



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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August 28, 2013

**Revised**

Paul Jenkins, Superintendent  
Glens Falls City School District  
15 Quade St.  
Glens Falls, NY 12801

Dear Superintendent Jenkins:

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

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

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

Thank you again for your hard work.

Sincerely,

  
John B. King, Jr.  
Commissioner

Attachment

c: James P. Dexter

**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, May 17, 2013

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## 1

### Disclaimers

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

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

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

### 1. SCHOOL DISTRICT INFORMATION

#### 1.1) School District's BEDS Number : 630300010000

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

630300010000

#### 1.2) School District Name: GLENS FALLS CITY SD

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

GLENS FALLS CITY SD

#### 1.3) Assurances

Please check all of the boxes below:

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

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

## 1.4) Submission Status

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

Submission of material changes to an approved APPR plan

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

Created Tuesday, April 30, 2013

Updated Tuesday, August 20, 2013

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

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

For K-3 ELA: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student’s pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see task 2.11).
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
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## 2.3) Grades K-3 Math

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

	Math	Assessment
K	State-approved 3rd party assessment	STAR Early Literacy Enterprise
1	State-approved 3rd party assessment	STAR Math Enterprise
2	State-approved 3rd party assessment	STAR Math Enterprise

	Math	Assessment
3	State assessment	3rd Grade State Assessment

For Grades K-3 Math: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see task 2.11).
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

## 2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	Glens Falls - District Developed Grade 6 Science Assessment
7	District, regional or BOCES-developed assessment	Glens Falls - 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.	Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to the pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see Task 2.11).
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

## 2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	Glens Falls-District Developed Grade 6 Social Studies Assessment
7	District, regional or BOCES-developed assessment	Glens Falls-District Developed Grade 7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	Glens Falls-District Developed Grade 7 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.	Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets,
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	as compared to the pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see Task 2.11).
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)
Effective (9 - 17 points) Results meet District goals for similar students.	50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Developing (3 - 8 points) Results are below District goals for similar students.	17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

## 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	Glens Falls- District Developed Global 1 Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to the pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see Task 2.11).
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)
Effective (9 - 17 points) Results meet District goals for similar students.	50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Developing (3 - 8 points) Results are below District goals for similar students.	17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

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

0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

## 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.

Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to the pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see Task 2.11).

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

93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)

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

50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

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

17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

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

0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

## 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
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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.	Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to the pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see Task 2.11). Glens Falls City School District will be offering the NYS Integrated Algebra Regents and the NYS Common Core Algebra Regents to students completing Algebra 1 and will be using the higher of the two scores.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)
Effective (9 - 17 points) Results meet District goals for similar students.	50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Developing (3 - 8 points) Results are below District goals for similar students.	17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

## 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	Glens Falls-District Developed Grade 9 ELA Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Glens Falls-District Developed Grade 10 ELA Assessment

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

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

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

Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets. A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to the pre-assessment baseline data point. The 0-20 HEDI score will be determined using the uploaded conversion chart (see Task 2.11). Glens Falls City School District will be offering both the NYS Comprehensive English Regents, and the NYS Common Core English Regents to students and will use the higher of the two scores.

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

93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)

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

50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

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

17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

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

0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

## 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
K-4 Librarian	State-approved 3rd party assessment	STAR Reading Enterprise
3-4 ELA AIS Teacher	School/BOCES-wide/group/team results based on State	New York State ELA Grade 3 and 4 Assessments
K-2 ELA AIS Teacher	State-approved 3rd party assessment	STAR Reading Enterprise
5-8 ELA AIS Teacher	School/BOCES-wide/group/team results based on State	New York State ELA Grade 5,6,7,8 Assessments
K-2 Resource Room Teacher	State-approved 3rd party assessment	STAR Reading Enterprise

3-4 Resource Room Teacher	School/BOCES-wide/group/team results based on State	NYS Grade 3 and ELA and Math assessments
9-12 Resource Room Teacher	School/BOCES-wide/group/team results based on State	NYS Comprehensive/Common Core English Regents Assessment
K-2 Self Contained Teacher	State-approved 3rd party assessment	STAR Reading Enterprise
3rd Grade Self Contained Teacher	State Assessment	NYS Grade 3 ELA and Math Assessments
4-12 Self Contained Special Education Classes	State Assessment	NYSAA
K-12 Physical Education	District, Regional or BOCES-developed	Glens Falls - District Developed PE Grade K-12 Assessments
5-8 Resource Room Teacher	School/BOCES-wide/group/team results based on State	NYS Grade 5,6,7,8 Assessments
All other teachers not named above	District, Regional or BOCES-developed	Glens Falls - District Developed Grade and course specific assessments

