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

Commissioner of Education
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November 26, 2013

Revised

Robert M. Dufour, Superintendent
Eldred Central School District
600 Rte. 55
Eldred, NY 12732

Dear Superintendent Dufour:

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: Lawrence Thomas

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

Annual Professional Performance Reviews

Created Tuesday, April 30, 2013
Updated Monday, October 21, 2013

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 590801040000

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

590801040000

1.2) School District Name: ELDRED CSD

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

ELDRED CSD

1.3) Assurances

Please check all of the boxes below:

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

1.3) Assurances | Assure that it is understood that this district/BOCES' APPR plan will be posted in its entirety on the NYSED website following approval	Checked

1.4) Submission Status

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

Submission of material changes to an approved APPR plan

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

Created Tuesday, April 30, 2013
Updated Thursday, November 07, 2013

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

For core subjects: grades 6-8 Science and Social Studies, high school English Language Arts, Math, Science, and Social Studies courses associated in 2010-11 with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO:
State assessments (or Regents or Regent equivalents), *required if one exists*
If no State assessment or Regents exam exists:
District-determined assessments from list of State-approved 3rd party assessments; or

District, regional or BOCES-developed assessments provided that it is rigorous and comparable across classrooms
For other grades/subjects: district-determined assessments from options below may be used as evidence of student learning within the SLO:
State assessments, *required if one exists*
List of State-approved 3rd party assessments
District, regional, or BOCES-developed assessments provided that it is rigorous and comparable across classrooms
School- or BOCES-wide, group or team results based on State assessments
Please note: If your district or BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.2 through 2.9, choose "Not applicable" from the drop-down box and type N/A in the assessment box. This would be appropriate if, for example, common branch teachers also teach 6th grade science and/or social studies and therefore would have State-provided growth measures, not SLOs; the district or BOCES does not have certain grades; the district does not offer a specific subject; etc.

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Eldred CSD Developed Grade K ELA Assessment
1	District, regional, or BOCES-developed assessment	Eldred CSD Developed Grade 1 ELA Assessment
2	District, regional, or BOCES-developed assessment	Eldred CSD Developed Grade 2 ELA Assessment

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

For K-3 ELA: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	The Teacher and the building principal will collaboratively develop SLO's based on their student rosters using available background and baseline data. Appropriate individual student growth targets, aligned to District goals, will be set for each SLO. After the specified assessment is administered and scored, the building principals will determine the percentage of students who met the differentiated targets (based on each SLO). After this percentage is determined, the chart below will be utilized to determine the appropriate points and HEDI category for each teacher.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, a large majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, a majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, some of the students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, few students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).

2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Eldred CSD Developed K Grade Math Assessment
1	District, regional, or BOCES-developed assessment	Eldred CSD Developed 1 Grade Math Assessment
2	District, regional, or BOCES-developed assessment	Eldred CSD Developed 2 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.	The Teacher and the building principal will collaboratively develop SLO's based on their student rosters using available background and baseline data. Appropriate individual student growth targets, aligned to District goals, will be set for each SLO. After the specified assessment is administered and scored, the building principals will determine the percentage of students who met the differentiated targets (based on each SLO). After this percentage is determined, the chart below will be utilized to determine the appropriate points and HEDI category for each teacher.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, a large majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, a majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).

Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, some of the students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, few students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).

2.4) Grades 6-8 Science

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

	Science	Assessment
6	Not applicable	N/A -6th grade not departmentalized.
7	District, regional or BOCES-developed assessment	Eldred CSD Developed 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.	The Teacher and the building principal will collaboratively develop SLO's based on their student rosters using available background and baseline data. Appropriate individual student growth targets, aligned to District goals, will be set for each SLO. After the specified assessment is administered and scored, the building principals will determine the percentage of students who met the differentiated targets (based on each SLO). After this percentage is determined, the chart below will be utilized to determine the appropriate points and HEDI category for each teacher.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, a large majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, a majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, some of the students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Based on the District's goals and priorities, few students meet district target goals in the specified area (i.e. art, music, library,

	physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra).

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	Not applicable	N/A -6th grade not departmentalized.
7	District, regional or BOCES-developed assessment	Eldred CSD Developed 7th Grade Social Studies Assessment
8	District, regional or BOCES-developed assessment	Eldred CSD Developed 8th Grade Social Studies Assessment

For Grades 6-8 Social Studies: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	The Teacher and the building principal will collaboratively develop SLO's based on their student rosters using available background and baseline data. Appropriate individual student growth targets, aligned to District goals, will be set for each SLO. After the specified assessment is administered and scored, the building principals will determine the percentage of students who met the differentiated targets (based on each SLO). After this percentage is determined, the chart below will be utilized to determine the appropriate points and HEDI category for each teacher.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Based on the District's goals and priorities, a large majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.
Effective (9 - 17 points) Results meet District goals for similar students.	Based on the District's goals and priorities, a majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.
Developing (3 - 8 points) Results are below District goals for similar students.	Based on the District's goals and priorities, some of the students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Based on the District's goals and priorities, few students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.

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	Eldred CSD Developed Global 1 assessment.

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Global I students will complete a district developed and approved Global I assessment as a pretest to establish a performance baseline for each individual student. Global II students will complete a district developed and approved Global II assessment as a pre-test to establish a performance baseline for each individual student. American History students will complete a district developed and approved American History assessment as a pre-test to establish a performance baseline for each individual student. The post test for Global I will be a district developed and approved Global I post assessment. The corresponding Regent's exam will constitute the post test for Global II and American History. Each teacher will then develop an SLO for acceptable individual growth establishing appropriate targets for each student that are approved by the building Principal and aligned to District goals. After the specified assessment is administered and scored the percentage of students who meet differentiated targets will be established and the results will be used to determine SLO achievement. After this percentage is determined, the attached chart will be utilized to determine the appropriate points and HEDI category for each teacher. Teachers will earn up to 20 points based on the district's Growth HEDI Bands chart as depicted on the attached document.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Eldred CSD is using a locally developed and negotiated table of HEDI scores. Teachers will be considered highly effective when 80% or more of the students achieve the SLO target for individual student growth.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will be considered effective when 50-79% of the students achieve the SLO target for individual student growth.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will be considered developing when 19-49% of the students achieve the SLO target for individual student growth.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will be considered ineffective when 18% or less of the students achieve the SLO target for individual student growth.

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.	Living Environment students will complete a district developed and approved Living Environment assessment as a pretest to establish a performance baseline for each individual student. Earth Science students will complete a district developed and approved Earth Science assessment as a pre-test to establish a performance baseline for each individual student. Chemistry students will complete a district developed and approved Chemistry assessment as a pre-test to establish a performance baseline for each individual student. Physics students will complete a district developed and approved Physics assessment as a pre-test to establish a performance baseline for each individual student. The corresponding Regent's exam will constitute the post test for Living Environment, Earth Science, Chemistry and Physics. Each teacher will then develop an SLO for acceptable individual growth establishing appropriate targets for each student that are approved by the building Principal and aligned to District goals. After the specified assessment is administered and scored the percentage of students who meet differentiated targets will be established and the results will be used to determine SLO achievement. After this percentage is determined, the attached chart will be utilized to determine the appropriate points and HEDI category for each teacher. Teachers will earn up to 20 points based on the district's Growth HEDI Bands chart as depicted on the attached document.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Eldred CSD is using a locally developed and negotiated table of HEDI scores. Teachers will be considered highly effective when 80% or more of the students achieve the SLO target for individual student growth.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will be considered effective when 50-79% of the students achieve the SLO target for individual student growth.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will be considered developing when 19-49% of the students achieve the SLO target for individual student growth.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will be considered ineffective when 18% or less of the students achieve the SLO target for individual student

	growth.

