW/-20-Point HEDI Scoring_1.docx

2.12) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used assigning points to a teacher's score for this subcomponent, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

Note: The only allowable controls or adjustments for Comparable Growth Measures are the following: student prior academic history, students with disabilities, English language learners, and students in poverty.

No Controls

2.13) Teachers with more than one growth measure

If educators have more than one state-provided growth or value-added measure, those measures will be combined into one HEDI rating and score for the growth subcomponent according to a formula determined by the Commissioner. (Examples: Common branch teacher with state-provided value-added measures for both ELA and Math in 4th grades; Middle school math teacher with both 7th and 8th grade math courses.)
If educators have more than one SLO for comparable growth (or a State-provided growth measure and an SLO for comparable growth), the measures will each earn a score from 0-20 points which Districts must weight proportionately based on the number of students in each SLO.

2.14) Assurances

Please check all of the boxes below:

2.14) Assurances | Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.	Checked
2.14) Assurances | Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
2.14) Assurances | Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
2.14) Assurances | Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
2.14) Assurances | Assure that district will develop SLOs according to the rules established by SED (see: http://www.engageny.org/resource/student-learning-objectives-guidance-document).	Checked
2.14) Assurances | Assure that past academic performance and/or baseline academic data of students will be taken into account when developing an SLO.	Checked
2.14) Assurances | Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators in ways that improve student learning and instruction.	Checked
2.14) Assurances | Assure that it is possible for an educator to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
2.14) Assurances | Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked
2.14) Assurances | Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Checked
2.14) Assurances | Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked

3. Local Measures (Teachers)

Created Monday, November 03, 2014
Updated Monday, December 15, 2014

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS AssessmentELA & Math,
5	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS AssessmentELA & Math,
6	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS AssessmentELA & Math,
7	6(ii) School wide measure computed locally	NYS 7, 8 ELA, Math, Science, Regents: Comprehensive English, Common Core Algebra, Global Studies, US History, Living Environmnet
8	6(ii) School wide measure computed locally	NYS 7, 8 ELA, Math, Science, Regents: Comprehensive English, Common Core Algebra, Global Studies, US History, Living Environmnet

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	For grades 4-6 we will use the state provided building score. When value added is implemented we will use the 25-15 point conversion chart. For 7-8 our district has established an

3.3, below.	achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments. Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks a corresponding 0-15 HEDI score will be determined. Until the value added measure is added a 0-20 HEDI score will be assigned. (20 point chart can be found in 3.13)The chart for assigning HEDI points has been attached in 3.3 measuring student achievement. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam only.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS AssessmentELA & Math,
5	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS AssessmentELA & Math,
6	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS AssessmentELA & Math,
7	6(ii) School wide measure computed locally	NYS Assessment 7, 8 ELA, Mathand NYS 8th Grade Science Assessment, NYS Regents:Comprehensive English, Common Core English, Common Core Algebra Global Studies, US History and Living Envoronmnet
8	6(ii) School wide measure computed locally	NYS Assessment 7, 8 ELA, Mathand NYS 8th Grade Science Assessment, NYS Regents:Comprehensive English, Common Core English, Common Core Algebra Global Studies, US History and Living Envoronmnet

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.	For grades 4-6 we will use the state provided building score. When value added is implemented we will use the 25-15 point conversion chart. For 7-8 our district has established an achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments. Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks a corresponding 0-15 HEDI score will be determined. Until the value added measure is added a 0-20 HEDI score will be assigned. (20 point chart can be found in 3.13)The chart for assigning HEDI points has been attached in 3.3 measuring student achievement. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam only.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.3) HEDI Tables or Graphics

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

assets/survey-uploads/12149/1864787-rhJdBgDruP/2839498-APPR 25-20-15.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 measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS Assessment ELA & Math,
1	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS Assessment ELA & Math,
2	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS Assessment ELA & Math,
3	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS Assessment ELA & Math,

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.	For grades K-3 we will use the state provided building score. When value added is implemented we will use the 25-20 point conversion chart.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. .

3.5) Grades K-3 Math

Using the drop-down boxes below, select the measure that will be used as the locally-selected measure of student achievement. Then name the specific assessment that will be used with the locally-selected measure, listing the full name of the assessment. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS ELA & Math Assessment,
1	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS ELA & Math Assessment,
2	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS ELA & Math Assessment,
3	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS ELA & Math 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	For grades K-3 we will use the state provided building score. When value added is implemented we will use the 25-20 point conversion chart.

3.13, below.	
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met.

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS Assessment ELA & Math,
7	6(ii) School wide measure computed locally	NYS Assessment 7 & 8 ELA, Math, NYS 8th Grade Science Regents: Comprehensive English, Common Core Algebra, Global Studies, US History, Living Environmnet
8	6(ii) School wide measure computed locally	NYS Assessment 7 & 8 ELA, Math, NYS 8th Grade Science Regents: Comprehensive English, Common Core Algebra, Global Studies, US History, Living Environmnet

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	For grades 4-6 we will use the state provided building score. When value added is implemented we will use the 25-20 point conversion chart. For 7-8 our district has established an achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments. Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks. The chart for assigning HEDI points has been attached in 3.13 measuring student achievement. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam only.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(i) School-wide measure based on State-provided measure	Grades 4-6 NYS AssessmentELA & Math,
7	6(ii) School wide measure computed locally	NYS Assessment 7 & 8 ELA, Math, NYS 8th Grade Science Regents: Comprehensive English, Common Core Algebra, Global Studies, US History, Living Environmnet
8	6(ii) School wide measure computed locally	NYS Assessment 7 & 8 ELA, Math, NYS 8th Grade Science Regents: Comprehensive English, Common Core Algebra, Global Studies, US History, Living Environmnet

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 grades 4-6 we will use the state provided building score. When value added is implemented we will use the 25-20 point conversion chart. For 7-8 our district has established an achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments. Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam only.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Global 2	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
American History	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet

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.	Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks a corresponding 0-20 HEDI score will be determined. The chart for assigning HEDI points has been attached in 3.13 measuring student achievement. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam only. Our district has established an achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Earth Science	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Chemistry	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Physics	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet

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.	Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks a corresponding 0-20 HEDI score will be determined. The chart for assigning HEDI points has been attached in 3.13 measuring student achievement. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam only. Our district has established an achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Geometry	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Algebra 2	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet

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

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

NOTE: As applicable, for Algebra 1 and Geometry, please specify whether your district will be offering the 2005 Learning Standards version of the assessment in addition to the Common Core version, or just the latter, and how the HEDI process will be adjusted accordingly.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks a corresponding 0-20 HEDI score will be determined. The chart for assigning HEDI points has been attached in 3.13 measuring student achievement. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam only. Our district has established an achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Grade 10 ELA	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet
Grade 11 ELA	6(ii) School wide measure computed locally	NYS Assessment 7 - 8 ELA & Math, NYS 8th Grade Science, NYS Regents:Comprehensive English,Common Core English, Common Core AlgebraGlobal Studies, US history, Living Environmnet

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Based on a building wide weighted average(Doubling of regents scores) of the %s of students meeting the achievement benchmarks a corresponding 0-20 HEDI score will be determined. The chart for assigning HEDI points has been attached in 3.13 measuring student achievement. For the 2014-2015 school year the Comprehensive and the Common Core English exams will be administered and the higher score will be used for APPR purposes. For the 2015-2016 school year we will administer the Common Core English exam

	only. Our district has established an achievement of 65 or higher for regents assessments and a 3 or higher for state ELA, math and Science assessments.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this designation will have 85% or more of students school wide reaching their target.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

3.12) All Other Courses

Fill in for additional grades/subjects, as applicable. If you need additional space, complete additional copies of this form and upload (below) as attachments. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

Please also note that, for students using 3d party assessments in this Task, drop-down option #4 applies to grades 3 and above and drop-down option #8 applies to grades K-2.

	Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
	All other K-6	6(i) School-wide measure based on State-provided measure	NYS Assessments 4-6 ELA and Math
	All other 7-12	6(ii) School wide measure computed locally	Dundee District Developed Course Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	For grades 7-12 the 20 point local measure will be calculated using a simple multiplier. Using the proficiency rate as a multiplier for the 20 points. (i.e. 20 X .66=13.32) The proficiency rate for Dundee District assessments is 65 or 55 or higher for students with safety net designation. For grades K-6 we will use the state provided building score. When value added is implemented we will use the 25-20 point conversion chart.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or	Evidence indicates exceptional student learning gains that are well above district expectations. Teachers receiving this

achievement for grade/subject.	designation will have 85% or more of students school wide reaching their target.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. Teachers receiving this designation will have 65%-84% of students school wide reaching their target.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. Teachers receiving this designation will have 55%-64% of students school wide reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. Teachers receiving this designation will have fewer than 55% of students school wide reaching their target.

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

(No response)

3.13) HEDI Tables or Graphics

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

assets/survey-uploads/12149/1864787-y92vNseFa4/2839498-APPR 25-20-15.docx

3.14) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in assigning points to a teacher's score for this subcomponent, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

No locally developed controls

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.

NA

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
3.16) Assurances | Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for the grade.	Checked
3.16) Assurances | Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked

4. Other Measures of Effectiveness (Teachers)

Created Monday, November 03, 2014
Updated Thursday, November 20, 2014

Page 1

4.1) Teacher Practice Rubric

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

The "Second Rubric" space is required for districts that have chosen an observation-only rubric (CLASS or NYSTCE) from the State-approved list. (Note: Any district may use multiple rubrics, as long as the same rubric(s) is used for all classroom teachers in a grade/subject across the district.)

4.1) Teacher Practice Rubric | Rubric	Danielson's Framework for Teaching (2011 Revised Edition)

Second Rubric, if applicable	(No response)

4.2) Points Within Other Measures

State the number of points (if any) that will be assigned to each of the following measures, making sure that the points total 60. If you are not using a particular measure, enter 0. This APPR form only provides one space for assigning points within other measures for teachers. If your district/BOCES prefers to assign points differently for different groups of teachers, enter the points assignment for one group of teachers below. For the other group(s) of teachers, fill out copies of this form and upload as an attachment for review. Is the following points assignment applicable to all teachers?

Yes

If you checked "no" above, fill in the group of teachers covered by the points assignment indicated immediately below (e.g., "probationary teachers"):

(No response)

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

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

The all domains of the rubric will be scored holistically based on multiple observations, at the domain level and the final 0-60 score will be a summative score based on all of the evidence collected and observed over multiple classroom observations. Danielson's Framework For Teachers 2011 Revised Edition is the tool that will be used when conducting classroom observations for the purpose of evaluation. This framework is designed to differentiate teacher
effectiveness using four categories-Highly Effective, Effective, Developing, and Ineffective. Multiple measures are incorporated within each domain of the framework. Each of the four domains will be worth 15 point a piece. Within Domain I emphasis will be on the thoroughness of completing the lesson plan template and the discussion of this plan at the pre-evaluation conference. Within Domain IV emphasis will be placed on a teacher's ability to self-reflect with a critical eye for how a lesson could be improved,and the ability to develop a prototype; collect pertinent data regarding the progress of the prototype; analyze the data; determine what is working/what is not;and what needs to be done differently for the students within the prototype to succeed; making the identified changes; and Page 3 continuing the cycle repeatedly until progress is made toward achieving the desired outcome/target. Normal rounding rules will apply. In no event will rounding rules allow for a teacher's HEDI rating to change.

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

assets/survey-uploads/12179/1867021-eka9yMJ855/-APPR - Classroom Point Values_1.docx

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	Within each Domain, a score of 13.5-15 points will be the equivalent of Highly Effective. This indicates that the level of performance during the observation exceeds standards.
Effective: Overall performance and results meet NYS Teaching Standards.	Within each Domain a score of 12-13.4 points will be the equivalent of Effective. This indicates that the level of performance during the observation meets standards.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Within each Domain a score of 10.5-11.9 points will be the equivalent of Developing . This indicates that the level of performance during the observation needs improvement in order to meet the standards.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Within each Domain a score 0-10.4 is the equivalent of Ineffective. This indicates that the level of performance during the observation does not meet the standards.