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.	<p>Glens Falls City School District will be measuring growth. The teachers in collaboration with principals will use each student's pre-assessment score and prior academic history to set individual student growth targets.</p> <p>A HEDI score will be awarded based on the overall percentage of students who meet or exceed their individual growth targets, as compared to the pre-assessment baseline data point.</p> <p>The 0-20 HEDI score will be determined using the uploaded conversion chart (see Task 2.11).</p> <p>Glens Falls City School District will be offering both the NYS Comprehensive English Regents, and the NYS Common Core English Regents to students and will use the higher of the two scores.</p> <p>Where applicable, HEDI score will be awarded based on the percentage of students school wide who meet or exceed their individual growth targets.</p>
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93-100% of student meet or exceed their individual growth targets (see uploaded chart Task 2.11)
Effective (9 - 17 points) Results meet District goals for similar students.	50-92% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Developing (3 - 8 points) Results are below District goals for similar students.	17-49% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-16% of student meet or exceed their individual growth targets (see uploaded chart in Task 2.11).

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/12186/507733-TXEttx9bQW/2.11 HEDI Translation Template for SLO Scores 20Percent13-14.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.

At this time the district does not have any adjustments, controls or other special considerations that will be used for setting targets for growth measures.

## 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: <a href="http://www.engageny.org/resource/student-learning-objectives-guidance-document">http://www.engageny.org/resource/student-learning-objectives-guidance-document</a> ).	Checked
2.14) Assurances   Assure that past academic performance and/or baseline academic data of students will be taken into account when developing an SLO.	Checked

2.14) Assurances   Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators in ways that improve student learning and instruction.	Checked
2.14) Assurances   Assure that it is possible for an educator to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
2.14) Assurances   Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked

### 3. Local Measures (Teachers)

Created Tuesday, April 30, 2013

Updated Thursday, August 22, 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	New York State Grade 4 ELA, Math, and Science Assessments
5	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments
6	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments

7	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments
8	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math, and Science Assessments

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.	Glens Falls City School District will be measuring achievement. A teacher’s HEDI score will be based on a school-wide target set for the NYS ELA, Math and Science Assessments. Achievement targets will be set collaboratively between the teachers and the principals. 80% of the students will need to meet this achievement target as a school. Achieving this score will result in a teacher receiving 11 points out of 15. The 15 point achievement calculator attached shows an example of how this will be calculated.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3

### 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	New York State Grade 4 Math, ELA, and Science Assessments
5	6(ii) School wide measure computed locally	New York State Grade 8 Math, ELA and Science Assessments
6	6(ii) School wide measure computed locally	New York State Grade 8 Math, ELA, and Science Assessments
7	6(ii) School wide measure computed locally	New York State Grade 8 Math, ELA and Science Assessments

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.	Glens Falls City School District will be measuring achievement. A teacher's HEDI score will be based on a school-wide target set for the NYS ELA, Math and Science Assessments. Achievement targets will be set collaboratively between the teachers and the principals. 80% of the students will need to meet this achievement target as a school. Achieving this score will result in a teacher receiving 11 points out of 15. The 15 point achievement calculator attached shows an example of how this will be calculated.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload in task 3.3

### 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/12149/507734-rhJdBgDruP/HEDI Translation Template15%20%8-16-13.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	New York State Grade 4 ELA, Math, and Science Assessments
1	6(ii) School-wide measure computed locally	New York State Grade 4 ELA, Math, and Science Assessments
2	6(ii) School-wide measure computed locally	New York State Grade 4 ELA, Math, and Science Assessments

3	6(ii) School-wide measure computed locally	New York State Grade 4 ELA, Math, and Science Assessments
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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.	Glens Falls City School District will be measuring achievement. A teacher's HEDI score will be based on a school-wide target set for the NYS ELA, Math and Science Assessments. Achievement targets will be set collaboratively between the teachers and the principals. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. The 20 point achievement calculator attached shows an example of how this will be calculated.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 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	New York State Grade 4 ELA, Math, and Science Assessments
1	6(ii) School-wide measure computed locally	New York State Grade 4 ELA, Math, and Science Assessments
2	6(ii) School-wide measure computed locally	New York State Grade 4 ELA, Math, and Science Assessments
3	6(ii) School-wide measure computed locally	New York State Grade 4 ELA, Math, and Science Assessments