2.8) High School Math Regents Courses

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Algebra I students will complete a district developed and approved Algebra I assessment as a pretest to establish a performance baseline for each individual student. Geometry students will complete a district developed and approved Geometry assessment as a pre-test to establish a performance baseline for each individual student. Algebra 2 students will complete a district developed and approved Algebra 2 assessment as a pre-test to establish a performance baseline for each individual student. Students in common core courses will take the NYS Integrated Algebra Assessment in addition to the NYS Common Core Algebra I Assessment. The higher of the two scores will be used as the post test for Algebra. The corresponding Regent's exam will constitute the post test for Geometry, and Algebra 2. Each teacher will then develop an SLO for acceptable individual growth establishing appropriate targets for each student that are approved by the building Principal aligned to District goals. After the specified assessment is administered and scored the percentage of students who meet differentiated targets will be established and the results will be used to determine SLO achievement. After this percentage is determined, the attached chart will be utilized to determine the appropriate points and HEDI category for each teacher. Teachers will earn up to 20 points based on the district's Growth HEDI Bands chart as depicted on the attached document.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Eldred CSD is using a locally developed and negotiated table of HEDI scores. Teachers will be considered highly effective when 80% or more of the students achieve the SLO target for individual student growth.

Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will be considered effective when 50-79% of the students achieve the SLO target for individual student growth.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will be considered developing when 19-49% of the students achieve the SLO target for individual student growth.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will be considered ineffective when 18% or less of the students achieve the SLO target for individual student growth.

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	Eldred CSD developed 9th grade ELA assessment.
Grade 10 ELA	District, regional or BOCES-developed assessment	Eldred CSD developed 10th grade ELA assessment.
Grade 11 ELA	Regents assessment	NYS Comprehensive English Assessment and NYS Common Core English Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	ELA 9 students will complete a district developed and approved ELA 9 assessment as a pretest to establish a performance baseline for each individual student. ELA 10 students will complete a district developed and approved ELA 10 assessment as a pre-test to establish a performance baseline for each individual student. ELA 11 students will complete a district developed and approved ELA 11 assessment as a pre-test to establish a performance baseline for each individual student. The post test for ELA 9 will be a district developed and approved ELA 9 post assessment. The post test for ELA 10 will be a district developed and approved ELA 10 post assessment. ELA 11th grade students in common core courses will take the NYS Comprehensive English Regent's assessment in addition to the NYS Common Core English Regents assessment. The higher of the two scores will constitute the post test for ELA 11. Each teacher will then develop an SLO for acceptable individual growth establishing appropriate targets for each student that are approved by the building Principal and aligned to District goals.

	After the specified assessment is administered and scored the percentage of students who meet differentiated targets will be established and the results will be used to determine SLO achievement. After this percentage is determined, the attached chart will be utilized to determine the appropriate points and HEDI category for each teacher. Teachers will earn up to 20 points based on the district's Growth HEDI Bands chart as depicted on the attached document.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Eldred CSD is using a locally developed and negotiated table of HEDI scores. Teachers will be considered highly effective when 80% or more of the students achieve the SLO target for individual student growth.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will be considered effective when 50-79% of the students achieve the SLO target for individual student growth.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will be considered developing when 19-49% of the students achieve the SLO target for individual student growth.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will be considered ineffective when 18% or less of the students achieve the SLO target for individual student growth.

2.10) All Other Courses

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

	Course(s) or Subject(s)	Option	Assessment
	All other courses/teachers not named above.	District, Regional or BOCES-developed	Eldred CSD developed course specific assessment.
	Special Education	State Assessment	NYS grade specific and subject assessment

For all other courses, as applicable: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	The Teacher and the building principal will collaboratively develop SLO's based on their student rosters using available background and baseline data. Appropriate individual student growth targets, aligned to District goals, will be set for each SLO. After the specified assessment is administered and scored, the building principals will determine the percentage of students who met the differentiated targets (based on each SLO). After this percentage is determined, the chart below will be utilized to determine the appropriate points and HEDI category for each teacher.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Based on the District's goals and priorities, a large majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.

Effective (9 - 17 points) Results meet District goals for similar students.	Based on the District's goals and priorities, a majority of students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.
Developing (3 - 8 points) Results are below District goals for similar students.	Based on the District's goals and priorities, some of the students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Based on the District's goals and priorities, few students meet district target goals in the specified area (i.e. art, music, library, physical education, spanish, ESL, speech/language, ELA, mathematics, reading, band, orchestra)as evaluated by district-created assessments in each area.

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/12186/571168-TXEtxx9bQW/ECS State Growth Chart 2013-2014_2.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.

SLO targets may be adjusted for student prior academic history, students with disabilities, English language learners, and students in poverty.

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

Created Tuesday, April 30, 2013
Updated Friday, November 22, 2013

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Locally Selected Measures of Student Achievement or Growth

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

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

Locally selected measures for common branch teachers: This form calls for locally selected measures in both ELA and math in grades typically served by common branch teachers. Districts may select local measures for common branch teachers that involve subjects other than ELA and math. Whatever local measure is selected for common branch teachers, please enter it under ELA and/or math and describe the assessment used, including the subject. Use N/A for other lines in that grade level that are served by common branch teachers. Describe the HEDI criteria for the measure in the same section where you identified the locally selected measure and assessment. Additionally, please provide a brief explanation in the HEDI general description box of why you have listed the grade/course as “Not Applicable” (e.g., district/BOCES does not offer this grade/subject; common branch teacher).

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

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

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

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

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

Measures based on:

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

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

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	STAR Reading Enterprise
5	4) State-approved 3rd party assessments	STAR Reading Enterprise
6	4) State-approved 3rd party assessments	STAR Reading Enterprise
7	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

8	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	See chart attached: Teachers local assessment score will be arrived at as follows: The STAR Reading Enterprise scale score or the STAR Math Enterprise scale score for grades 4-6 and both the STAR Reading Enterprise and the STAR Math Enterprise scale scores for grades 7 & 8 will be utilized to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with the District's goals and priorities and will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.

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	4) State-approved 3rd party assessments	STAR Math Enterprise
5	4) State-approved 3rd party assessments	STAR Math Enterprise
6	4) State-approved 3rd party assessments	STAR Math Enterprise
7	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
8	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	See chart attached: Teachers local assessment score will be arrived at as follows: The STAR Reading Enterprise scale score or the STAR Math Enterprise scale score for grades 4-6 and both the STAR Reading Enterprise and the STAR Math Enterprise scale scores for grades 7 & 8 will be used to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with the District's goals and priorities and will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

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/12149/571169-rhJdBgDruP/ECS Local Measures of Growth 2013-2014_1.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.

	Locally-Selected Measure from List of Approved Measures	Assessment
K	4) State-approved 3rd party assessments	STAR Early Literacy Enterprise
1	4) State-approved 3rd party assessments	STAR Early Literacy Enterprise
2	4) State-approved 3rd party assessments	STAR Early Literacy Enterprise
3	4) State-approved 3rd party assessments	STAR Reading Enterprise

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	See chart attached: Teachers local assessment score will be arrived at as follows: The STAR Early Literacy Enterprise or the STAR Reading Enterprise scale score will be utilized to determine the percentage of a teacher's students meeting target growth based on the District's goals and priorities and will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math

	Enterprise assessments.

