



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

Commissioner of Education
President of the University of the State of New York
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May 15, 2014

Revised

Dr. Brian Schmitt, Superintendent
Genesee Valley Central School District
1 Jaguar Drive
Belmont, NY 14813

Dear Superintendent Schmitt:

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,

A handwritten signature in black ink that reads "John B. King, Jr." in a cursive style.

John B. King, Jr.
Commissioner

Attachment

c: Linda Quick

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 Friday, February 28, 2014

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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 : 020702040000

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

020702040000

1.2) School District Name: GENESEE VALLEY CSD

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

GENESEE VALLEY 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
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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 Friday, April 25, 2014

Page 1

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

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

While most teachers of 4-8 Common Branch, ELA and Math will have state-provided measures, some may teach other courses 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	State-approved 3rd party assessment	i-Ready Diagnostic Assessment
1	State-approved 3rd party assessment	i-Ready Diagnostic Assessment
2	State-approved 3rd party assessment	i-Ready Diagnostic Assessment

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

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

Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order for teachers of ELA at Grades K-2 to be determined Effective, a minimum of 65% of students must meet their growth goals using growth-setting expectations from i-Ready Diagnostic Assessment. In order for teachers of ELA at Grade 3 to be determined effective, a minimum of 65% of students will meet growth goals as measured by the NYS ELA assessment at Grade 3. Based on multiple data sets that may include past i-Ready Diagnostic Assessment scores, grades and attendance, teachers and principals will set individual growth targets that will be measured by the NYS Grade 3 ELA Assessment. Please refer to the table at 2.11 for percent-to-point HEDI detail.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	85% or greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-54% of students meet growth goal.

2.3) Grades K-3 Math

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

	Math	Assessment
K	State-approved 3rd party assessment	i-Ready Diagnostic Assessment
1	State-approved 3rd party assessment	i-Ready Diagnostic Assessment
2	State-approved 3rd party assessment	i-Ready Diagnostic Assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order for teachers of Math at Grades K-2 to be determined Effective, a minimum of 65% of students must meet their growth goals using growth-setting expectations from i-Ready Diagnostic Assessment. In order for teachers of Math at Grade 3 to be determined effective, a minimum of 65% of students will meet growth goals as measured by the NYS Math assessment at Grade 3. Based on multiple data sets that may include past i-Ready Diagnostic Assessment scores, grades and attendance, teachers and principals will set individual growth targets that will be measured by the NYS Grade 3 Math Assessment. Please refer to the table at 2.11 for percent-to-point HEDI detail.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	85% and greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-54% of students meet growth goal.

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	Common Branch
7	District, regional or BOCES-developed assessment	Genesee Valley Central School District-Developed Grade 7 Science Assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order to meet the GVCSD minimum qualification for “Effective”, 65% of students must meet their growth goals. Based on multiple data sets that may include past performance on state and local assessments, attendance, grades, etc, teachers and principals will set individual growth targets that will be measured as follows: Grade 7 Science: Genesee Valley Central School District-Developed Grade 7 Science Assessment Grade 8 Science: NYS Grade 8 State Science Assessment Please refer to the table at 2.11 for percent-to-point HEDI detail.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	85% and greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-54% of students meet growth goal.

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	Common Branch
7	District, regional or BOCES-developed assessment	Genesee Valley Central School District-Developed Grade 7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	Genesee Valley Central School District-Developed Grade 8 Social Studies Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order to meet the GVCSD minimum qualification for “Effective”, 65% of students must meet their growth goals. Based on multiple data sets that may include past performance on state and local assessments, attendance, grades, etc, teachers and principals will set individual growth targets that will be measured as follows: Genesee Valley Central School District-Developed Grade 7 Social Studies Assessment. Grade 8: Genesee Valley Central School District-Developed Social Studies Assessment at Grade 8. Please refer to the table at 2.11 for percent-to-point HEDI detail.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% and greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet District goals for similar students.	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below District goals for similar students.	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-54% of students meet growth goal.

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	Genesee Valley Central School District-Developed Grade 9 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	Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order to meet the GVCSD minimum qualification for
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2.11, below.	“Effective”, 65% of students must meet their growth goals. Based on multiple data sets that may include past performance on state and local assessments, attendance, grades, etc, teachers and principals will set individual growth targets that will be measured as follows: Global 1: Genesee Valley Central School District-Developed Global 1 Assessment. Growth targets for Global II and American History will be measured using the associated NYS Regent's exam. Please refer to the table at 2.11 for percent-to-point HEDI detail.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% or greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet District goals for similar students.	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below District goals for similar students.	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-54% of students meet growth goal.

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.	Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order to meet the GVCSD minimum qualification for “Effective”, 65% of students must meet their growth goals. Based on multiple data sets that may include past performance on state and local assessments, attendance, grades, etc, teachers of Regent's science courses and principals will set individual growth targets that will be measured using the Regent's exam associated with the course. Please refer to the table in 2.11 for percent-to-point HEDI detail.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% or greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet District goals for similar students.	65-84% of students meet growth goal

Developing (3 - 8 points) Results are below District goals for similar students.	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-54% of students meet growth goal.

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.	Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order to meet the GVCSD minimum qualification for "Effective", 65% of students must meet their growth goals. Based on multiple data sets that may include past performance on state and local assessments, attendance, grades, etc, teachers of Regent's math courses and principals will set individual growth targets that will be measured using the Regent's exam associated with the course. For the 2013-2014 school year, the District will administer both the Integrated and Common Core Regents to students in Common Core courses and teachers will use the higher of the two scores. Thereafter, the District will only administer the Common Core Algebra Regent's. Please refer to the table in 2.11 for percent-to-point HEDI detail.
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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% or greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet District goals for similar students.	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below District goals for similar students.	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-54% of students meet growth goal.