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.	Glens Falls City School District will be measuring achievement. A teacher’s HEDI score will be based on a school-wide target set for the NYS ELA, Math and Science Assessments. Achievement targets will be set collaboratively between the teachers and the principals. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. The 20 point achievement calculator attached shows an example of how this will be calculated.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments
7	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments
8	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Glens Falls City School District will be measuring achievement. A teacher’s HEDI score will be based on a school-wide target set for the NYS ELA, Math and Science Assessments. Achievement targets will be set collaboratively between the
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teachers and the principals. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. The 20 point achievement calculator attached shows an example of how this will be calculated.

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

93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)

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

50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)

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

17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)

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

0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments
7	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments
8	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science Assessments

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.

Glens Falls City School District will be measuring achievement. A teacher's HEDI score will be based on a school-wide target set for the NYS ELA, Math and Science Assessments. Achievement targets will be set collaboratively between the teachers and the principals. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. The 20 point achievement calculator attached shows an example of how this will be calculated.

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

93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 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 Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Global 2	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
American History	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents

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.	Glens Fall City School District will be measuring achievement. A school-wide target will be set for the following NYS Regents exams: Global History, American History, English, Living Environment, and Common Core/Integrated Algebra. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. These achievement targets will be set collaboratively between the teachers and the principal. See the attached 3.13 HEDI Translation Template for Achievement Counting as 20 percent.
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Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 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 Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Earth Science	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Chemistry	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Physics	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents

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	Glens Fall City School District will be measuring achievement. A school-wide target will be set for the following NYS Regents exams: Global History, American History, English, Living
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3.13, below.	Environment, and Common Core/Integrated Algebra. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. These achievement targets will be set collaboratively between the teachers and the principal. See the attached 3.13 HEDI Translation Template for Achievement Counting as 20 percent.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 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 Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Geometry	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Algebra 2	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents

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.	Glens Fall City School District will be measuring achievement. A school-wide target will be set on the following NYS Regents exams: Global History, American History, English, Living Environment, and Common Core/Integrated Algebra. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. These achievement targets will be set collaboratively between the teachers and the principal. See the attached 3.13 HEDI Translation Template for Achievement Counting as 20 percent.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 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 Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Grade 10 ELA	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
Grade 11 ELA	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Glens Fall City School District will be measuring achievement. A school-wide target will be set for the following NYS Regents exams: Global History, American History, English, Living Environment, and Common Core/Integrated Algebra. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. These achievement targets will be set collaboratively between the teachers and the principal. See the attached 3.13 HEDI Translation Template for Achievement Counting as 20 percent.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

### 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
K-4 Libariran	6(ii) School wide measure computed locally	New York State Grade 4 ELA, Math, and Science assessments
K-4 ELA AIS teachers	6(ii) School wide measure computed locally	New York State Grade 4 ELA, Math, and Science assessments
5-8 ELA AIS teachers	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science assessments
K-4 Resource Room teachers	6(ii) School wide measure computed locally	New York State Grade 4 ELA, Math, and Science assessments
5-8 Resource Room teachers	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science assessments
9-12 Resource Room teachers	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents,

		NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
K-4 Self Contained special ed. teachers	6(ii) School wide measure computed locally	New York State Grade 4 ELA, Math, and Science assessments
5-8 Self Contained special ed. teachers	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math, and Science assessments
9-12 Self Contained special education teachers	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents
All other K-4 teachers not named above	6(ii) School wide measure computed locally	New York State Grade 4 ELA, Math, and Science assessments
All other 5-8 teachers not named above	6(ii) School wide measure computed locally	New York State Grade 8 ELA, Math and Science assessments
All other 9-12 teachers not named above	6(ii) School wide measure computed locally	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents

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.	Glens Fall City School District will be measuring achievement. 9-12, school-wide targets will be set for the following NYS Regents exams: Global History, American History, English, Living Environment, and Common Core/Integrated Algebra. K-8, school-wide targets will be based on NYS ELA, Math, and Science assessments. 80% of the students will need to meet this achievement target as a school. Achieving this target score will result in a teacher receiving 14 points out of 20. These achievement targets will be set collaboratively between the teachers and the principal. See the attached 3.13 HEDI Translation Template for Achievement Counting as 20 percent.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	93-100% of student meet or exceed their targets (see uploaded chart Task 3.13)
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of student meet or exceed their targets (see uploaded chart Task 3.13)
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of student meet or exceed their targets (see uploaded chart Task 3.13)

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

0-16% of student meet or exceed their targets (see uploaded chart Task 3.13)

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/12149/507734-y92vNseFa4/HEDI Translation Template20%8-16-13.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.