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	7) Student Learning Objectives	Eldred CSD developed grade K Math Assessment 2
1	7) Student Learning Objectives	Eldred CSD developed grade 1 Math Assessment 2
2	4) State-approved 3rd party assessments	STAR Math Enterprise
3	4) State-approved 3rd party assessments	STAR Math Enterprise

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	See chart attached: Teachers local assessment score will be arrived at as follows: The District approved grade K and Grade 1 Math Assessment 2 pretest and post-test scores will be utilized to determine the percentage of a teacher's students meeting target growth based on the District's goals and priorities and will determine the number of points as indicated on the attached chart. The STAR Math Enterprise scale score will be utilized to determine the percentage of a teacher's students meeting target growth based on the District's goals and priorities and will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments as well as locally developed assessments.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments as well as locally developed assessments.

Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments as well as locally developed assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments as well as locally developed assessments.

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	Not applicable	N/A - 6th grade not departmentalized.
7	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
8	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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.	See chart attached: For Teachers the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with the District's goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

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	Not applicable	N/A - 6th grade not departmentalized.
7	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
8	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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.	See chart attached: For Teachers the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with the District’s goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as

	evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

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	STAR Reading Enterprise/STAR Math Enterprise
Global 2	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
American History	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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.	See chart attached: For Teachers the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with the District’s goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

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	STAR Reading Enterprise/STAR Math Enterprise
Earth Science	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Chemistry	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Physics	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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	See chart attached: For Teachers the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate

3.13, below.	scale score will be added together and divided by two to obtain a composite scale score and to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with the District's goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets.The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

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	STAR Reading Enterprise/STAR Math Enterprise
Geometry	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Algebra 2	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	See chart attached: For Teachers the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with District's goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

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	STAR Reading Enterprise/STAR Math Enterprise

Grade 10 ELA	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Grade 11 ELA	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	See chart attached: For Teachers the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with District's goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

3.12) All Other Courses

Fill in for additional grades/subjects, as applicable. If you need additional space, complete additional copies of this form and upload (below) as attachments.

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
Technology	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Keyboarding	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Home & Careers	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Art	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Health	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Physcial Education	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
General Music, Band & Chorus	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Foreign Language	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Non Regents Math and Science Courses	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Business Courses	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Remedial & Title I Reading	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Remedial Math	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Non Regents English Courses	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Non Regents Social Studies	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Special Education	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Drivers Education	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise
Library-Media Specialist	6(ii) School wide measure computed locally	STAR Reading Enterprise/STAR Math Enterprise

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.	See chart attached: For Teachers the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and to determine the percentage of students meeting individual target growth based on a school wide measure in accordance with District's goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math Enterprise assessments.

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/12149/571169-y92vNseFa4/ECS State Growth Chart 2013-2014_2.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.

There are no adjustments, controls, or other special considerations at this time.

3.15) Teachers with More Than One Locally Selected Measure

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

For teachers with multiple measures computed locally using STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and the percentage of students meeting target growth based on the District's goals and priorities will determine the number of HEDI points as indicated on the attached chart. If there are multiple Eldred CSD developed assessments in Math and ELA for a grade level the the scores will be added together and dived by two to obtain a composite score and the percentage of students meeting target growth based on the District's goals and priorities will determine the number of HEDI points as indicated on the attached chart. Standard rounding rules will apply.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

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4.1) Teacher Practice Rubric

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

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

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

Marshall's Teacher Evaluation Rubric

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	60
One or more observation(s) by trained independent evaluators	(No response)
Observations by trained in-school peer teachers	(No response)
Feedback from students using State-approved survey tool	(No response)
Feedback from parents/caregivers using State-approved survey tool	(No response)

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

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

The district's Professional Development Team reviewed and evaluated each domain and sub-component in the Marshall rubric and assigned scoring bands according to the relevance the element had on our instructional process. The 6 informal observations will not be individually scored. The informal observations are used to collect evidence on effective instructional practices which is utilized to score the summative rubric at the end of the year in accordance with Marshall's guidelines:

"The rubrics are designed to give teachers an end-of-the-year assessment of where they stand in all performance areas – and detailed guidance on how to improve. They are not checklists for classroom visits. To knowledgeably fill out the rubrics, supervisors need to have been in classrooms frequently throughout the year. It is irresponsible to fill out the rubrics based on one classroom observation. Unannounced mini-observations every 2-3 weeks followed by face-to-face
conversations are the best way for supervisors to have an accurate sense of teachers' performance, give ongoing praise and suggestions, and listen to concerns."

The rubric will be scored on a scale of 1 to 4. The rubric score listed is the minimum score necessary to achieve the corresponding HEDI score.

Using the Marshall rubric, the 60 points will be distributed as follows:

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

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

assets/survey-uploads/5091/137068-eka9yMJ855/Marshall Scoring Teachers_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.	As per the Marshall rubric, a highly effective rating is categorized as "truly outstanding teaching that meets very demanding criteria."
Effective: Overall performance and results meet NYS Teaching Standards.	As per the Marshall rubric, an effective rating is categorized as "solid, expected professional performance."
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	As per the Marshall rubric, a developing rating is categorized as "improvement necessary indicating that performance has real deficiencies."
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	As per the Marshall rubric, an ineffective rating is categorized as "one that does not meet standards - level is clearly unacceptable."

Provide the ranges for the 60-point scoring bands.

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

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers | Formal/Long	0
4.6) Observations of Probationary Teachers | Informal/Short	6
4.6) Observations of Probationary Teachers | Enter Total	6

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?

- Not Applicable

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

- In Person

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

4.7) Observations of Tenured Teachers | Formal/Long	0
4.7) Observations of Tenured Teachers | Informal/Short	6
4.7) Observations of Tenured Teachers | Total	6

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?

- Not Applicable

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

- In Person

5. Composite Scoring (Teachers)

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

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

Overall Composite Score
Highly Effective
22-25
14-15
Ranges determined locally--see above

91-100
Effective
10-21
8-13
75-90
Developing
3-9
3-7
65-74
Ineffective
0-2
0-2
0-64

6. Additional Requirements - Teachers

Created Tuesday, April 30, 2013
Updated Tuesday, October 29, 2013

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/5265/148754-Df0w3Xx5v6/Teacher TIP.docx

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

9.1 Levels of Appeal
9.1.1 There shall be two levels of Appeal. Level One Appeal shall be with the Superintendent. Level Two Appeal shall be with the