Provide the ranges for the 60-point scoring bands.

Highly Effective	54-60
Effective	48-53
Developing	42-47
Ineffective	0-41

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

Formal/Long	minimum of 2
Informal/Short	0
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

Formal/Long	2
Informal/Short	0
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 Monday, November 03, 2014

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

The Commissioner shall review the specific scoring ranges for each of the rating categories annually before the start of each school year and shall recommend any changes to the Board of Regents for consideration.

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

Where there is no Value-Added measure

	Growth or Comparable Measures	Locally-selected Measures of growth or achievement	Other Measures of Effectiveness (60 points)	Overall Composite Score
Highly Effective	18-20	18-20	Ranges determined locally--see below	91-100
Effective	9-17	9-17		75-90
Developing	3-8	3-8		65-74
Ineffective	0-2	0-2		0-64

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

Highly Effective	54-60
Effective	48-53
Developing	42-47
Ineffective	0-41

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

Where Value-Added growth measure applies
Growth or Comparable Measures
Locally-selected Measures of
growth or achievement
Other Measures of Effectiveness
(60 points)

Overall
Composite Score

Highly Effective
22-25
14-15
Ranges determined locally--see above
91-100

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

6. Additional Requirements - Teachers

Created Monday, November 03, 2014
Updated Thursday, November 20, 2014

Page 1

6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/12193/1867183-Df0w3Xx5v6/-Plan for Success (TIP).doc

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

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

The grievance and/or arbitration procedures in any negotiated agreement shall not be used to appeal or review a tenured teacher’s annual professional performance review. To the extent that a conflict exists between a negotiated agreement and this procedure, the

terms of this procedure shall prevail and be applied. This procedure shall be in effect unless changed by the parties or until the requirement to have such a procedure under Education Law 3012-c is repealed by law, regulation or a valid ruling by a court or administrative agency with jurisdiction.
Ineffective rating:
1. A tenured teacher who receives a composite score rating of “Ineffective” may appeal his or her performance review.
2. Within ten school days of the receipt of an annual evaluation providing a composite score rating of “Ineffective”, a teacher may appeal the annual evaluation to the Superintendent of Schools or his/her designee. The appeal shall be in writing and shall articulate in detail the basis of the appeal. Appeals shall be limited to:
a) The substance of the annual professional performance review;
b) The school district’s adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of the Education law;
c) The school district’s adherence to the Regulations of the Commissioner and compliance with any applicable locally negotiated procedures;
3. Any issue not raised in the written appeal shall be deemed waived
4. Under this appeals process, the teacher has the burden of proving a clear legal right to the relief requested and the burden of establishing the facts upon which he/she seeks relief. The burden of proof shall be by the preponderance of the credible evidence.
5. Within ten school days of receipt of the appeal, the Superintendent of Schools or his/her designee shall render a written determination with respect thereto.
6. The decision of the Superintendent of Schools or the Superintendent’s designee shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the Superintendent of designee shall not be subject to any further appeal.
7. If the appeal is sustained, the original performance review shall be expunged and replaced with the performance review drafted by the Superintendent or Superintendent’s designee. This performance review may not be reviewed or appealed under this procedure.
Developing rating:
1. The first year a tenured teacher receives a composite score rating of “Developing” s/he not appeal the review.
2. A tenured teacher who receives a composite score rating of “Developing” for the second consecutive year may appeal his/her performance review. The above procedures outlined in #2-7 would apply.
3. A tenured teacher receiving a “developing” composite score rating for the third consecutive year may appeal his/her performance review. Within ten school days of the receipt of this annual evaluation, a teacher may appeal the annual evaluation to a neutral third party, trained in the rubric and mutually agreed upon by the DTA Executive Committee and the Superintendent. All efforts will be made by the parties to try to ensure a expedited review of the annual evaluation by the neutral third party. With this being the only exception, the above procedures outlined in # 2-7 would apply."
4. All efforts will be made by the parties to try to ensure an expedited review of the annual evaluation by the neutral third party consistent with Education Law 3012-c.
5. The appeals process will always be timely and expeditious.

All steps and resolutions of this appeal procedure will be timely and expeditious in accordance with Educational Law 3012-c.

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

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

The administrative team will be trained by turn-key trainers who attended the network training workshops in Albany. These include an individual from our district, as well as Wayne-Finger lakes BOCES staff. All training will address the nine required elements found in 30-2.9B of the Commissioner's Regulations ,in addition to a process for maintaining inter-rater reliability over time. All training is provided on an on-going as needed basis. The Board of Education will deem the administrators as certified. Recertification of lead evaluators will be ongoing and conducted on an annual basis. Minimum duration of training will be one day. We ensure that training will address all elements required by Regents Rules, section 30-2.9B.

6.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Monday, November 03, 2014

Page 1

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

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

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

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

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

K-6th Grade
7-12th Grade

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

Please check the boxes below:

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

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

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

If any grade/course in the building has a State-provided growth measure AND the principal must have SLOs because fewer than 30% of students in the building are covered, then the SLOs will begin first with the SGP/VA results.
Additional SLOs will then be set based on grades/subjects with State assessments, where applicable.
If additional SLOs are necessary, principals must begin with the grade(s)/courses(s) that have the largest number of students using school-wide student results from one of the following assessment options: State-approved 3rd party or district/regional/BOCES-developed assessments that are rigorous and comparable across classrooms.

State assessments, required if one exists
District, regional, or BOCES-developed assessments that are rigorous and comparable across classrooms
List of State-approved 3rd party assessments

First, list the grade configuration of the school or program the SLO applies to. Then, using the drop-down boxes below, please select the type of assessment that will be used for SLOs for the school/program listed. Finally, name the specific assessment listing the full name of the assessment. Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment in the following format: "[Name of your District/Region/BOCES] developed [Grade] [Subject] Assessment." For example, a BOCES-developed 7th grade Social Studies assessment would be written as follows: "GVEP-Developed Grade 7 Social Studies Assessment." For State-approved 3rd party assessments, please include the name of the assessment exactly as it appears in RED on the State-approved list. For State assessments or Regents examinations, please indicate as such in the assessment name.

Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see:
http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

Please also note that, for students using 3d party assessments in this Task, the 2nd drop-down option applies to grades 3 and above and the 4th drop-down option applies to grades K-2.

School or Program Type	SLO with Assessment Option	Name of the Assessment

Describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to principals based on SLO results, consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance. Please describe the process your district is using to measure student growth on the assessments listed for this Task. If applicable, please also include a description of the process for combining the State-provided growth score with the SLO(s) for this Task.

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	Not applicable
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	Not applicable
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Not applicable
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Not applicable
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	Not applicable

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

Describe any adjustments, controls, or other special considerations that will be used in assigning points to a principal's score for this subcomponent, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

Note: The only allowable controls or adjustments for Comparable Growth Measures are the following: prior student achievement results, students with disabilities, English language learners, and students in poverty.

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

7.6) Assurances -- Comparable Growth Measures | Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that district will develop SLOs according to the rules established by NYSED for principal SLOs: http://www.engageny.org/resource/student-learning-objectives-guidance-document.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educator performance in ways that improve student learning and instruction.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that it is possible for a principal to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Checked

7.6) Assurances -- Comparable Growth Measures | Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked

8. Local Measures (Principals)

Created Monday, November 03, 2014
Updated Monday, December 15, 2014

Page 1

Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

Also note: no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

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

In the table below, please list the grade configurations of the school(s)/program(s) in your district/BOCES where it is expected that 30-100% of a principal's students are taking assessments with a State-provided growth or value-added measure (e.g., K-5, 6-8, 9-12). Then for each grade configuration, select a measure of growth or achievement from the drop-down menu. As a reminder, the grade configurations/programs listed in Task 8.1 should be the same as those listed in Task 7.1.

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

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

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

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

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

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

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

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

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

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

	Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
	K-6	(d) measures used by district for teacher evaluation	NYS Assessments 4-6 ELA and Math and 4th grade Science
	7-12	(d) measures used by district for teacher evaluation	NYS Assessments 7th & 8th ELA, and Math, 8th GradeScience , NYS Regents: Comprehensive ELA, Common Core English, Common Core Algebra, GlobalStudies, US History and Living Environment
	7-12	(h) students' progress toward graduation	% of students passing (final average of 65% or higher for the course) all courses in grades 7-12 -WFL BOCES developed course specific assessments, 7-8 NYS Assessments, all NYS Regents assessments

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	For the K-6 prinicpal, the district has set a proficiency benchmark of 2 higher on the 4-6 ELA , Math and Science state assessments. The average % of students scoring a 2 or higher on the assesssments will be converted to a 0-15 HEDI score using the uploaded conversion chart. A 20 point chart will be used until the value-added measure is implemented. For the 7- 12 principal, the NYS 7-8 ELA and Math Assessment and the 8th Grade state science assessment proficiency benchmark of 2 or higher, for Regents and BOCES developed assessments proficiency benchmark is a 65 or higher, and the building-wide % of students passing all subjects.The weighted average (regents weighted times 2) will correspond to a 0-15 HEDI score using the uploaded conversion chart. A 20 point

	chart will be used until the value added measure is implemented. For the 2014-2015 we will be administering the Comprehensives and the Common Core English exams the higher of the two scores will be used for APPR purposes for the 2015-2016 school year the Common Core English exam will be administered only. The district will be administering the common core algebra regents only and NYS 2005 geometry regents and common core geometry regents will be administered as long as permitted by SED we will use the higher of then two score for APPR purposes.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates exceptional student learning gains that are well above district expectations. To receive this designation, the principal would have 85% or more of students reaching their target.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates significant student learning gains that meet district expectations. A principal receiving this designation would have 65%-84% of students reaching their target.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates that student learning is progressing but overall results are below district expectations. A principal receiving this designation would have between 55%-64% reaching their target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Evidence indicates little to no student learning gains. Expectations are not met. A principal receiving this designation will have fewer than 55% of students reaching their target.

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

assets/survey-uploads/12190/1867391-8o9AH60arN/-APPR corected local measures.docx

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

(No response)

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

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

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

Also note: no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing).

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

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

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

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

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Not applicable

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

(No response)

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

(No response)

8.3) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in assigning points to a principal's score for this subcomponent, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

No controls

8.4) Principals with More Than One Locally Selected Measure

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

K-6 Principal there is only 1 measure.
7-12 Principal multiple measures will be combined using the a weighted average where regents are weighted twice. Normal rounding rules will apply and in no event a rounding allow for a principal's HEDI rating to change.

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
8.5) Assurances | Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Check
8.5) Assurances | Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Check

9. Other Measures of Effectiveness (Principals)

Created Monday, November 03, 2014
Updated Thursday, November 20, 2014

Page 1

9.1) Principal Practice Rubric

Select the choice of principal practice rubric from the menu of State-approved rubrics to assess performance based on ISLLC 2008 Standards. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu.The "Second Rubric" space is optional. A district may use multiple rubrics, as long as the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district.

9.1) Principal Practice Rubric | Rubric	Multidimensional Principal Performance Rubric

Second rubric (if applicable)	(No response)

9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points]	60
Any remaining points shall be assigned based on results of one or more ambitious and measurable goals set collaboratively with principals and their superintendents or district superintendents.	0

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

downloadable copy of Form 9.2. (MS Word)

(No response)

9.3) Assurances -- Goals

Please check the boxes below if assigning any points to "ambitious and measurable goals":

9.3) Assurances -- Goals | Assure that if any points are assigned to goals, at least one goal will address the principal's contribution to improving teacher effectiveness based on one or more of the following: improved retention of high performing teachers; correlation of student growth scores to teachers granted vs. denied tenure; or improvements in proficiency rating of the principal on specific teacher effectiveness standards in the principal practice rubric.	(No response)
9.3) Assurances -- Goals | Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance).	(No response)

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

Note: When the State-approved survey list is updated, this list will be updated within the drop-down menu of approved survey tools.