At this time the district does not have any adjustments, controls or other special considerations that will be used for setting targets for growth measures.

### 3.15) Teachers with More Than One Locally Selected Measure

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

For teachers with multiple measures the scores will be combined together proportionally based on the number of student in each measure.

### 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, August 22, 2013

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### Page 1

#### 4.1) Teacher Practice Rubric

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

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

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

Danielson's Framework for Teaching

(No response)

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

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

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.

All 60 points will be based on the Danielson Rubric (2007) which encompasses all the Teaching Standards. Domains 2 and 3 will count for 40 of the 60 points. Domains 1 and 4 will count for 20 out of the 60 points. Each component will be scored as follows:

Unsatisfactory = Ineffective = 0.0 points

Basic = Developing = 2.25 points

Proficient = Effective = 3.5 points

Distinguished = Highly Effective = 4.0 points

If a teacher receives all "Proficient/Effective" the scoring would be calculated this way:

Domain 1:  $6 \times 3.5 = 21$  out of a possible 24 points =  $.875 \times 10$  which will equal 8.75 points for this domain.

Domain 4:  $6 \times 3.5 = 21$  out of a possible 24 Points =  $.875 \times 10$  which will equal 8.75 points for this domain.

Domain 2:  $5 \times 3.5 = 17.5$  out of a possible 20 points =  $.875 \times 20$  which will equal 17.5 points for this domain.

Domain 3:  $5 \times 3.5 = 17.5$  out of a possible 20 points =  $.875 \times 20$  which will equal 17.5 points for this domain.

Points received for each domain will be totaled together to result in a final 0-60 HEDI score.

Normal rounding rules will apply when decimals are encountered. A single component scores will be set after multiple observations are completed.

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

(No response)

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	57-60: Points for highly effective are determined by the overall score indicated on the Danielson Rubric.
Effective: Overall performance and results meet NYS Teaching Standards.	47-56: Points for effective are determined by the overall score indicated on the Danielson Rubric.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	17-46: Points for developing are determined by the overall score indicated on the Danielson Rubric.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	0-16: Points for ineffective are determined by the overall score indicated on the Danielson Rubric.

Provide the ranges for the 60-point scoring bands.

Highly Effective	57-60
Effective	47-56
Developing	17-46
Ineffective	0-16

## 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

- 
- In Person
- 

## 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
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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, July 29, 2013

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## Page 1

### **Standards for Rating Categories**

#### **Growth or Comparable Measures**

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

#### **Other Measures of Effectiveness (Teacher and Leader standards)**

#### **Highly Effective**

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

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

Overall performance and results exceed NYS Teaching Standards.

#### **Effective**

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

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

Overall performance and results meet NYS Teaching Standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

Where there is no Value-Added measure

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

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

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

Highly Effective	57-60
Effective	47-56
Developing	17-46
Ineffective	0-16

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 Thursday, August 22, 2013

## Page 1

### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

### 6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/12193/507737-Df0w3Xx5v6/13-14 TIP-RevisionFinal8-22-13.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:

Definitions - For purposes of this Agreement, the terms are defined as follows:

1) "Performance review" shall mean a teacher's annual professional performance review required by the Education Law and

regulations of the Commissioner of Education,

2) “Highly effective, “effective,” “developing” and “ineffective” (HEDI) shall have the same meaning given to those terms in regulations of the Commissioner of Education applicable to the Annual Professional Performance Review of teachers.

3) “Days” shall mean school days.

**Right to Appeal** – A teacher may appeal his or her annual professional performance review and the School District’s issuance and/or implementation of a legally required improvement plan in accordance with the procedures and conditions set forth in this Agreement. Such procedures and conditions constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a teacher’s performance review and/or improvement plan.

**Scope of Performance Appeals** –

1) For tenured teacher, only a teacher who receives a rating of “developing” or “ineffective” may appeal his or her performance review.