Appeals Panel.
9.1.2 All appeals will be addressed in a timely and expeditious manner consistent with Education Law 3012c.
9.2 Reasons for Appeal –
9.2.1 Issuance of an APPR Ineffective or Developing Rating,
9.2.1.1 A teacher who receives an ineffective or developing rating on their annual composite shall be entitled to appeal such rating. The appeal shall be filed within ten (10) calendar days of personal delivery of the final performance review upon the teacher.
9.2.2 Issuance of a Teacher Improvement Plan
9.2.2.1 A teacher who receives a teacher improvement plan ("TIP") and disputes its issuance shall be entitled to appeal. An appeal of the issuance of the TIP shall be filed within ten (10) calendar days of personal delivery of the TIP.
9.2.3 Implementation of a Teacher Improvement Plan
9.2.3.1 A teacher who is issued a TIP and subsequently disputes its implementation shall be entitled to appeal. An appeal of the implementation of a TIP shall be filed within ten (10) calendar days of the personal delivery of the subsequent year performance review upon the teacher.
9.3 Level One Appeal
9.3.1 The teacher filing an appeal must first file a Level One Appeal.
9.3.2 Level One Appeal – shall consist of a meeting of the teacher, an association representative, and the Superintendent to discuss areas of concern regarding his/her APPR rating, issuance of a TIP or implementation of a TIP. At this meeting the teacher shall define his/her areas of concerns and request that corrective action be taken by altering his/her APPR rating, rescinding or modifying his/her TIP, or altering the implementation of the TIP. This meeting shall have the intention of resolving the disputes that the teacher has in a collegial manner.
9.3.3 The Teacher shall include a written description of the specific areas of disagreement with his/her APPR, TIP or TIP implementation and shall include any supporting documentation when requesting the Level One Appeal. The request for an Appeal and all supporting documentation shall be delivered prior to such Level One appeal meeting.
9.3.4 Within ten (10) calendar days the Superintendent shall schedule a meeting with the teacher and association representative.
9.3.5 Within ten (10) calendar days after the Level One Appeal meeting the Superintendent will issue in writing his/her rulings on the Level One Appeal.
9.3.6 If the appeal is resolved the appeal is closed.
9.3.7 If the appeal is unresolved at Level One and the teacher wishes to proceed to a Level Two Appeal, the teacher shall notify the Superintendent in writing within ten (10) days of receipt of the Level One Appeal decision. The teacher's appeal is limited to those issues raised in the Level One Appeal.
9.3.8 A teacher who fails to file a Level Two appeal within the allotted time frame of ten (10) calendar days shall be deemed to have surrendered any future rights to the appeal process and the appeal process is closed.
9.4 Level Two Appeal
9.4.1 Level Two Appeal shall be heard by an Appeals Panel.
9.4.2 Appeal Panel – the appeals panel shall be comprised of three individuals one chosen by the administrators association, one by the school District and one mutually agreed to by the individuals chosen by the respective parties. The teacher requesting the appeal and the lead evaluator responsible for the teacher's APPR evaluation are ineligible to sit on the Appeal Panel. If the two individuals chosen are unable to agree on a third member, the third member will be chosen by the BOCES District Superintendent
9.4.3 The appeal shall include a written description of the specific areas of disagreement over the teacher's performance review as prescribed in Section 3012-c of the Education Law, or where applicable the issuance and /or implementation of the terms of his/her improvement plan in accordance with the requirements set forth in Section 3012-c of the Education Law.
10.3.9 The appeal shall include a written description of the specific areas of disagreement over the principal's performance review as prescribed in Section 3012-c of the Education Law, or where applicable the issuance and /or implementation of the terms of his/her improvement plan in accordance with the requirements set forth in Section 3012-c of the Education Law.
10.3.10 The teacher shall include in his appeal the disputed performance review or improvement plan. In addition, the teacher may submit other documents or materials in support of his/her appeal. The teacher may also request information from the school district that is relevant to his/her appeal, and that information shall be disclosed as soon as possible. Until the material is furnished to the teacher and delivered to the panel, the appeal shall remain open.
10.3.11 Within ten (10) calendar days of receipt of an appeal, the district must submit a detailed written response to the appeal. The response must include all additional documents or written materials relevant to the points(s) of disagreement that support the district's response. Any such information that is not submitted at the time the response is filed shall not be considered on behalf of the district in the deliberations related to resolution of the appeal. The teacher initiating the appeal shall receive a copy of the response filed by the school district, and all additional information submitted with the response, at the same time the school district files its response. In the spirit of full disclosure the principal will have ten (10) calendar days to reply to the district's response
10.3.12 The panel shall review and render a decision on the teacher's appeal within ten (10) calendar days from the receipt by the full Appeal Panel of the completed appeal.

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.

All evaluators and lead evaluators will be trained in the nine required elements of the 30-2.9B through seminars and workshops conducted by the Sullivan County BOCES Network Team and other BOCES. Evaluators and lead evaluators will also attend third party workshops conducted by Danielson, Pearson and Marshall (and others on the NYS approved rubric list) for rubric specific training. Evaluators and lead evaluators will be certified and re-certified by the Board of Education on the recommendation of the Superintendent of Schools. Training will include but not be limited to evidence based observations, application and use of student growth percentile and value added models, use of specific teacher evaluation rubrics, application and use of local assessment tools, application and use of state approved locally selected measures, use of statewide instructional reporting system, etc.. Training will consist of a minimum of 40 hours and will be recurring.

Inter-rater reliability will be regulated through local policies governing the conduct of classroom observations and the summative rubric (i.e. the requirement that any teacher or principal that receives a developing or ineffective rating be provided with a detailed commentary as to the reason for the rating). The district uses OASYS from My Learning Plan to assure the continuity in format for all classroom observations and summative APPR's.

6.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

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Updated Monday, July 22, 2013

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

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

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

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

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

PK-6
7-12
(No response)
(No response)
(No response)
(No response)
(No response)

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

Please check the boxes below:

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

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

Student Learning Objectives will be the other comparable growth measures for principals in buildings or programs in which fewer than 30% of students take Grades 4-8 ELA, Math, and/or High School courses with State or Regents assessments. SLOs will be developed

using the assessments covering the most students in the school or program and continuing until at least 30% of students in the school or program are covered by SLOs. The district must select the type of assessment that will be used with the SLO from the options below.

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

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

List of State-approved 3rd party assessments

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	N/A
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	N/A
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	N/A
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	N/A
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	N/A

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

8. Local Measures (Principals)

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Updated Thursday, November 07, 2013

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

In the table below, please list the grade configurations of the school(s)/program(s) in your district/BOCES where it is expected that 30-100% of a principal's students are taking assessments with a State-provided growth or value-added measure (e.g., K-5, 6-8, 9-12). Then for each grade configuration, select a measure of growoth or achievement from the drop-down menu. As a reminder, the grade configurations/programs listed in Task 8.1 should be the same as those listed in Task 7.1.
Note: Districts and BOCES may select one or more types of growth or achievement measures for each grade configuration. If you are using more than one type of local measure for the evaluation of principals in a given grade configuration, list that grade configuration multiple times. If more space is needed, duplicate this portion of the form and upload additional pages (below) as an attachment.

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

(a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
(b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
(c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
(d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
(e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
(f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
(g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
(h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades

Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
PK-6	(d) measures used by district for teacher evaluation	STAR Reading Enterprise/STAR Math Enterprise
7-12	(d) measures used by district for teacher evaluation	STAR Reading Enterprise/STAR Math Enterprise

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	See chart attached: For building principals of schools the local assessment score will be arrived at as follows: The STAR Reading Enterprise aggregate scale score and the STAR Math Enterprise aggregate scale score will be added together and divided by two to obtain a composite scale score and the percentage of students meeting target growth based on the District's goals and priorities will determine the number of points as indicated on the attached chart. Individual student growth targets will be set by the District. Growth will be determined by comparing the pretest and post-test outcomes to calculate the percentage of students that meet/exceed their targets. The HEDI points will be allocated based on the percentage of students meeting the target.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, a large majority of students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for	Based on the District's goals and priorities, a majority of students in the school will demonstrate growth and meet target

grade/subject.	growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, some students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Based on the District's goals and priorities, few students in the school will demonstrate growth and meet target growth in the area of language arts and mathematics as evaluated by the results of the STAR Reading Enterprise and STAR Math enterprise assessments.