Principal Evaluation Tripod School Perception Survey for Teachers	(No response)
K12 Insight Student Survey (Grades 3-5) for Principal Evaluation in New York	(No response)
K12 Insight Student Survey (Grades 6-12) for Principal Evaluation in New York	(No response)
K12 Insight Parent Survey for Principal Evaluation in New York	(No response)
K12 Insight Teacher/Staff Survey for Principal Evaluation in New York	(No response)
District variance	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Parent Survey)	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Student Surveys)	(No response)
NYC School Survey-2012 Parent Survey	(No response)
NYC School Survey-2012 Student Survey	(No response)

NYC School Survey-2012 Teacher Survey	(No response)

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

Normal rounding rules will apply and in no event a principal's HEDI rating change as a result of rounding.
The Dundee Central School District and the Dundee Administrative Association has agreed to use the Multidimensional Principal Performance Rubric to determine the 60 points in the “Other Measures” subcomponent. We will use the Principal Performance Observation Form Score to determine the 60% rating in this “Other measure of Effectiveness” category. The 0-60 HEDI score will be the sum of the sub component scores based on evidence collected and observed throughout the year over the course of multiple school visits. Table Attached below.

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

assets/survey-uploads/12205/1867531-pMADJ4gk6R/9.7.xlsx

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

Highly Effective: Overall performance and results exceed standards.	Overall performance and results are indicative of truly outstanding leadership.
Effective: Overall performance and results meet standards.	Overall performance and results are indicative of solid, expected professional performance.
Developing: Overall performance and results need improvement in order to meet standards.	Overall performance and results are indicative of deficiencies that will be targeted for improvement.
Ineffective: Overall performance and results do not meet standards.	Overall performance and results are indicative of performance well below the standard.

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	54-60
Effective	48-53
Developing	42-47
Ineffective	0-41

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	4
By trained administrator	0
By trained independent evaluator	0
Enter Total	4

Tenured Principals

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

10. Composite Scoring (Principals)

Created Monday, November 03, 2014

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

The Commissioner shall review the specific scoring ranges for each of the rating categories annually before the start of each school year and shall recommend any changes to the Board of Regents for consideration.

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

Where there is no Value-Added measure

	Growth or Comparable Measures	Locally-selected Measures of growth or achievement	Other Measures of Effectiveness (60 points)	Overall Composite Score
Highly Effective	18-20	18-20	Ranges determined locally--see below	91-100
Effective	9-17	9-17		75-90
Developing	3-8	3-8		65-74
Ineffective	0-2	0-2		0-64

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

Highly Effective	54-60
Effective	48-53
Developing	42-47
Ineffective	0-41

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

Where Value-Added growth measure applies
Growth or Comparable Measures
Locally-selected Measures of
growth or achievement
Other Measures of Effectiveness
(60 points)

Overall
Composite Score

Highly Effective
22-25
14-15
Ranges determined locally--see above
91-100

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

11. Additional Requirements - Principals

Created Monday, November 03, 2014
Updated Wednesday, December 10, 2014

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

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

assets/survey-uploads/12168/1867683-Df0w3Xx5v6/-Principal Plan for Success (PIP)_1.docx

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

The following procedures are the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a principal's Annual Professional Performance Review (APPR). The grievance and/or arbitration procedures in any negotiated agreement shall not be used to appeal or review a tenured principal's annual professional performance review. To the extent that a conflict exists between a negotiated agreement and this procedure, the terms and conditions of this procedure shall prevail and be applied. This procedure shall be in effect unless changed by the parties or until the requirement to have such a procedure under

Education Law §3012-c is repealed by law, regulation or a valid ruling by a court or administrative agency with jurisdiction.
(1) Only principals who receive a rating of “Ineffective” may appeal his or her performance review. Any principals that receive a rating of “Developing”, “Effective” or “Highly Effective” cannot appeal, however, have the right to submit a written professional response to their APPR.
(2) A principal may appeal only the substance of his or her performance review, the school district’s adherence to standards and methodologies required for such reviews, adherence to applicable regulations of the Commissioner of Education, and compliance with the procedures for the conduct of performance reviews set forth in the Annual Professional Performance Review plan.
(3) A principal may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.
(4) Appeals concerning a principal’s performance review must be received in the office of the Superintendent of Schools no later than 5 school days after he/she receives his/her APPR composite score. The failure to submit an appeal to the Superintendent of Schools within this time frame shall result in a waiver of the principal’s right to appeal that performance review.
(5) Probationary principals can only pursue procedural appeals. Tenured principals can pursue procedural and/or substantive appeals. The designee will be assigned to review and render a decision on the appeal.
(6) A principal wishing to initiate an appeal must submit a detailed description of the precise point(s) of disagreement over his or her performance review, along with any and all additional documents or written materials that he or she believes are relevant to the resolution of the appeal, to the Superintendent, with a copy to the DAA President (or DAA Designee). The appeal must be submitted in writing. E-mail or other electronic submissions are not permitted. Any additional information not submitted at the time the appeal is filed shall not be considered in the deliberations related to the resolution of the appeal.
(7) Under this appeals process the principal is expected to provide an explanation of relief requested. The principal is required to provide facts and evidence upon which he/she seeks relief.
(8) The designee, shall consider the evidence, perform any investigation, and render a written decision to the Superintendent, Principal and the DAA President (or DAA Designee) within 30 calendar days of receipt of the appeal.
(9) The decision of the designee shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the designee shall not be subject to any further appeal. The designee will be collaboratively agreed upon by Superintendent and DAA President (or DAA Designee).
(10) If the appeal is sustained, the original performance review shall be revised accordingly. The revised performance review may not be reviewed or appealed under this procedure. If the appeal is rejected, the original APPR and Composite Score shall remain unchanged.
The principal’s failure to comply with the requirements of this Appeals Procedure shall result in a denial of the appeal.