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	Genesee Valley Central School District-Developed Grade 9 ELA Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Genesee Valley Central School District-Developed Grade 10 ELA Assessment
Grade 11 ELA	Regents assessment	NYS Regents Comprehensive Examination in English

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.	Teachers will receive their specific HEDI scores based on the percent of students meeting their individual growth targets. In order to meet the GVCSD minimum qualification for "Effective", 65% of students must meet their growth goals. Based on multiple data sets that may include past performance on state and local assessments, attendance, grades, etc, teachers and principals will set individual growth targets that will be measured as follows: teachers of Grade 9 and 10 ELA will be measured using the District Developed Assessment for that level; teachers of Grade 11 will be measured using the NYS Regents Comprehensive Examination in English. Please refer to the table in 2.11 for percent-to-point HEDI detail.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% or greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet District goals for similar students.	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below District goals for similar students.	55-64% of students meet growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-54% of students meet growth goal.

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
Physical Education	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment in Physical Education for Grades K-12
Primary Art Grades K-2	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment for Primary Art Grades K-2

Primary Music Grades K-2	District, Regional or BOCES-developed	Genesee Valley Central School District -Developed Assessment in Primary Music Grades K-2
Technology	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Grade 8 Technology Assessment
Library Media Specialist	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment in Elementary Library Media Skills Grades 3-5
Family Consumer Science	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment for Grade 7 FACS
LOTE: Spanish 7	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Spanish Grade 7 Assessment
LOTe: Spanish I	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment for Spanish I (HS)
LOTE: Spanish II	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment for Spanish II (HS)
Elementary Art Grades 3-5	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment for Elementary Art Grades 3-5
Grade 8 Art	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment in Art at Grade 8
Grade 7 Art	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Assessment in Art at Grade 7
Elementary Music Grades 3-5	District, Regional or BOCES-developed	Genesee Valley Central School District -Developed Assessment in Elementary Music Grades 3-5
Music: Grade 5 and 6 Band	District, Regional or BOCES-developed	Genesee Valley Central School District -Developed Assessment in Band for Grades 5 and 6
Music:High School Band	District, Regional or BOCES-developed	Genesee Valley Central School District -Developed Assessment in High School Band
Introduction to Business	District, Regional or BOCES-developed	Genesee Valley Central School District-Developed Introduction to Business 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.	Teachers will receive their specific HEDI scores based on the percent of students meeting their growth targets. In order to meet the GVCSD minimum qualification for “Effective”, 65% of students must meet their growth goals. Based on multiple data sets that may include past performance on state and local assessments, attendance, grades, etc, teachers and principals will set individual growth targets that will be measured by the designated district-developed assessment. Please refer to the table at 2.11 for percent-to-point HEDI detail.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% or greater of students achieve their growth goal.
Effective (9 - 17 points) Results meet District goals for similar students.	65-84% of students meet growth goal
Developing (3 - 8 points) Results are below District goals for similar students.	55-64% of students meet growth goal

Ineffective (0 - 2 points) Results are well-below District goals for similar students. 0-54% of students meet growth goal.

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/12186/964739-TXEttx9bQW/K_12 State Growth HEDI Points_2.pdf

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.

Teachers utilizing Student Learning Objectives (SLO's) for their growth measure shall be granted 1 HEDI point per applicable SLO. No teacher shall be granted more than 2 HEDI points total.

Teachers of courses/classes that have student populations consisting of 25% or greater students with disabilities on the roster associated with the SLO will be eligible for the point.

Rationale:

The Genesee Valley Central School District currently has a student classification rate of 14-15%. In order to ensure that students with disabilities have access to the General Curriculum as appropriate and indicated by the IEP, the Genesee Valley Central School District utilizes a full inclusion model. Some courses have higher numbers of SWD due to scheduling limitations and supports are put in place to ensure SWD are successful in accordance with the IEP. While these students are able to meet with success utilizing modifications and accommodations, the performance of these students is often below grade level expectations. This local control seeks to compensate teachers with class sections comprised of 25% or more SWD on their roster so as to avoid a possible deflated HEDI score.

Mitigating Potential Problems

Student assignment to courses and classes is made by the Guidance Department in conjunction with the CSE Chairperson and principals. Rosters are developed during the school year and not published until summer. Students are assigned based on schedule and course availability; teachers are not permitted to develop their own class lists for courses and homerooms.

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

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Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
5	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
6	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
7	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
8	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
5	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
6	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
7	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
8	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached 3.3). The range listed is the minimum points needed to achieve the corresponding HEDI points.

3.3) HEDI Tables or Graphics

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

[assets/survey-uploads/12149/964740-rhJdBgDruP/Teacher Local Scales_VA_NoVA.pdf](#)

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	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
1	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
2	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
3	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

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	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
1	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
2	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
3	6(ii) School-wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

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
7	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
8	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the
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subcomponent. If needed, you may upload a table or graphic at 3.13, below.

current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.

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

An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.

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

A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.

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

A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

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

A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

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
7	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
8	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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.

The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English

and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Global 2	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
American History	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be
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Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Earth Science	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Chemistry	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Physics	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Geometry	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Algebra 2	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Grade 10 ELA	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Grade 11 ELA	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.</p>

3.12) All Other Courses

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
PE	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
ART	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
MUSIC	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
TECHNOLOGY	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
FAMILY AND CONSUMER	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment

SCIENCE		and Common Core Algebra or Integrated Algebra
LOTE	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
Library Media Specialist	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra
BUSINESS	6(ii) School wide measure computed locally	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Common Core Algebra or Integrated Algebra

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	An 85-100 average of all 5 Regents exams listed above will be considered highly effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 65-84 average of all 5 Regents exams listed above will be considered effective (see chart attached at 3.13). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 55-64 average of all 5 Regents exams listed above will be considered Developing (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A 0-54 average of all 5 Regents exams listed above will be considered Ineffective (see chart attached). The range listed is the minimum points needed to achieve the corresponding HEDI points.