2) For probationary teachers, only a teacher who receives a rating of “ineffective” may appeal her or her performance review.

3) A teacher may appeal only the substance of his or her performance review, the School District’s adherence to standards and methodologies required for such reviews, adherence to the applicable regulations of the Commissioner of Education, and compliance with the negotiated procedures applicable to the conduct of the performance reviews set forth in the District’s annual professional performance review plan. No appeal may challenge the selection of locally developed assessments.

4) A teacher may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

**Scope of Improvement Plan Appeals** –

1) A probationary teacher must be provided an improvement plan upon receiving a final performance rating of “developing” or “ineffective.” A tenured teacher must be provided an improvement plan upon receiving a final performance rating of “developing” or “ineffective.” Such a teacher may appeal the School District’s issuance of such a plan and/or implementation of the terms of an improvement plan.

2) A teacher may appeal only the issues regarding compliance with the requirements prescribed in applicable law and regulations for the issuance of improvement plans.

**Timelines for Commencement of an Appeal:**

1) Appeals concerning a teacher's performance review must be filed no later than fifteen (15) days from the first day of school classes in September of the school year following the evaluation year.

2) Appeals concerning the issuance of an improvement plan must be filed within (15) days of the School District's alleged failure to comply with any of the requirements prescribed in applicable law and regulations for the issuance of improvements plans.

3) Appeals concerning implementation of the terms of an improvement plan must be filed within (15) days from the date of the School District's alleged failure to implement any of the terms of the plan.

4) No appeal shall be entertained and will be deemed waived unless it was filed within the applicable timeline referenced in this Agreement. The subject matter of any timely appeal or any untimely appeal shall not be reviewed in any other forum.

**Filing of an Appeal:**

1) An appeal must be submitted to the Superintendent or Director of Curriculum, in writing, on form that is mutually agreeable by the Superintendent and the Association, containing a detailed description of the precise point(s) of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan. In addition, the teacher must submit any and all additional documents or written materials specific to the point(s) of disagreement that support the teacher's appeal and are relevant to the resolution of the appeal including the particular performance review and/or improvement plan, as appropriate. Any such additional information not submitted at the time the appeal is filed will not be considered in the Superintendent's Appeal Panel deliberations related to the appeal. There will be no oral argument of the appeal to the Superintendent's Appeal Panel unless the Panel requires clarification and makes the request.

2) The Superintendent's Panel shall consist of two teachers chosen by the association (one from the K-6 elementary level and one from the 7-12 secondary level) and two administrators chosen by the Superintendent. Neither of the two administrators on the Superintendent's Panel can be the evaluator of the teacher. There will be only one of the administrators on the panel who is from the same level (K-6 and 7-12) as the appealing teacher. If the Superintendent's Appeal Panel cannot reach a majority decision on the outcome of the appeal, the Superintendent will make the final determination. All panelists will attend a workshop held by the Director of Curriculum in order to receive the necessary training.

3) Notwithstanding any other provision of this Agreement, the teacher bears the burden of proving by substantial evidence the merits of his or her appeal.

**Resolution of an Appeal:**

1) Upon a majority decision, the Superintendent's Appeal Panel will submit a written decision on the merits of the teacher's appeal no later than fifteen (15) days from the date the teacher filed his/her appeal. This majority decision shall be final and binding. Any appeal shall be deemed completed upon the issuance of that decision.

- 2) If there is no majority decision within the fifteen (15) days, the Superintendent or Director of Curriculum shall issue a written decision on the merits of the teacher's appeal no later than fifteen (15) days from the date when the Superintendent's Panel was unable to reach a majority decision.
- 3) The decision of the Superintendent of the Director of Curriculum shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the appeal.

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

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

All District evaluators have participated in (and will continue to participate in) the teacher evaluator training series that has been offered through the WSWHE BOCES RTTT Network Team.

The BOCES RTTT Network Team has turn-keyed all of the essential elements from the SED Network Team Institute to the region and have conducted 5 days of training throughout the school year. Each of the training elements required in the regulations and provided by SED at the Network Team Institute has been turn-keyed to evaluators in the region with fidelity, and all district evaluators have participated fully in this series.

In addition, Glens Falls City School District collaborated with two neighboring districts to provide an additional day of training for our evaluators on the Danielson Rubric so that it would be implemented with fidelity.