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

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

The District will utilize BOCES Network Team evaluator training and lead evaluator training and certification in accordance with SED procedures and processes training will be provided on an on-going basis. Lead evaluator training will include training on: (1) The ISLLC Leadership 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;
(4) Application and use of the principal rubric, including training on the effective application of such rubric to observe a principal's practice;
(5) Application and use of any assessment tools that the school district utilizes to evaluate its building principals, including but not limited to, professional growth goals and school improvement goals, etc.;
(6) Application and use of any locally selected measures of student achievement used by the district to evaluate its principals;
(7) Use of the Statewide Instructional Reporting System;
(8) The scoring methodology, 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 ; and
(9) Specific considerations in evaluating principals of English language learners and students with disabilities.
10) Maintaining inter-rater reliability.
The Superintendent will ensure that lead evaluators participate in annual training and are certified and re-certified on an annual basis. The BOCES Network Team will be utilized to provide the training and recertification. Any individual who fails to achieve required training or certification or re-certification, as applicable, shall not conduct or complete evaluations. The minimum duration of training is defined by one day.

11.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- Checked

11.6) Assurances -- Principals

Please check all of the boxes below:

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

11.6) Assurances -- Principals | Assure that principals will receive timely and constructive feedback as part of the evaluation process.	Checked
11.6) Assurances -- Principals | Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked

11.7) Assurances -- Data

Please check all of the boxes below:

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

12. Joint Certification of APPR Plan

Created Monday, November 03, 2014
Updated Monday, December 15, 2014

Page 1

12.1)Upload the Joint Certification of the APPR Plan

Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using this form: APPR District Certification Form. Please note that Review Room timestamps each revision and signatures cannot be dated earlier than the last revision.

assets/survey-uploads/12158/1867751-3Uqgn5g9Iu/signature page 12-15-14.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.

HEDI Scoring	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING						INEFFECTIVE		
	20	19	18	17	16	15	14	**13**	12	11	10	9	8	7	6	5	4	3	2	1	0
	96-100%	91-95%	85-90%	84-83%	82-81%	80-79%	78-76%	75-74%	73-71%	70-69%	68-67%	66-65%	64%	63-62%	61-60%	59-58%	57-56%	55%	39-54%	21-38%	0-20%

Appendix-A
LOCAL MEASURES

Conversion Charts for Percentage of Students Meeting the Achievement Target 0-100 Percentage Conversion Chart							
Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating
Ineffective		Developing		Effective		Highly Effective	
0-14	1	55	1.5	65-66	2.5	85-87	3.5
15-27	1.1	56	1.6	67-68	2.6	88-90	3.6
28-40	1.2	57	1.7	69-70	2.7	91-93	3.7
41-53	1.3	58	1.8	71-72	2.8	94-96	3.8
54	1.4	59	1.9	73-74	2.9	97-99	3.9
		60	2	75-76	3	100	4
		61	2.1	77-78	3.1		
		62	2.2	79-81	3.2		
		63	2.3	82-83	3.3		
		64	2.4	84	3.4		

LOCAL MEASURES

20 Point Conversion Charts 1-4 Rubric to Sub-component Score

The rubric score listed is the minimum necessary to achieve the corresponding HEDI score value.

1-4 Rubric Conversion Scale*							
Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion
Ineffective		Developing		Effective		Highly Effective	
1	0	1.5	3	2.5	9	3.5	18
1.1	1	1.6	3	2.6	10	3.6	18
1.2	1	1.7	4	2.7	10	3.7	19
1.3	2	1.8	5	2.8	11	3.8	19
1.4	2	1.9	5	2.9	12	3.9	20
		2	6	3	13	4	20
		2.1	6	3.1	14		
		2.2	7	3.2	15		
		2.3	8	3.3	16		
		2.4	8	3.4	17		

LOCAL MEASURES

15 Point Conversion Charts 1-4 Rubric to Sub-Component Score

The rubric score listed is the minimum necessary to achieve the corresponding HEDI score value.

1-4 Rubric Conversion Scale							
Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion
Ineffective		Developing		Effective		Highly Effective	
1	0	1.5	3	2.5	8	3.5	14
1.2	1	1.7	4	2.7	9	4	15
1.4	2	2.0	5	2.9	10		
		2.2	6	3.0	11		
		2.4	7	3.2	12		

		3.4	13

Conversion Chart for State Provided Growth Scores

		20 pt. conversion	15 pt. conversion
Highly Effective	25	20	15
	24	20	15
	23	19	14
	22	18	14
Effective	21	17	13
	20	17	13
	19	16	12
	18	16	12
	17	15	11
	16	15	11
	15	14	10
	14	13	10
	13	12	9
	12	11	9
	11	10	8
	10	9	8
Developing	9	8	7
	8	8	7
	7	7	6
	6	6	6
	5	5	5
	4	4	4
	3	3	3
Ineffective	2	2	2
	1	1	1
	0	0	0

Appendix-A
LOCAL MEASURES

Conversion Charts for Percentage of Students Meeting the Achievement Target 0-100 Percentage Conversion Chart							
Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating
Ineffective		Developing		Effective		Highly Effective	
0-14	1	55	1.5	65-66	2.5	85-87	3.5
15-27	1.1	56	1.6	67-68	2.6	88-90	3.6
28-40	1.2	57	1.7	69-70	2.7	91-93	3.7
41-53	1.3	58	1.8	71-72	2.8	94-96	3.8
54	1.4	59	1.9	73-74	2.9	97-99	3.9
		60	2	75-76	3	100	4
		61	2.1	77-78	3.1		
		62	2.2	79-81	3.2		
		63	2.3	82-83	3.3		
		64	2.4	84	3.4		

LOCAL MEASURES

20 Point Conversion Charts 1-4 Rubric to Sub-component Score

The rubric score listed is the minimum necessary to achieve the corresponding HEDI score value.

1-4 Rubric Conversion Scale*							
Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion
Ineffective		Developing		Effective		Highly Effective	
1	0	1.5	3	2.5	9	3.5	18
1.1	1	1.6	3	2.6	10	3.6	18
1.2	1	1.7	4	2.7	10	3.7	19
1.3	2	1.8	5	2.8	11	3.8	19
1.4	2	1.9	5	2.9	12	3.9	20
		2	6	3	13	4	20
		2.1	6	3.1	14		
		2.2	7	3.2	15		
		2.3	8	3.3	16		
		2.4	8	3.4	17		

LOCAL MEASURES

15 Point Conversion Charts 1-4 Rubric to Sub-Component Score

The rubric score listed is the minimum necessary to achieve the corresponding HEDI score value.