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/12149/964740-y92vNseFa4/Teacher Local Scales_VA_NoVA.pdf

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.

Not applicable

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.

N/A as school-wide measure applies to all teachers.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

Created Tuesday, April 30, 2013

Updated Thursday, May 01, 2014

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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.)

4.1) Teacher Practice Rubric Rubric	NYSUT Teacher Practice Rubric
---------------------------------------	-------------------------------

Second Rubric, if applicable	Not Applicable
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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]	43
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0
Structured reviews of lesson plans, student portfolios and other teacher artifacts	17

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 will use the 2012 NYSUT rubric.

To determine point assignments and overall effectiveness rating:

- Each indicator is scored on a 4 point scale, with 0 being "Ineffective" and 4 being "Highly Effective".
- If more than one indicator is present, the element-supporting indicator scores are averaged to find the overall score for the element.
- If more than one element is measured for a standard, the standard-supporting element scores are averaged to find the total score for the standard.
- The scores for each Teaching Standard are then averaged to find an overall score for the observation and structured review; the scores are then compared to the 60 point distribution scales to determine the teacher's effectiveness rating for the "Other 60".

(See attached scale)

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

assets/survey-uploads/12179/964741-eka9yMJ855/Other 60 Narrative 2013_2014_v2_3.pdf

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	Overall teacher performance consistently rates in the "Highly Effective" range for most or all NYS Standards as determined by the NYSUT rubric and surpasses District expectation. (See attached scale)
Effective: Overall performance and results meet NYS Teaching Standards.	Overall teacher performance consistently rates in the "Effective" range for most or all of the NYS Standards as determined by the NYSUT rubric and meets District expectation. (See attached scale)
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Overall teacher performance consistently rates in the "Developing" range for most or all of the NYS Standards as determined by the NYSUT rubric and is below District expectation. (See attached scale)
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Overall teacher performance consistently rates in the "Ineffective" range for most or all of the NYS Standards as determined by the NYSUT rubric and is far below District expectation. (See attached scale)

Provide the ranges for the 60-point scoring bands.

Highly Effective	59-60
Effective	57-58
Developing	45-56
Ineffective	0-44

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

Formal/Long	2
Informal/Short	1
Enter Total	3

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- In Person

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

- In Person

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

Formal/Long	1
Informal/Short	1
Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- In Person

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

- In Person

5. Composite Scoring (Teachers)

Created Tuesday, April 30, 2013

Updated Monday, February 10, 2014

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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	45-56
Ineffective	0-44

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 Monday, May 12, 2014

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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/5265/156675-Df0w3Xx5v6/GVCSD TIP_PIP TemplateRevised.pdf](#)

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals Procedures

Section 3012-c of the Education Law establishes a comprehensive annual evaluation system for classroom teachers and building principals, as well as the issuance and implementation of improvement plans for teachers and principals whose performance is assessed as either Developing or Ineffective. To the extent that a teacher/principal wishes to challenge a performance review and/or improvement plan under the new evaluation system, the law requires the establishment of an appeals procedure, the specifics of which

are to be locally negotiated pursuant to article XIV of the Civil Service Law.

APPEALS OF INEFFECTIVE AND DEVELOPING RATINGS ONLY

Appeals of annual professional performance reviews should be limited to those that rate a teacher/principal as Ineffective or Developing only.

WHAT MAY BE CHALLENGED IN AN APPEAL

Appeal procedures should limit the scope of appeals under Education Law §3012-c to the following subjects:

- (1) the school district's or board of cooperative educational services' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-c;
- (2) the adherence to the Commissioner's regulations, as applicable to such reviews;
- (3) compliance with any applicable locally negotiated procedures applicable to annual professional performance reviews or improvement plans; and
- (4) the school district's or board of cooperative educational services' issuance and/or implementation of the terms of the teacher or principal improvement plan under Education Law §3012-c.

PROHIBITION AGAINST MORE THAN ONE APPEAL

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

BURDEN OF PROOF

In an appeal, the teacher or principal has the burden of demonstrating a clear legal right to the relief requested and the burden of establishing the facts upon which petitioner seeks relief.

TIMEFRAME FOR FILING APPEAL

Teachers/principals will be notified by email and US Mail that their final evaluation is available in the District office.

Teachers/principals may pick up the evaluation in person or request that it be mailed. Teachers/principals picking up evaluations in person will be expected to sign acknowledging receipt; evaluations that are mailed will be sent via certified mail. Teachers/principals who do not make arrangements to receive evaluations upon notification must pick up evaluations the first day of school. For appeals based on the APPR evaluation, appeals must be received within 15 days of the receipt of the composite score.

If a teacher/principal is challenging the issuance or implementation of a teacher or principal improvement plan, appeals must be filed with 15 days of issuance of such plan or the failure to implement a component of the plan. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned. When filing an appeal, the teacher or principal must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered.

TIMEFRAME FOR DISTRICT/BOCES RESPONSE

Within 15 calendar days of receipt of an appeal, the school district or BOCES staff member(s) who issued the performance review or were or are responsible for either the issuance and/or implementation of the terms of the teacher's or principal's improvement plan must submit a detailed written response to the appeal. The response must include any and all additional documents or written materials specific to the point(s) of disagreement that support the school district's or BOCES' response and are relevant to the resolution of the appeal. Any such information that is not submitted at the time the response is filed shall not be considered in the deliberations related to the resolution of the appeal. The teacher or principal initiating the appeal shall receive a copy of the response filed by the school district or BOCES, and any and all additional information submitted with the response, at the same time the school district or BOCES files its response.