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

(No response)

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

assets/survey-uploads/12190/571174-qBFVOWF7fC/ECS Local Measures of Growth 2013-2014_1.docx

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

In the table below, list all of the grade configurations/programs used in your district or BOCES in which the district/BOCES expects that fewer than 30% of students will receive a State-provided growth score (e.g., K-2, K-3, CTE). Then for each grade configuration, select a measure from the drop-down menu. As a reminder, the grade configurations/programs listed in Task 8.2 should be the same as those listed in Task 7.3.
Note: Districts and BOCES may select one or more types of growth or achievement measures for each grade configuration. If you are using more than one type of local measure for the evaluation of principals in a given grade configuration, list that grade configuration multiple times. If more space is needed, duplicate this portion of the form and upload additional pages (below) as an attachment.

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

(a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
(b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
(c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
(d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
(e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
(f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
(g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)

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

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

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

	Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment

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.	N/A
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A

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

(No response)

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

(No response)

8.3) Locally Developed Controls

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

N/A

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.

(No response)

8.5) Assurances

Please check all of the boxes below:

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

9. Other Measures of Effectiveness (Principals)

Created Tuesday, April 30, 2013
Updated Tuesday, October 29, 2013

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9.1) Principal Practice Rubric

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

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

Marshall's Principal Evaluation Rubric

(No response)

9.2) Points Within Other Measures

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

Some districts may prefer to assign points differently for different groups of principals. This APPR form only provides one space for assigning points within other measures for principals. If your district/BOCES prefers to assign points differently for different groups of principals, enter the 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.

The district's Professional Development Team reviewed and evaluated each domain and sub-component in the Marshall rubric and assigned scoring bands according to the relevance the element had on our instructional process. The multiple school visits will not be individually scored. The multiple school visits are used to collect evidence which in turn is utilized to rate/score the summative rubric at the end of the year in accordance with Marshall's guidelines:

"The rubrics are designed to give principals and other school-based administrators an end-of-the-year assessment of where they stand in all performance areas – and detailed guidance for improvement. These rubrics are not checklists for school visits. To knowledgeably fill out the rubrics, a supervisor needs to have been in the school frequently throughout the year; it is irresponsible to fill out the rubrics based on one visit and without ongoing dialogue."

The rubric is scored on a 1-4 scale. The rubric score listed on the chart is the minimum score necessary to achieve the corresponding HEDI score.

Using the Marshall rubric, the 60 points will be distributed as follows:

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

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

assets/survey-uploads/5143/150188-pMADJ4gk6R/Marshall Scoring Principals_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 standards.	As per the Marshall rubric, a highly effective rating is categorized as "truly outstanding leadership that meets very demanding criteria."
Effective: Overall performance and results meet standards.	As per the Marshall rubric, an effective rating is categorized as "solid, expected professional performance."
Developing: Overall performance and results need improvement in order to meet standards.	As per the Marshall rubric, a developing rating is categorized as "improvement necessary indicating that performance has real deficiencies."
Ineffective: Overall performance and results do not meet standards.	As per the Marshall rubric, an ineffective rating is categorized as "one that does not meet standards - level is clearly unacceptable."

Please provide the locally-negotiated 60 point scoring bands.

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

9.8) School Visits

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

Probationary Principals

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

Tenured Principals

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

10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013
Updated Monday, July 22, 2013

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

Growth or Comparable Measures
Locally-selected Measures of growth or achievement
Other Measures of Effectiveness (60 points)

Overall Composite Score
Highly Effective
18-20
18-20
Ranges determined locally--see below
91-100
Effective
9-17
9-17
75-90
Developing
3-8
3-8
65-74
Ineffective
0-2
0-2
0-64

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

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

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

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

Overall Composite Score
Highly Effective
22-25

14-15
Ranges determined locally--see above
91-100
Effective
10-21
8-13
75-90
Developing
3-9
3-7
65-74
Ineffective
0-2
0-2
0-64

11. Additional Requirements - Principals

Created Tuesday, April 30, 2013
Updated Monday, July 22, 2013

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

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

assets/survey-uploads/5276/150195-Df0w3Xx5v6/Principal Improvement Plan.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:

10.1 Levels of Appeal
10.1.1 There shall be two levels of Appeal. Level One Appeal shall be with the Superintendent. Level Two Appeal shall be with the Appeals Panel.
10.1.2 All appeals will be addressed in a timely and expeditious manner consistent with Education Law 3012c.
10.2 Reasons for Appeal –
10.2.1 Issuance of an APPR Ineffective or Developing Rating,
10.2.1.1 A principal who receives an ineffective or developing rating on their annual composite shall be entitled to appeal such rating. The appeal shall be filed within ten (10) calendar days of personal delivery of the final performance review upon the principal.
10.2.2 Issuance of a Principal Improvement Plan
10.2.2.1 A principal who receives a principal improvement plan ("PIP") and disputes its issuance shall be entitled to appeal. An appeal of the issuance of the PIP shall be filed within ten (10) calendar days of personal delivery of the PIP.
10.2.3 Implementation of a Principal Improvement Plan
10.2.3.1 A principal who is issued a PIP and subsequently disputes its implementation shall be entitled to appeal. An appeal of the implementation of a PIP shall be filed within ten (10) calendar days of the personal delivery of the subsequent year performance review upon the principal.
10.3 Level One Appeal
10.3.1 The principal filing an appeal must first file a Level One Appeal.
10.3.2 Level One Appeal – shall consist of a meeting of the principal, an association representative, and the Superintendent to discuss areas of concern regarding his/her APPR rating, issuance of a PIP or implementation of a PIP. At this meeting the principal shall define his/her areas of concerns and request that corrective action be taken by altering his/her APPR rating, rescinding or modifying his/her PIP, or altering the implementation of the PIP. This meeting shall have the intention of resolving the disputes that the principal has in a collegial manner.
10.3.3 The Principal shall include a written description of the specific areas of disagreement with his/her APPR, PIP or PIP implementation and shall include any supporting documentation when requesting the Level One Appeal. The request for an Appeal and all supporting documentation shall be delivered prior to such Level One appeal meeting.
10.3.4 Within ten (10) calendar days the Superintendent shall schedule a meeting with the principal and association representative.
10.3.5 Within ten (10) calendar days after the Level One Appeal meeting the Superintendent will issue in writing his/her rulings on the Level One Appeal.
10.3.6 If the appeal is resolved the appeal is closed.
10.3.7 If the appeal is unresolved at Level One and the principal wishes to proceed to a Level Two Appeal, the principal shall notify the Superintendent in writing within ten (10) days of receipt of the Level One Appeal decision. The principal's appeal is limited to those issues raised in the Level One Appeal.
10.3.8 A principal who fails to file a Level Two appeal within the allotted time frame of ten (10) calendar days shall be deemed to have surrendered any future rights to the appeal process and the appeal process is closed.
10.4 Level Two Appeal
10.4.1 Level Two Appeal shall be heard by an Appeals Panel.
10.4.2 Appeal Panel – the appeals panel shall be comprised of three individuals one chosen by the administrators association, one by the school District and one mutually agreed to by the individuals chosen by the respective parties. The principal requesting the appeal and the lead evaluator responsible for the principal's APPR evaluation are ineligible to sit on the Appeal Panel. If the two individuals chosen are unable to agree on a third member, the third member will be chosen by the BOCES District Superintendent
10.4.3 The appeal shall include a written description of the specific areas of disagreement over the principal's performance review as prescribed in Section 3012-c of the Education Law, or where applicable the issuance and /or implementation of the terms of his/her improvement plan in accordance with the requirements set forth in Section 3012-c of the Education Law.
10.4.4 The principal shall include in his appeal the disputed performance review or improvement plan. In addition, the principal may submit other documents or materials in support of his/her appeal. The principal may also request information from the school district that is relevant to his/her appeal, and that information shall be disclosed as soon as possible. Until the material is furnished to the principal and delivered to the panel, the appeal shall remain open.
10.4.5 Within ten (10) calendar days of receipt of an appeal, the district must submit a detailed written response to the appeal. The response must include all additional documents or written materials relevant to the points(s) of disagreement that support the district's response. Any such information that is not submitted at the time the response is filed shall not be considered on behalf of the district in the deliberations related to resolution of the appeal. The principal initiating the appeal shall receive a copy of the response filed by the school district, and all additional information submitted with the response, at the same time the school district files its response.
10.4.6 The Appeal Panel may request additional information in writing or may at its discretion request to question anyone deemed relevant to their deliberations. The appeal shall not be considered complete until the Appeal Panel has satisfactorily received all the information it has requested.
10.4.7 The panel shall review and render a decision on the principal's appeal within ten (10) calendar days from the receipt by the full Appeal Panel of the completed appeal.
10.4.8 If the panel is unable to reach a consensus decision, the neutral mutually agreed upon panel member shall be deemed to be the Panel Chairperson and responsible for making a final decision on the appeal.
10.5 Miscellaneous
10.5.1 A principal who invokes the appeals process described herein does not waive his/her right to submit a written rebuttal to the