1-4 Rubric Conversion Scale							
Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion
Ineffective		Developing		Effective		Highly Effective	
1	0	1.5	3	2.5	8	3.5	14
1.2	1	1.7	4	2.7	9	4	15
1.4	2	2.0	5	2.9	10		
		2.2	6	3.0	11		
		2.4	7	3.2	12		

		3.4	13

Conversion Chart for State Provided Growth Scores

		20 pt. conversion	15 pt. conversion
Highly Effective	25	20	15
	24	20	15
	23	19	14
	22	18	14
Effective	21	17	13
	20	17	13
	19	16	12
	18	16	12
	17	15	11
	16	15	11
	15	14	10
	14	13	10
	13	12	9
	12	11	9
	11	10	8
	10	9	8
Developing	9	8	7
	8	8	7
	7	7	6
	6	6	6
	5	5	5
	4	4	4
	3	3	3
Ineffective	2	2	2
	1	1	1
	0	0	0

Domain 1: Planning and Preparation **15 Points**

- Rubric Specific
- Highly Effective- 13.5-15
  Effective - 12-13.4
- Developing - 10.5-11.9
- Ineffective – 0-10.4

Domain 2: **Classroom Environment** **15 points**

- Rubric Specific
  Highly Effective- 13.5-15 points
  Effective - 12-13.4
  Developing - 10.5-11.9
  Ineffective -0-10.4

Domain 3: Instruction **15 Points**

- Rubric Specific
  Highly Effective - 13.5-15 points
  Effective - 12-13.4
  Developing - 10.5-11.9
  Ineffective – 0-10.4

Domain 4: Professional Responsibilities **15 Points**

- Rubric Specific
- Highly Effective - 13.5-15 points
- Effective - 12-13.4
- Developing - 10.5-11.9
- Ineffective -0- 10.4

Classroom Observation:

The District will use the **Danielson's Framework for Teaching Rubric (2011 Revised Edition)** to determine the 60 points in the Other Measures subcomponent that must be based on multiple observation. The breakdown of points will be:

Domain I: Planning and Preparation	**Possible Score - 15 points**
Domain II: The Classroom Environment	**Possible Score -15 points**
Domain III: Instruction	**Possible Score - 15 points**
Domain IV: Professional Responsibilities	**Possible Score - 15 points**

Total Possible Score: 60 points

Within each **Domain assigned scores will be** as follows:

Highly Effective:	**13.5-15 points**
Effective:	**12-13.4 points**
Developing:	**10.5-11.9**
Ineffective:	**0-10.4**

The overall score will be assigned as **follows:**

Level	Score	Description
Highly Effective	**54-60 points**	**Overall performance and results exceeds standards**
Effective	**48-53 points**	**Overall performance and results meet standards**

Developing	**42-47 points**	**Overall performance and results need improvement in order to meet standards**
Ineffective	**0-41**	**Overall performance and results do not meet standards**

DUNDEE CENTRAL SCHOOL
PLAN FOR SUCCESS (TIP)

Teacher: **Grade/Subject:**
Evaluator: **Date:**

The purpose of the Plan for Success (TIP) is the improvement of teaching practice. The goal is to provide resources and support for teachers who have been rated as "Developing" or "Ineffective" on their evaluation. The evaluator and the teacher will jointly determine the strategies to be undertaken to improve the deficiencies identified in their evaluation.

Areas for Improvement/ Domain	Teacher Actions	Mentor/Principal Responsibilities	Timeline	Success Indicators

Assignment of a mentor teacher: Yes No
Name of Mentor_____

The teacher, evaluator, mentor (if applicable) shall meet_____ to assess the effectiveness and appropriateness of the Plan for Success in assisting the teacher to achieve the goals set forth. Based on the outcome of this meeting, the Plan shall be modified accordingly.

_____ _____
Teacher Signature **Date**

_____ _____
Principal Signature **Date**

Appendix-A

LOCAL MEASURES

Conversion Charts for Percentage of Students Meeting the Achievement Target 0-100 Percentage Conversion Chart							
Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating	Based on a 100 % Scale	Converted to 1-4 Rating
Ineffective		Developing		Effective		Highly Effective	
0-14	1	55	1.5	65-66	2.5	85-87	3.5
15-27	1.1	56	1.6	67-68	2.6	88-90	3.6
28-40	1.2	57	1.7	69-70	2.7	91-93	3.7
41-53	1.3	58	1.8	71-72	2.8	94-96	3.8
54	1.4	59	1.9	73-74	2.9	97-99	3.9
		60	2	75-76	3	100	4
		61	2.1	77-78	3.1		
		62	2.2	79-81	3.2		
		63	2.3	82-83	3.3		
		64	2.4	84	3.4		

LOCAL MEASURES

20 Point Conversion Charts 1-4 Rubric to Sub-component Score

The rubric score listed is the minimum necessary to achieve the corresponding HEDI score value.

1-4 Rubric Conversion Scale*							
Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion	Based on a 1-4 Rubric Rating	20 Point Conversion
Ineffective		Developing		Effective		Highly Effective	
1	0	1.5	3	2.5	9	3.5	18
1.1	1	1.6	3	2.6	10	3.6	18
1.2	1	1.7	4	2.7	10	3.7	19
1.3	2	1.8	5	2.8	11	3.8	19
1.4	2	1.9	5	2.9	12	3.9	20
		2	6	3	13	4	20
		2.1	6	3.1	14		
		2.2	7	3.2	15		
		2.3	8	3.3	16		
		2.4	8	3.4	17		

LOCAL MEASURES

15 Point Conversion Charts 1-4 Rubric to Sub-Component Score

The rubric score listed is the minimum necessary to achieve the corresponding HEDI score value.