DECISION-MAKER ON APPEAL

A decision shall be rendered by the superintendent of schools or the superintendent's designee except that an appeal may not be decided by the same individual who was responsible for making the final rating decision. In such case, the board of education shall appoint another person to decide the appeal.

DECISION

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

The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the teacher's or principal's appeal. If the appeal is sustained, the reviewer may set aside a rating if it has been affected by substantial error or defect, modify a rating if it is affected by substantial error or defect or order a new evaluation if procedures have been violated. A copy of the decision shall be provided to the teacher or principal and the evaluator or the person responsible for either issuing or implementing the terms of an improvement plan, if that person is different.

EXCLUSIVITY OF §3012-C APPEAL PROCEDURE

The 3012-c appeal procedure shall constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a teacher/principal performance review and/or improvement plan. A teacher/principal may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or improvement plan, except as otherwise authorized by law.

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.

Training of Lead Evaluators will be continuous and on-going throughout each school year. Lead Evaluators will participate in trainings offered by the Network Team (Cattaraugus-Allegany BOCES) and those provided by the District. These events have been designated as meeting the required criteria established by SED for the certification of Lead Evaluators. Training will address the 9 elements in 30-2.9 of the Regent's rules. Documentation regarding participation in these events will be obtained from CA BOCES and provided to the Board of Education (BOE) on an annual basis; prior to the start of the school year, the Genesee Valley Central School District BOE will move to certify all Lead Evaluators of both teachers and principals. Certification and recertification will occur annually prior to the start of each new school year. Lead Evaluators will continue to participate in BOCES-sponsored offerings in order to maintain their status as certified Lead Evaluators. Lead Evaluators will participate in a minimum of 6 hours of training in order to be certified.

To ensure inter-rater reliability, Lead Evaluators will participate in offerings sponsored by CA BOCES and developed for the sole purpose of providing structure and guidance on the topic of inter-rater reliability. These trainings will take place during the school year and will incorporate as activities to support inter-rater reliability, including participating in joint observations of videotaped instruction.

In addition, the District will ensure that all Lead Evaluators have been or will be trained on the NYSUT rubric, as well as participate in inter-rater reliability trainings that are continuous and ongoing.

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

to evaluate its teachers or principals

(7) use of the Statewide Instructional Reporting System

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

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

• Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Tuesday, April 30, 2013

Updated Monday, February 17, 2014

Page 1

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

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

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

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

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

PK-6
7-12

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

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

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

Created Tuesday, April 30, 2013

Updated Wednesday, May 14, 2014

Page 1

Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
PK-6	(d) measures used by district for teacher evaluation	i-Ready Diagnostic Assessment
PK-6	(a) achievement on State assessments	Grades 4-6 NYS ELA and Math Assessments
7-12	(d) measures used by district for teacher evaluation	NYS Regent's Assessments in Global History, US History, Comprehensive English, Living Environment and Integrated/Common Core Algebra

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

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

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>For evaluations based on K-3 ELA and Math, HEDI points will be assigned based on total overall proficiency rates for these classes based on the results of the final administration of i-Ready Diagnostic Assessment. "Total Overall Proficiency" is defined by the district as "On Level Overall" (Please refer to grade level scoring bands on attached scale). For evaluations based on the Grades 4-6 NYS assessments in ELA and Math, points will be assigned based on an increase in proficiency rates on both ELA and Math state assessments by cohort group as compared to the previous years' 3-5 state assessment results (1.41% in order to meet the minimum level of Effective). In the event that all students are proficient, we will use the percent increase in Mastery (Level 4). For the purpose of this document and this section, "Proficiency" shall be defined as an achievement Level 3 on state assessments at Grades 3-6. In the case of evaluations based on Regent's exams, the average of 5 Regents' exams necessary for graduation will be calculated using the results of the June administration of the current year. Points will be awarded using the attached conversion chart. The five Regents exams to be used will be</p>
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Global History, US History, Comprehensive Exam in English and Living Environment. For the 2013-2014 school year only, the District will be offering both the NYS Common Core Algebra Regent's and the NYS Integrated Algebra Regent's; the higher of the two averages will be used. Thereafter, only the NYS Common Core Algebra Regent's will be used as part of the "Big 5" average.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The range listed is the minimum points needed to achieve the corresponding HEDI points. Please refer to the attached chart for specific point designations.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The range listed is the minimum points needed to achieve the corresponding HEDI points. Please refer to the attached chart for specific point designations.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The range listed is the minimum points needed to achieve the corresponding HEDI points. Please refer to the attached chart for specific point designations.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The range listed is the minimum points needed to achieve the corresponding HEDI points. Please refer to the attached chart for specific point designations.

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/12190/964745-qBFVOWF7fC/LocalScalesPrincipal_ALL_1.pdf

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:

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

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

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

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

(No response)

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

(No response)

8.3) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in assigning points to a 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.

Not applicable

8.4) Principals with More Than One Locally Selected Measure

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

Each assessment will be scored on the applicable HEDI scale. Principals with multiple assessments tied to them will have the the scores averaged and weighted proportionately to determine a single HEDI category and score. Normal rounding rules will apply.

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, May 13, 2014

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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.

9.1) Principal Practice Rubric Rubric	Multidimensional Principal Performance Rubric
---	---

Second rubric (if applicable)	(No response)
-------------------------------	---------------

9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points]	60
---	----

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

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

(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)

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.

Please refer to narrative and scale attached below.