final evaluation. A principal shall always have the right to submit a written rebuttal to his/her evaluation. The completed lead evaluator's other measures of principal effectiveness must be presented to the principal by the last day of school year.

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.

All evaluators and lead evaluators will be trained through seminars and workshops conducted by the Sullivan County BOCES Network Team and other BOCES. Evaluators and lead evaluators will also attend third party workshops conducted by Danielson, Pearson and Marshall (and others on the NYS approved rubric list) for rubric specific training. Evaluators and lead evaluators will be certified and re-certified by the Board of Education on the recommendation of the Superintendent of Schools. Training will include but not be limited to evidence based observations, application and use of student growth percentile and value added models, use of specific teacher evaluation rubrics, application and use of local assessment tools, application and use of state approved locally selected measures, use of statewide instructional reporting system, etc.. Training will consist of a minimum of 40 hours and will be recurring.

Inter-rater reliability will be regulated through local policies governing the conduct of classroom observations and the summative rubric (i.e. the requirement that any teacher or principal that receives a developing or ineffective rating be provided with a detailed commentary as to the reason for the rating). The district uses OASYS from My Learning Plan to assure the continuity in format for all classroom observations and summative APPR's.

11.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

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

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

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

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

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

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

to evaluate its teachers or principals

(7) use of the Statewide Instructional Reporting System

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

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

- Checked

11.6) Assurances -- Principals

Please check all of the boxes below:

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

11.7) Assurances -- Data

Please check all of the boxes below:

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

12. Joint Certification of APPR Plan

Created Tuesday, April 30, 2013
Updated Friday, November 22, 2013

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12.1)Upload the Joint Certification of the APPR Plan

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

assets/survey-uploads/12158/571178-3Uqgn5g9Iu/2013-11-22@08.32.28.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.

The selected measures of growth will use the HEDI methodology in the assignment of rating and points as illustrated in the table below:

Rating	Rating Description that will be used in determining the assignment of the rating	Rubric Points Non-Value-Added	
Highly effective	Results are well-above District expectations for growth or achievement of student learning standards for grade/subject.	18-20	
Effective	Results meet District expectations for growth or achievement of student learning standards for grade/subject.	9-17	
Developing	Results are below District expectations for growth or achievement of student learning standards for grade/subject.	3-8	
Ineffective	Results are well-below District expectations for growth or achievement of student learning standards for grade/subject.	0-2	

Eldred CSD State Growth HEDI Bands: Non-Value Added
Percent of students meeting growth targets from the Fall pretest to the Spring post-test

HIGHLY EFFECTIVE	**20**	**95-100%**
	19	**86-94%**
	18	**80-85%**
EFFECTIVE	**17**	**74-79%**
	16	**71-73%**
	15	**68-70%**
	14	**65-67%**
	13	**62-64%**
	12	**59-61%**
	11	**56-58%**
	10	**53-55%**
	9	**50-52%**
DEVELOPING	**8**	**41-49%**
	7	**36-40%**
	6	**32-35%**
	5	**28-31%**
	4	**24-27%**
	3	**19-23%**
INEFFECTIVE	**2**	**13-18%**
	1	**7-12%**
	0	**0-6%**

The Locally-selected measures of growth will use the HEDI methodology in the assignment of rating and points as illustrated in the table below:

Rating	Rating Description that will be used in determining the assignment of the rating	Rubric Points Non-Value-Added	Rubric Points Value-Added
Highly effective	Results are well-above District expectations for growth or achievement of student learning standards for grade/subject.	18-20	14-15
Effective	Results meet District expectations for growth or achievement of student learning standards for grade/subject.	9-17	8-13
Developing	Results are below District expectations for growth or achievement of student learning standards for grade/subject.	3-8	3-7
Ineffective	Results are well-below District expectations for growth or achievement of student learning standards for grade/subject.	0-2	0-2

Eldred CSD Local Measures of Growth HEDI Bands: Non-Value Added
Percent of students meeting their growth targets from the Fall pretest to the Spring post-test

HIGHLY EFFECTIVE	20	95-100%
	19	86-94%
	18	80-85%
EFFECTIVE	17	74-79%
	16	71-73%
	15	68-70%
	14	65-67%
	13	62-64%
	12	59-61%
	11	56-58%
	10	53-55%
	9	50-52%
DEVELOPING	8	41-49%
	7	36-40%
	6	32-35%
	5	28-31%
	4	24-27%
	3	19-23%
INEFFECTIVE	2	13-18%
	1	7-12%
	0	0-6%

Eldred CSD Local Measures of Growth HEDI Bands: Value Added
Percent of students meeting their growth targets from the Fall pretest to the Spring post-test

HIGHLY EFFECTIVE	15	90-100%
	14	80-89%
EFFECTIVE	13	73-79%
	12	67-72%
	11	61-66%
	10	56-60%
	9	50-55%
	8	45-49%
DEVELOPING	7	38-44%
	6	31-37%
	5	24-30%
	4	17-23%
	3	10-16%
INEFFECTIVE	2	5-9%
	1	2-4%
	0	0-1%

The selected measures of growth will use the HEDI methodology in the assignment of rating and points as illustrated in the table below:

Rating	Rating Description that will be used in determining the assignment of the rating	Rubric Points Non-Value-Added	
Highly effective	Results are well-above District expectations for growth or achievement of student learning standards for grade/subject.	18-20	
Effective	Results meet District expectations for growth or achievement of student learning standards for grade/subject.	9-17	
Developing	Results are below District expectations for growth or achievement of student learning standards for grade/subject.	3-8	
Ineffective	Results are well-below District expectations for growth or achievement of student learning standards for grade/subject.	0-2	

Eldred CSD State Growth HEDI Bands: Non-Value Added
Percent of students meeting growth targets from the Fall pretest to the Spring post-test