1-4 Rubric Conversion Scale							
Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion	Based on a 1-4 Rubric Rating	15 Point Conversion
Ineffective		Developing		Effective		Highly Effective	
1	0	1.5	3	2.5	8	3.5	14
1.2	1	1.7	4	2.7	9	4	15
1.4	2	2.0	5	2.9	10		
		2.2	6	3.0	11		
		2.4	7	3.2	12		
				3.4	13		

Professional Performance Observation Principal Summary

Principal's Name ***Evaluator's Name***

Domain 1: Total Value 10 Points					
	UNSATISFACTORY /Ineffective 0	BASIC/Developing 3.75	PROFICIENT/ Effective 5.7	DISTINGUISHED/ Highly Effective	
1a - Culture					
	UNSATISFACTORY /Ineffective 0	BASIC/Developing 1.25	PROFICIENT/ Effective 1.88	DISTINGUISHED 2.5	
1b - Sustainability					Score: /10
				Domain 1 Total Value:	***/10***
Domain 2: Rubric Total Value 16 Points					
	UNSATISFACTORY /Ineefective 0	BASIC/Developing 2.4	PROFICIENT/ Effective 3.6	DISTINGUISHED/ Highly Effective	
2a - Culture					
2b - Instructional Program					
	UNSATISFACTORY /Ineffective 0	BASIC/Developing 1.6	PROFICIENT/ Effective 2.4	DISTINGUISHED/ Highly Effective	
2c - Capacity Building					
	UNSATISFACTORY /Ineffective 0	BASIC/Developing .8	PROFICIENT/ Effective 1.2	DISTINGUISHED/ Highly Effective	
2d - Sustainability					
2e - Strategic Planning Process					Score: /16
				Domain 2 Total Value:	***/16***
Domain 3: Rubric Total Value 14 Points					
	UNSATISFACTORY/Ineffective 0	BASIC/Developing 2.8	PROFICIENT/ Effective 4.2	DISTINGUISHED/ Highly Effective	
3a - Capacity Building					
	UNSATISFACTORY /Ineffective 0	BASIC 1.4	PROFICIENT/ Effective 2.1	DISTINGUISHED/ Highly Effective	
3b - Culture					
3c - Sustainability					
3d - Instructional Program					Score: /14
				Domain 3 Total Value:	***/14***
Domain 4: Rubric Total Value 8 Points					
	UNSATISFACTORY /Ineffective 0	BASIC/Developing 1.34	PROFICIENT/ Effective 2.0	DISTINGUISHED/ Highly Effective	
4a - Strategic Planning Process					
4b - Culture					
4c - Sustainability					Score: /8
				Domain 4 Total Value:	***/8***
Domain 5: Rubric Total Value 10 Points					
	UNSATISFACTORY /Ineffective 0	BASIC/Developing 2.4	PROFICIENT/ Effective 3.6	DISTINGUISHED/ Highly Effective	
5a - Sustainability					
5b - Culture					Score: /10
				Domain 5 Total Value:	***/10***
Domain 6: Rubric Total Value 2 Points					
	UNSATISFACTORY /Ineffective 0	BASIC/Developing 0.32	PROFICIENT/ Effective 0.48	DISTINGUISHED/ Highly Effective	
6a - Sustainability					
6b - Culture					Score: /2
				Domain 6 Total Value:	***/2***
				Total Value:	***/60***

DUNDEE CENTRAL SCHOOL
PLAN FOR SUCCESS (PIP)

Principal: **School:**
Evaluator: **Date:**

The purpose of the Plan for Success (PIP) is the improvement of principal practice. The goal is to provide resources and support for principals who have been rated as "Developing" or "Ineffective" on their evaluation. The evaluator and the principal will jointly determine the strategies to be undertaken to improve the deficiencies identified in their evaluation.

Areas for Improvement/ Domain	Principal Actions	Mentor Responsibilities	Timeline	Success Indicators

Assignment of a mentor: Yes No
Name of Mentor_____

The principal, evaluator, mentor (if applicable) shall meet_____ to assess the effectiveness and appropriateness of the Plan for Success in assisting the principal to achieve the goals set forth. Based on the outcome of this meeting, the Plan shall be modified accordingly .

_____ _____
Principal Signature **Date**

_____ _____
Superintendent Signature **Date**

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

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

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

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

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

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

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR Plan will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES will provide the teacher's or principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's or principal's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured
- Assure that the APPR Plan will be posted on the district's or BOCES' website by September 10 or within 10 days after it is approved by the Commissioner, whichever is later
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English Language Learners and students with disabilities
  Assure that educators who receive a Developing or Ineffective rating will receive a Teacher Improvement Plan (TIP) or Principal Improvement Plan (PIP), in accordance with all applicable statutes and 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 all applicable statutes and regulations
- Assure that the district or BOCES has appeal procedures that are consistent with the statute and 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 statute, regulations 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
- Assure that any third party assessment that is administered for use to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.

Signatures, dates

Superintendent Signature: Date:

Kelly Hauck 12-15-14

Teachers Union President Signature: Date:

Zbaniasz Wolitz 12/15/14

Administrative Union President Signature: Date:

Christopher Arnold 12/15/14

Board of Education President Signature: Date:

James Kaeder 12-15-14

- 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 statute, regulations 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
- Assure that any third party assessment that is administered for use to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.

Signatures, dates

Superintendent Signature: Date:

Kelly Hauck 12-15-14

Teachers Union President Signature: Date:

Francesca Watson 12/15/14

Administrative Union President Signature: Date:

Christopher Arnold 12/15/14

Board of Education President Signature: Date:

James Kaeder 12-15-14

For APPR plans submitted to the Commissioner on or after March 2, 2014 for use in the 2014-15 school year and thereafter the school district or BOCES also makes the following specific assurance with respect to their APPR plan:

Pursuant to Section 30-2.3(a)(4) of the Rules of the Board of Regents, the Superintendent, District Superintendent or Chancellor attests that for the 2014-15 school year and thereafter the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for the grade; and the amount of time devoted to test preparation using traditional standardized assessments under standardized testing conditions for each classroom or program within a grade level does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for the grade. Time devoted to teacher administered classroom quizzes or exams, portfolio reviews, performance assessments, formative assessments, and diagnostic assessments is not included in this calculation. Additionally, these calculations do not supersede the requirements of a section of the 504 plan of a qualified student with a disability or federal law relating to English language learners or the individualized education program (IEP) of a student with a disability.

Superintendent / District Superintendent / Chancellor Signature: Date:

Kelly Houck 12-15-14