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

[assets/survey-uploads/12205/964746-pMADJ4gk6R/Principal Other 60 Measure 2013_2014_3.pdf](assets/survey-uploads/12205/964746-pMADJ4gk6R/Principal%20Other%2060%20Measure%202013_2014_3.pdf)

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

Highly Effective: Overall performance and results exceed standards.	In order to receive a rating of "Highly Effective", principals will earn a total of 59-60 points, equivalent to an average score of 3.7-4.0 out of a maximum score of 4.0 as determined by the approved evaluation rubric and process. (See attached scale and narrative))
Effective: Overall performance and results meet standards.	In order to receive a rating of "Effective", principals will earn a total of 57-58 points equivalent to an average score of 2.9-3.6 out of a maximum score of 4.0 as determined by the approved evaluation rubric and process. (see attached scale and narrative)
Developing: Overall performance and results need improvement in order to meet standards.	In order to receive a rating of "Developing", principals will earn a total of between 45-56 points, equivalent to an average score of 1.9-2.8 out of a maximum score of 4.0 as determined by the approved evaluation rubric and process. (See attached scale and narrative)
Ineffective: Overall performance and results do not meet standards.	In order to receive a rating of "Ineffective", principals will earn a total of between 0-44 points equivalent to an average score of 1-1.8 out of a maximum score of 4.0 as determined by the approved evaluation rubric and process. (See attached scale and narrative)

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	59-60
Effective	57-58
Developing	45-56
Ineffective	0-44

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	3
By trained administrator	0
By trained independent evaluator	0
Enter Total	3

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, February 17, 2014

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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	45-56
Ineffective	0-44

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, May 12, 2014

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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/5276/179636-Df0w3Xx5v6/GVCSD TIP_PIP TemplateRevised.pdf](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals Procedures

Section 3012-c of the Education Law establishes a comprehensive annual evaluation system for classroom teachers and building principals, as well as the issuance and implementation of improvement plans for teachers and principals whose performance is assessed as either Developing or Ineffective. To the extent that a teacher/principal wishes to challenge a performance review and/or improvement plan under the new evaluation system, the law requires the establishment of an appeals procedure, the specifics of which

are to be locally negotiated pursuant to article XIV of the Civil Service Law.

APPEALS OF INEFFECTIVE AND DEVELOPING RATINGS ONLY

Appeals of annual professional performance reviews should be limited to those that rate a teacher/principal as Ineffective or Developing only.

WHAT MAY BE CHALLENGED IN AN APPEAL

Appeal procedures should limit the scope of appeals under Education Law §3012-c to the following subjects:

- (1) the school district's or board of cooperative educational services' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-c;
- (2) the adherence to the Commissioner's regulations, as applicable to such reviews;
- (3) compliance with any applicable locally negotiated procedures applicable to annual professional performance reviews or improvement plans; and
- (4) the school district's or board of cooperative educational services' issuance and/or implementation of the terms of the teacher or principal improvement plan under Education Law §3012-c.

PROHIBITION AGAINST MORE THAN ONE APPEAL

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

BURDEN OF PROOF

In an appeal, the teacher or principal has the burden of demonstrating a clear legal right to the relief requested and the burden of establishing the facts upon which petitioner seeks relief.

TIMEFRAME FOR FILING APPEAL

Teachers/principals will be notified by email and US Mail that their final evaluation is available in the District office.

Teachers/principals may pick up the evaluation in person or request that it be mailed. Teachers/principals picking up evaluations in person will be expected to sign acknowledging receipt; evaluations that are mailed will be sent via certified mail. Teachers/principals who do not make arrangements to receive evaluations upon notification must pick up evaluations the first day of school. For appeals based on the APPR evaluation, appeals must be received within 15 days of the receipt of the composite score.

If a teacher/principal is challenging the issuance or implementation of a teacher or principal improvement plan, appeals must be filed with 15 days of issuance of such plan or the failure to implement a component of the plan. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned. When filing an appeal, the teacher or principal must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered.

TIMEFRAME FOR DISTRICT/BOCES RESPONSE

Within 15 calendar days of receipt of an appeal, the school district or BOCES staff member(s) who issued the performance review or were or are responsible for either the issuance and/or implementation of the terms of the teacher's or principal's improvement plan must submit a detailed written response to the appeal. The response must include any and all additional documents or written materials specific to the point(s) of disagreement that support the school district's or BOCES' response and are relevant to the resolution of the appeal. Any such information that is not submitted at the time the response is filed shall not be considered in the deliberations related to the resolution of the appeal. The teacher or principal initiating the appeal shall receive a copy of the response filed by the school district or BOCES, and any and all additional information submitted with the response, at the same time the school district or BOCES files its response.

DECISION-MAKER ON APPEAL

A decision shall be rendered by the superintendent of schools or the superintendent's designee except that an appeal may not be decided by the same individual who was responsible for making the final rating decision. In such case, the board of education shall appoint another person to decide the appeal.

DECISION

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

The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the teacher's or principal's appeal. If the appeal is sustained, the reviewer may set aside a rating if it has been affected by substantial error or defect, modify a rating if it is affected by substantial error or defect or order a new evaluation if procedures have been violated. A copy of the decision shall be provided to the teacher or principal and the evaluator or the person responsible for either issuing or implementing the terms of an improvement plan, if that person is different.

EXCLUSIVITY OF §3012-C APPEAL PROCEDURE

The 3012-c appeal procedure shall constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a teacher/principal performance review and/or improvement plan. A teacher/principal may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or improvement plan, except as otherwise authorized by law.

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.

Training of Lead Evaluators will be continuous and on-going throughout each school year. Lead Evaluators will participate in trainings offered by the Network Team (Cattaraugus-Allegany BOCES) and those provided by the District. These events have been designated as meeting the required criteria established by SED for the certification of Lead Evaluators. Training will address the 9 elements in 30-2.9 of the Regent's rules. Documentation regarding participation in these events will be obtained from CA BOCES and provided to the Board of Education (BOE) on an annual basis; prior to the start of the school year, the Genesee Valley Central School District BOE will move to certify all Lead Evaluators of both teachers and principals. Certification and recertification will occur annually prior to the start of each new school year. Lead Evaluators will continue to participate in BOCES-sponsored offerings in order to maintain their status as certified Lead Evaluators. Lead Evaluators will participate in a minimum of 6 hours of training in order to be certified.