HIGHLY EFFECTIVE	**20**	**95-100%**
	19	**86-94%**
	18	**80-85%**
EFFECTIVE	**17**	**74-79%**
	16	**71-73%**
	15	**68-70%**
	14	**65-67%**
	13	**62-64%**
	12	**59-61%**
	11	**56-58%**
	10	**53-55%**
	9	**50-52%**
DEVELOPING	**8**	**41-49%**
	7	**36-40%**
	6	**32-35%**
	5	**28-31%**
	4	**24-27%**
	3	**19-23%**
INEFFECTIVE	**2**	**13-18%**
	1	**7-12%**
	0	**0-6%**

6.1.1. The scoring of the practice rubric shall be calculated on the basis of one (1) to four (4) points for each element of the rubric as follows:

The table below indicates the rubric point value and the narrative descriptions that shall be used for the ratings:

Rating	Rating Description that will be used in determining the assignment of the rating	Rubric Point Value
Highly effective score	Overall performance and results exceed the educational leader standards set by the Eldred School District.	4
Effective	Overall performance and results meet the educational leader standards set by the Eldred School District.	3
Developing	Overall performance and results need improvement in order to meet the educational leader standards set by the Eldred School District.	2
Ineffective	Overall performance and results do not meet educational leader standards set by the Eldred School District.	1

If any items are not applicable that item will not be used in the divisor to determine the final rubric score. The scoring will be determined by summing all the point values for each applicable element in the rubric and dividing the sum of the score by the total number of applicable elements in the rubric.

Example - A teacher's score is to be based on fifty-eight (58) of the possible sixty (60) elements of the rubric. The teacher is awarded:

- Highly Effective (4) on nine (9) elements for a total of thirty-six (36) points;

- Effective (3) on forty-three (43) elements for a total of one-hundred-twenty-nine (129) points;
- Developing (2) on six (6) elements for a total of twelve (12) points.

- The sum score of all the element scores is one-hundred-seventy-seven (177) points. That sum is divided by the fifty-eight (58) elements used in the rubric for a rubric score of 3.06.

6.1.2. Artifacts which are to support the rubric will be detailed between the principal and the individual teacher.

7. Rating Scale – HEDI

7.1. The New York State rating scale and associated composite scores for a teacher's evaluation is:

The following table indicates the source of scores comprising the final composite score for the Non-Value-Added State Assessment Model:

Level	State Assessment	Local Assessment	Other Sixty (60) Point Measure		Overall Composite Score
			Evaluator's Rubric Raw Score	Rubric Raw Score to HEDI Score Conversion	
Highly Effective	18-20	18-20	3.51-4.0	59-60	91-100
Effective	9-17	9-17	2.51-3.50	57-58	75-90
Developing	3-8	3-8	1.51-2.50	50-56	65-74
Ineffective	0-2	0-2	1.00-1.50	0-49	0-64

The following table indicates the source of scores comprising the final composite score for the Value-Added State Assessment Model:

Level	State Assessment	Local Assessment	Other Sixty (60) Point Measure		Overall Composite Score
			Evaluator's Rubric Raw Score	Rubric Raw Score to HEDI Score Conversion	
Highly Effective	22-25	14-15	3.51-4.0	59-60	91-100
Effective	10-21	8-13	2.51-3.50	57-58	75-90

Developing	3-9	3-7	1.51-2.50	50-56	65-74
Ineffective	0-2	0-2	1.00-1.50	0-49	0-64

7.2. The following conversion scale to take the rubric score based on four (4) to the HEDI value ranges is based on the concept that if the majority of the elemental scores received is Ineffective the score should be ineffective, similarly if the majority of the elemental scores received is Developing, Effective or Highly Effective than the overall converted score should reflect the respective classification. It is assumed that a teacher receiving greater than 1.51 would have had to receive a greater number of Developing scores than Ineffective scores and so on with the other HEDI areas, therefore the following ranges are derived.

HEDI Level	HEDI Point Score Range	Calculated Rubric Score	Converted score for Other Measures of Effectiveness
Highly Effective	59-60	3.76-4.00	60
		3.51-3.75	59
Effective	57-58	3.01-3.50	58
		2.51-3.00	57
Developing	50-56	2.40-2.50	56
		2.25-2.39	55
		2.10-2.24	54
		1.95-2.09	53
		1.80-1.94	52
		1.65-1.79	51
		1.51-1.64	50
Ineffective	0-49	1.49-1.50	49
		1.48	48
		1.47	47
		1.46	46
		1.45	45
		1.44	44
		1.43	43
		1.42	42
		1.41	41
		1.40	40
		1.39	39
		1.38	38

		1.37	37
		1.36	36
Ineffective (cont'd)		1.35	35
		1.34	34
		1.33	33
		1.32	32
		1.31	31
		1.30	30
		1.29	29
		1.28	28
		1.27	27
		1.26	26
		1.25	25
		1.24	24
		1.23	23
		1.22	22
		1.21	21
		1.20	20
		1.19	19
		1.18	18
		1.17	17
		1.16	16
		1.15	15
		1.14	14
		1.13	13

		1.12	12
		1.11	11
		1.10	10
		1.09	9
Ineffective (cont'd)		1.08	8
		1.07	7
		1.06	6
		1.05	5
		1.04	4
		1.03	3
		1.02	2
		1.01	1
		1.00	0

Teacher Improvement Plan

(Completed Jointly by the Lead Evaluator/Designee and Teacher)

The Association may assist the Teacher and the Lead Evaluator in any and all aspects of developing this Teacher Improvement Plan

Name:	GRM:	JSHS:	Current School Year:
Date of related APPR/Evaluation:	Rubric Domain: Local Assessment:	SLO: State Assessment:	Date of TIP:

Targeted Goal-Area in Need of Improvement	Expected Desired Outcome	Activities to Support the Achievement of the Desired Outcome	Resources To be Provided by the District	Evidence To Support The Achievement Of the Goal	Timeline For Completion	Was Desired Outcome Achieved
						Yes: No: Date:

Date of TIP Review	Progress toward Targeted Goal	Lead Evaluator Signature	Teacher Signature

The Locally-selected measures of growth will use the HEDI methodology in the assignment of rating and points as illustrated in the table below:

Rating	Rating Description that will be used in determining the assignment of the rating	Rubric Points Non-Value-Added	Rubric Points Value-Added
Highly effective	Results are well-above District expectations for growth or achievement of student learning standards for grade/subject.	18-20	14-15
Effective	Results meet District expectations for growth or achievement of student learning standards for grade/subject.	9-17	8-13
Developing	Results are below District expectations for growth or achievement of student learning standards for grade/subject.	3-8	3-7
Ineffective	Results are well-below District expectations for growth or achievement of student learning standards for grade/subject.	0-2	0-2

Eldred CSD Local Measures of Growth HEDI Bands: Non-Value Added
Percent of students meeting their growth targets from the Fall pretest to the Spring post-test

HIGHLY EFFECTIVE	20	95-100%
	19	86-94%
	18	80-85%
EFFECTIVE	17	74-79%
	16	71-73%
	15	68-70%
	14	65-67%
	13	62-64%
	12	59-61%
	11	56-58%
	10	53-55%
	9	50-52%
DEVELOPING	8	41-49%
	7	36-40%
	6	32-35%
	5	28-31%
	4	24-27%
	3	19-23%
INEFFECTIVE	2	13-18%
	1	7-12%
	0	0-6%

Eldred CSD Local Measures of Growth HEDI Bands: Value Added
Percent of students meeting their growth targets from the Fall pretest to the Spring post-test