To ensure inter-rater reliability, Lead Evaluators will participate in offerings sponsored by CA BOCES and developed for the sole purpose of providing structure and guidance on the topic of inter-rater reliability. These trainings will take place during the school year and will incorporate as activities to support inter-rater reliability, including participating in joint observations of videotaped instruction.

In addition, the District will ensure that all Lead Evaluators have been or will be trained on the MPPR rubric, as well as participate in inter-rater reliability trainings that are continuous and ongoing.

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 Tuesday, May 13, 2014

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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/12158/964749-3Uqgn5g9Iu/APPR signatures May2014.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.

Genesee Valley CSD K-12 State Growth Conversion Scale

Percent Achieving Target		Points
Ineffective		
0-14		0
15-27		1
28-40		1
41-53		2
54		2
Developing		
55		3
56		3
57		4
58		4
59		5
60		6
61		6
62		7
63		7
64		8
Effective		
65-66		9
67-68		9
69-70		10
71-72		11
73-74		12
75-76		13
77-78		14
79-81		15
82-83		16
84		17
Highly Effective		
85-86		18
87-88		19
89 or Greater		20

** The 20 point conversion rounds down to the nearest whole number to assign the HEDI score.

**Genesee Valley CSD K-12 Local 20
 "Big 5" Regent Exam Average Conversion Scale**

"Big 5" Average		Points
Ineffective		
0-14		0
15-27		1
28-40		1
41-53		2
54		2
Developing		
55		3
56		3
57		4
58		4
59		5
60		6
61		6
62		7
63		7
64		8
Effective		
65-66		9
67-68		9
69-70		10
71-72		11
73-74		12
75-76		13
77-78		14
79-81		15
82-83		16
84		17
Highly Effective		
85-86		18
87-88		19
89 or Greater		20

** The 20 point conversion rounds down to the nearest whole number to assign the HEDI score.

Genesee Valley CSD Local 15		
"Big 5" Regent Exam Average Scale Conversion Chart		
"Big 5" Average	HEDI Rating	Points
Ineffective		
0-14		0
15-27		1
28-40		1
41-53		2
54		2
Developing		
55		3
56		3
57		4
58		4
59		5
60		6
61		6
62		7
63		7
64		7
Effective		
65-66		8
67-68		9
69-70		9
71-72		10
73-74		10
75-76		11
77-78		11
79-81		12
82-83		12
84		13
Highly Effective		
85		14
86 or greater		15

** The 15 point conversion rounds down to the nearest whole number to assign the HEDI score.

Genesee Valley CSD K-12 Local 20
"Big 5" Regent Exam Average Conversion Scale

"Big 5" Average	Points
Ineffective	
0-14	0
15-27	1
28-40	1
41-53	2
54	2
Developing	
55	3
56	3
57	4
58	4
59	5
60	6
61	6
62	7
63	7
64	8
Effective	
65-66	9
67-68	9
69-70	10
71-72	11
73-74	12
75-76	13
77-78	14
79-81	15
82-83	16
84	17
Highly Effective	
85-86	18
87-88	19
89 or Greater	20

** The 20 point conversion rounds down to the nearest whole number to assign the HEDI score.

Genesee Valley CSD Local 15		
"Big 5" Regent Exam Average Scale Conversion Chart		
"Big 5" Average	HEDI Rating	Points
Ineffective		
0-14		0
15-27		1
28-40		1
41-53		2
54		2
Developing		
55		3
56		3
57		4
58		4
59		5
60		6
61		6
62		7
63		7
64		7
Effective		
65-66		8
67-68		9
69-70		9
71-72		10
73-74		10
75-76		11
77-78		11
79-81		12
82-83		12
84		13
Highly Effective		
85		14
86 or greater		15

** The 15 point conversion rounds down to the nearest whole number to assign the HEDI score.

Teacher Observations and Structured Reviews of Artifacts and Lesson Plans: 60 Points

- Each tenured teacher will have two classroom observations
- One of the two observations will be un-announced
- Non - tenured teachers will be observed three times (1 un-announced)
- The observations will be evidence based on the 2012 [NYSUT RUBRIC](#)
- The NYSUT rubric assesses the [NYS Teaching Standards](#)
- Each teaching standard will be evaluated once per year. The teaching standards are:
 - I. Knowledge of Students and Student Learning
 - II. Knowledge of Content and Instructional Planning
 - III. Instructional Practice
 - IV. Learning Environment
 - V. Assessment for Student Learning
 - VI. Professional Responsibilities and Collaboration
 - VII. Professional Growth
- The District will use the 2012 NYSUT rubric.
- Teachers will be evaluated on all observed elements of the NYSUT rubric. Elements are scored as they are observed and averaged to calculate the final rubric score.
- Each of the 7 Teaching Standards will account for 8.571 points. Generally, observations will account for 42.86 or 43 out of 60 points and structured review, 17.14 or 17 points. These will be used as weighting factors when computing the final 0-4 rubric score. 0 is ineffective, 2 is Developing, 3 is Effective and Highly Effective equals 4.
- An announced formal observation cycle consists of a pre-observation meeting, observation, and post observation conference; an unannounced formal observation consists of an observation and a post-conference. Formal observations last a minimum of 30 minutes.
- All observations will be completed by Lead Evaluators (the evaluator who signs the evaluation). At district discretion, observations may be completed by another Lead Evaluator other than a teacher's direct supervisor. A teacher or lead evaluator may also request this option.
- Teachers should bring a copy of his or lesson plan and the pre-observation form to the pre-observation meeting.
- Teachers may be assessed on teaching standards 1 and 2 during the pre-observation meeting.
- If applicable, evidence from the teacher's lesson plan and evaluator notes will be aligned to indicators in standards 1 and 2 and scored as outlined above
- During a formal lesson observation, teachers will be assessed on teaching standards 3,4,5
- Lead Evaluators will provide written evaluations of formal observations within 10 school days of the observation. Teachers should schedule post-observation conferences within 5 school days of receipt of written evaluation.
- Evaluator notes on teacher and student behavior and student work will be used as evidence to align to teaching standards 3, 4, 5. Furthermore, notes from the post observation conference may be aligned to standards 1- 7 as applicable.

Walk Through Observations

- Walk throughs may be used as informal/short observations. Walk throughs may be pre-determined or unannounced.
- A walk-through observation is defined as a 10-15 minute observation
- Evaluators will provide feedback in a timely manner following a walk through (24-48 hours). Feedback may be provided via note, email or conversation. Teachers may request a follow-up conference following receipt of feedback from a walk through.

End of Year APPR Conferences

Evaluators and teachers will meet for end-of-year APPR conferences as soon as the evaluation cycle is complete and final scores for “60 Other” have been computed. Final scores for “60 other” may be adjusted as agreed to by the Lead Evaluator and teacher up until the last contractual date of the school year.

To determine point assignments and overall effectiveness rating:

- Each indicator is scored on a 4 point scale, with 0 being “Ineffective” and 4 being “Highly Effective”.
- If more than one indicator is present, the element-supporting indicator scores are averaged to find the overall score for the element.
- If more than one element is measured for a standard, the standard-supporting element scores are averaged to find the total score for the standard.
- The scores for each standard are averaged. This number is then compared to the “Score Conversion to NYS 60 Point Scale” conversion table to determine the final HEDI rating for “60 Other”.

Score Conversion to NYS 60 Point Scale		
60	4	Highly Effective
60	3.9	
59	3.8	
59	3.7	
58	3.6	Effective
58	3.5	
58	3.4	
58	3.3	
57	3.2	
57	3.1	
57	3	
57	2.9	
56	2.8	Developing
55	2.7	
54	2.6	
52	2.5	
50	2.4	
49	2.3	
48	2.2	
47	2.1	
46	2	
45	1.9	

Score Conversion to NYS 60 Point Scale		
44	1.8	Ineffective
43	1.7	
43	1.6	
41	1.5	
40	1.4	
39	1.3	
38	1.2	
37	1.1	
36	1	
35	0.9	
34	0.8	
33	0.7	
32	0.6	
31	0.5	
30	0.4	
20	0.3	
10	0.2	
5	0.1	
0	0	

GENESEE VALLEY CENTRAL SCHOOL DISTRICT
Teacher/Principal Improvement Plan

Teacher/Principal: _____ **Supervisor:** _____

The purpose of a professional evaluation is to strengthen the instruction of the teacher, the service delivery of the pupil service provider, or the leadership of a principal. Any individual receiving an unsatisfactory evaluation will work with the appropriate administrator/supervisor to develop an improvement plan to address any area of concern.

Annual Performance Rating Leading to the TIP/PIP: _____ Ineffective _____ Developing

Annual Professional Performance areas to be addressed through the **Teacher/Principal Improvement Plan:**

Standard (NYS Teaching Standards or ISLCC)	Detail

NYS Assessment Results: _____

Local Assessment Results _____

Teacher/Principal

Goal(s) for Improvement:

Specific Objective(s):

Goal(s) for Improvement:

Specific Objectives(s):

Action Steps to be Taken:

ACTION	PERSON RESPONSIBLE	BY WHEN

**Genesee Valley CSD Principal Local 20
Conversion Scale**

K-3/7-12		Points
Ineffective		
0-14		0
15-27		1
28-40		1
41-53		2
54		2
Developing		
55		3
56		3
57		4
58		4
59		5
60		6
61		6
62		7
63		7
64		8
Effective		
65-66		9
67-68		9
69-70		10
71-72		11
73-74		12
75-76		13
77-78		14
79-81		15
82-83		16
84		17
Highly Effective		
85-86		18
87-88		19
89 or Greater		20

** The 20 point conversion rounds down to the nearest whole number to assign the HEDI score.

On Level (Proficient) Scoring Bands

K-3 I-Ready Diagnostic

ELA		Math	
Kindergarten	344-456	Kindergarten	403-499
Grade One	408-557	Grade One	425-533
Grade Two	464-584	Grade Two	447-569
Grade Three	657-693	Grade Three	677-706

Genesee Valley CSD Principal Local 15		
Scale Conversion Chart		
Value Added		
K-3/7-12	HEDI Rating	Points
Ineffective		
0-14		0
15-27		1
28-40		1
41-53		2
54		2
Developing		
55		3
56		3
57		4
58		4
59		5
60		6
61		6
62		7
63		7
64		7
Effective		
65-66		8
67-68		9
69-70		9
71-72		10
73-74		10
75-76		11
77-78		11
79-81		12
82-83		12
84		13
Highly Effective		
85		14
86 or greater		15