HIGHLY EFFECTIVE	15	90-100%
	14	80-89%
EFFECTIVE	13	73-79%
	12	67-72%
	11	61-66%
	10	56-60%
	9	50-55%
	8	45-49%
DEVELOPING	7	38-44%
	6	31-37%
	5	24-30%
	4	17-23%
	3	10-16%
INEFFECTIVE	2	5-9%
	1	2-4%
	0	0-1%

6.1.1. The scoring of the practice rubric shall be calculated on the basis of one (1) to four (4) points for each element of the rubric as follows:

The table below indicates the rubric point value and the narrative descriptions that shall be used for the ratings:

Rating	Rating Description that will be used in determining the assignment of the rating	Rubric Point Value
Highly effective score	Overall performance and results exceed the educational leader standards set by the Eldred School District.	4
Effective	Overall performance and results meet the educational leader standards set by the Eldred School District.	3
Developing	Overall performance and results need improvement in order to meet the educational leader standards set by the Eldred School District.	2
Ineffective	Overall performance and results do not meet educational leader standards set by the Eldred School District.	1

If any items are not applicable that item will not be used in the divisor to determine the final rubric score. The scoring will be determined by summing all the point values for each applicable element in the rubric and dividing the sum of the score by the total number of applicable elements in the rubric.

Example - A principal's score is to be based on fifty-eight (58) of the possible sixty (60) elements of the rubric. The principal is awarded:

- Highly Effective (4) on nine (9) elements for a total of thirty-six (36) points;

- Effective (3) on forty-three (43) elements for a total of one-hundred-twenty-nine (129) points;
- Developing (2) on six (6) elements for a total of twelve (12) points.

- The sum score of all the element scores is one-hundred-seventy-seven (177) points. That sum is divided by the fifty-eight (58) elements used in the rubric for a rubric score of 3.06.

6.1.2. Artifacts which are to support the rubric will be detailed between the Superintendent and the individual principal.

7. Rating Scale – HEDI

7.1. The New York State rating scale and associated composite scores for a principal's evaluation is:

The following table indicates the source of scores comprising the final composite score for the Non-Value-Added State Assessment Model:

Level	State Assessment	Local Assessment	Other Sixty (60) Point Measure		Overall Composite Score
			Evaluator's Rubric Raw Score	Rubric Raw Score to HEDI Score Conversion	
Highly Effective	18-20	18-20	3.51-4.0	59-60	91-100
Effective	9-17	9-17	2.51-3.50	57-58	75-90
Developing	3-8	3-8	1.51-2.50	50-56	65-74
Ineffective	0-2	0-2	1.00-1.50	0-49	0-64

The following table indicates the source of scores comprising the final composite score for the Value-Added State Assessment Model:

Level	State Assessment	Local Assessment	Other Sixty (60) Point Measure		Overall Composite Score
			Evaluator's Rubric Raw Score	Rubric Raw Score to HEDI Score Conversion	
Highly Effective	22-25	14-15	3.51-4.0	59-60	91-100
Effective	10-21	8-13	2.51-3.50	57-58	75-90

Developing	3-9	3-7	1.51-2.50	50-56	65-74
Ineffective	0-2	0-2	1.00-1.50	0-49	0-64

7.2. The following conversion scale to take the rubric score based on four (4) to the HEDI value ranges is based on the concept that if the majority of the elemental scores received is Ineffective the score should be ineffective, similarly if the majority of the elemental scores received is Developing, Effective or Highly Effective than the overall converted score should reflect the respective classification. It is assumed that a principal receiving greater than 1.51 would have had to receive a greater number of Developing scores than Ineffective scores and so on with the other HEDI areas, therefore the following ranges are derived.

HEDI Level	HEDI Point Score Range	Calculated Rubric Score	Converted score for Other Measures of Effectiveness
Highly Effective	59-60	3.76-4.00	60
		3.51-3.75	59
Effective	57-58	3.01-3.50	58
		2.51-3.00	57
Developing	50-56	2.40-2.50	56
		2.25-2.39	55
		2.10-2.24	54
		1.95-2.09	53
		1.80-1.94	52
		1.65-1.79	51
		1.51-1.64	50
Ineffective	0-49	1.49-1.50	49
		1.48	48
		1.47	47
		1.46	46
		1.45	45
		1.44	44
		1.43	43
		1.42	42
		1.41	41
		1.40	40
		1.39	39
		1.38	38

		1.37	37
		1.36	36
Ineffective (cont'd)		1.35	35
		1.34	34
		1.33	33
		1.32	32
		1.31	31
		1.30	30
		1.29	29
		1.28	28
		1.27	27
		1.26	26
		1.25	25
		1.24	24
		1.23	23
		1.22	22
		1.21	21
		1.20	20
		1.19	19
		1.18	18
		1.17	17
		1.16	16
		1.15	15
		1.14	14
		1.13	13

		1.12	12
		1.11	11
		1.10	10
		1.09	9
Ineffective (cont'd)		1.08	8
		1.07	7
		1.06	6
		1.05	5
		1.04	4
		1.03	3
		1.02	2
		1.01	1
		1.00	0

Principal Improvement Plan

NAME_____ SCHOOL_____ SCHOOL YEAR_____

Rubric Domain: _____ Rubric Element _____ State Assessment_____ Local Assessment _____

Area(s) in Need of Improvement	Desired Outcomes	Activities to Support the Achievement of the Desired Outcomes	Timeline for Completion	Resources to be provided by the District	Evidence to Support Achievement of Goal	Was Desired Outcome Achieved (Y/N date)

Date	Progress toward stated goal	Principal Signature	Lead Evaluator Signature

Duplicate as necessary

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

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

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

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

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

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

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR plan will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES will provide the teacher's or principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's or principal's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured
- Assure that the APPR plan will be posted on the district's or BOCES' website by September 10 or within 10 days after it is approved by the Commissioner, whichever is later
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English Language Learners and students with disabilities

- Assure that educators who receive a Developing or Ineffective rating will receive a TIP or PIP plan, in accordance with the regulations, as soon as practicable but in no case later than 10 school days from the opening of classes in the school year following the performance year
- Assure that all evaluators and lead evaluators will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with the regulations
- Assure that the district or BOCES has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal
- Assure that, for teachers, all NYS Teaching Standards are assessed at least once per year, and, for principals, all Leadership Standards are assessed at least once per year
- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0 for each subcomponent and that the APPR Plan describes the process for assigning points for each subcomponent
- Assure that locally-selected measures are rigorous and comparable across all classrooms (for teachers, the same locally-selected measure is used across a subject and/or grade level; for principals, the same locally-selected measure must be used for all principals in the same or similar program or grade configuration)
- Assure that, if more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that, if more than one type of locally-selected measure is used for principals in the same or similar grade configuration or program, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that the process for assigning points for all subcomponents and the composite scores will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction
- Assure that district or BOCES will develop SLOs according to the rules and/or guidance established by SED and that past academic performance and / or baseline academic data of students is taken into account when developing an SLO
- Assure that Student Growth/Value Added Measure will be used where applicable
- Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval as soon as practicable and/or in a timeframe prescribed by the Commissioner
- Assure that this APPR Plan applies to all classroom teachers and building principals as defined in the regulation and SED guidance
- Assure that the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to the regulations
- If this APPR Plan is being submitted subsequent to July 1, 2013, assure that this was the result of unresolved collective bargaining negotiations

Signatures, dates

Superintendent Signature: Date: 11/22/13

Teachers Union President Signature: Date: 11/22/13

Administrative Union President Signature: Date: 11/22/13

Board of Education President Signature: Date: 11/22/13