** The 15 point conversion rounds down to the nearest whole number to assign the HEDI score.

On Level (Proficient) Scoring Bands

K-3 i-Ready Diagnostic

ELA

Kindergarten 344-456
 Grade One 408-557
 Grade Two 464-584
 Grade Three 657-693

Math

Kindergarten 403-499
 Grade One 425-533
 Grade Two 447-569
 Grade Three 677-706

**Genesee Valley Central School District
Local Scale for PRINCIPAL Grades 4-6**

LOCAL SCALE Principal Grades 4-6 Conversion-Specific Scale: Local 20 (NO VA Provided)		
<i>Points</i>	<i>3% Proficiency</i>	<i>2% Mastery</i>
20	> or = 3	> or = 2
19	2.96-2.99	1.86-1.99
18	2.9-2.95	1.76-1.85
17	2.7-2.89	1.66-1.75
16	2.5-2.6	1.56-1.65
15	2.3-2.4	1.5
14	2.1-2.2	1.36-1.49
13	2	1.26-1.35
12	1.8-1.9	1.16-1.25
11	1.6-1.7	1.1-1.15
10	1.5	1
9	1.41-1.49	.86-.99
8	1.3-1.4	.76-.85
7	1.1-1.2	.66-.75
6	1	.51-.65
5	.9-.99	0.5
4	.7-.8	.36-.49
3	.5-.6	.26-.35
2	.3-.4	.16-.25
1	.1-.2	.1-.15
0	0	0

LOCAL SCALE Principal Grades 4-6 Conversion-Specific Scale: Local 15 (VA Provided)		
<i>Points</i>	<i>3% Proficiency</i>	<i>2% Mastery</i>
15	> or = 3	> or = 2
14	2.96-2.99	1.86-1.99
14	2.9-2.95	1.76-1.85
13	2.7-2.89	1.66-1.75
12	2.5-2.6	1.56-1.65
12	2.3-2.4	1.5
11	2.1-2.2	1.36-1.49
10	2	1.26-1.35
10	1.8-1.9	1.16-1.25
9	1.6-1.7	1.1-1.15
9	1.5	1
8	1.41-1.49	.86-.99
7	1.3-1.4	.76-.85
6	1.1-1.2	.66-.75
6	1	.51-.65
5	.9-.99	0.5
4	.7-.8	.36-.49
3	.5-.6	.26-.35
2	.3-.4	.16-.25
1	.1-.2	.1-.15
0	0	0

Principal Observations and Structured Reviews of Artifacts and Building Goals: 60 Points

- Each tenured Principal will have two building observations
- One of the two observations will be un-announced
- Non-tenured Principals will be observed three times (1 un-announced)
- The observations will be evidence based on the MPPR RUBRIC
- The MPPR Rubric assesses the NYS ISLLC Principal Standards
- The District will use the MPPR Rubric. All MPPR Domains will be evaluated per year and all functions will be scored as observed.
 - I. Shared Vision of Learning
 - II. School Culture and Instructional Program
 - III. Safe, Efficient, Effective Learning Environment
 - IV. Community
 - V. Integrity, Fairness, Ethics
 - VI. Political, Social, Economic, Legal and Cultural Context
 - VII. Goal Setting and Attainment
- Principal evaluations may focus on different functions each year and all functions will be evaluated over a three year period however, all functions will be scored as observed.
- An announced formal observation cycle consists of a pre-observation meeting, observation, and post observation conference; an unannounced formal observation consists of an observation and a post-conference. Formal observations last a minimum of 30 minutes.
- All observations will be completed by the Superintendent.
- Principals should bring a copy of his or her goals and objectives to the pre-observation meeting.
- During a formal observation, Principals will be assessed on the all Domains and the observed functions.
- The Superintendent will provide written evaluations of formal observations within 10 school days of the observation. Principals should schedule post-observation conferences within 5 school days of receipt of written evaluation.
- Evaluator notes on Principal behavior and function outcomes will be used as evidence to align to ISLLC Principal Standards

End of Year MPPR Conferences

The Superintendent and Principal will meet for end-of-year MPPR conferences as soon as the evaluation cycle is complete and final scores for “60 Other” have been computed. Final scores for “60 Other” may be adjusted as agreed to by the Superintendent and Principal until the last contractual date of the school year.

To determine point assignments and overall effectiveness rating:

- Each Function is scored on a 4 point scale, with 1 being “Ineffective” and 4 being “Highly Effective.”
- Function scores are averaged to find the overall score for each Domain.
- The scores for each Domain are averaged together. This number is then compared to the “Score Conversion to NYS 60 Point Scale” conversion table to determine the final HEDI rating for “60 Other.”

Score Conversion to NYS 60 Point Scale		
60	4	Highly Effective
60	3.9	
59	3.8	
59	3.7	
58	3.6	Effective
58	3.5	
58	3.4	
58	3.3	
57	3.2	
57	3.1	
57	3	
57	2.9	
56	2.8	Developing
55	2.7	
54	2.6	
52	2.5	
50	2.4	
49	2.3	
48	2.2	
47	2.1	
46	2	
45	1.9	
44	1.8	Ineffective
43	1.7	
42	1.6	
41	1.5	
40	1.4	
39	1.3	
38	1.2	
37	1.1	
0	1	

GENESEE VALLEY CENTRAL SCHOOL DISTRICT
Teacher/Principal Improvement Plan

Teacher/Principal: _____ **Supervisor:** _____

The purpose of a professional evaluation is to strengthen the instruction of the teacher, the service delivery of the pupil service provider, or the leadership of a principal. Any individual receiving an unsatisfactory evaluation will work with the appropriate administrator/supervisor to develop an improvement plan to address any area of concern.

Annual Performance Rating Leading to the TIP/PIP: _____ Ineffective _____ Developing

Annual Professional Performance areas to be addressed through the **Teacher/Principal Improvement Plan:**

Standard (NYS Teaching Standards or ISLCC)	Detail

NYS Assessment Results: _____

Local Assessment Results _____

Teacher/Principal

Goal(s) for Improvement:

Specific Objective(s):

Goal(s) for Improvement:

Specific Objectives(s):

Action Steps to be Taken:

ACTION	PERSON RESPONSIBLE	BY WHEN

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:

B. Schmitt 5/13/14

Teachers Union President Signature: Date:

L. M. Ventresca 5/13/2014

Administrative Union President Signature: Date:

B. W. E. J. 5/13/14

Board of Education President Signature: Date:

Quellman 5/13/14