As further trainings are offered by SED throughout the year, further regional sessions will be offered by the WSWHE BOCES RTTT Network Team and district teacher evaluators will be required to attend them. Ongoing training opportunities through the WSWHE BOCES RTTT Network Team will enable evaluators to refresh their learning, and new administrators will receive the full training series. Each year, certified evaluators will attend BOCES-sponsored sessions in order to become re-certified. These sessions will focus on continuing calibration of evaluators, ensuring inter-rater agreement and inter-rater reliability. All evaluators will participate in these yearly sessions to become re-calibrated.

Based upon their participation in these activities, District teacher evaluators will be certified by the Superintendent and Board of Education as lead evaluators and evaluators.

## 6.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

growth goals and school improvement goals, etc.

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

(7) use of the Statewide Instructional Reporting System

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

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

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• Checked

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

Created Tuesday, April 30, 2013

Updated Wednesday, August 21, 2013

## Page 1

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

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

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

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):

5-8
9-12
(No response)

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

Please check the boxes below:

7.2) Assurances -- State-Provided Measures of Student Growth   Assure that the value-added growth score(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
K-4	State assessment	NYS Grade 3 and Grade 4 ELA, Math Assessments
K-4	State-approved 3rd party assessment	STAR Reading Enterprise
K-4	State-approved 3rd party assessment	STAR Math Enterprise

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.	Glens Falls City School District will be measuring growth. The principals in collaboration with the Superintendent or Director of Curriculum, will use each student's pre-assessment score and prior academic history to set individual student growth scores using NYS assessments at grade 3 and STAR assessments at grades K-2. A HEDI score will be awarded based on the overall percentage of students that meet or exceed their individual growth targets. The State Provided Growth Score for grade 4 will be weighted proportionally with results from other SLOs based on the number of students who took each assessment. The result will be a single HEDI score for the principal. The same HEDI scoring calculator will be used for principals.
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Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	93-100% of students meet or exceed their individual growth targets.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	50-92% of students meet or exceed their individual growth targets.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17-49% of students meet or exceed their individual growth targets.
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	0-16% of students meet or exceed their individual growth targets.

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/12156/507738-lha0DogRNw/7.3HEDI Translation Template for SLO Scores 20Percent13-14.pdf

### 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.

At this time the district does not have any adjustments, controls or other special considerations that will be used for setting targets for growth measures.

### 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: <a href="http://www.engageny.org/resource/student-learning-objectives-guidance-document">http://www.engageny.org/resource/student-learning-objectives-guidance-document</a> .	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 Thursday, August 22, 2013

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## 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
5-8	(d) measures used by district for teacher evaluation	NYS Grade 8 ELA, Math, and Science Assessments
9-12	(d) measures used by district for teacher evaluation	NYS Global 2 Regents, NYS American History Regents, NYS Comprehensive/Common Core English Regents, NYS Living Environment Regents, NYS Common Core and Integrated Algebra Regents

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.	5-8 Principal The Principal's HEDI score will be based on a school-wide target set for the NYS ELA, Math, and Science Assessments.
	9-12 Principal The Principal's HEDI score will be based on a school-wide targets from the following NYS Regents exams: Global History, American History, English, Living Environment, and Common Core/Integrated Algebra.
	All targets will be set collaboratively between principals and the Superintendent or Director of Curriculum. 80% of the students will need to meet the achievement target. Achieving this target score will result in a principal receiving 11 out of 15 points. The

15 point achievement calculator attached shows an example of how this will be calculated.

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

(see upload chart Task 8.1).

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

(see upload chart Task 8.1).

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

(see upload chart Task 8.1).

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

(see upload chart Task 8.1).

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/12190/507739-qBFVOWF7fC/HEDI Translation Template15%20%8-16-13.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
K-4	(d) measures used by district for teacher evaluation	NYS Grade 4 ELA, Math, and Science Assessments

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	<p>K-4 Principal The Principal's local HEDI score will be based on a school-wide target set for the NYS ELA, Math, and Science Assessments.</p> <p>All targets will be set collaboratively between principals and the Superintendent or Director of Curriculum. 80% of the students will need to meet the achievement target. Achieving this target score will result in a principal receiving 14 out of 20 points. The 20 point achievement calculator attached shows an example of how this will be calculated.</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93-100% of students meet or exceed their targets (see upload chart Task 8.2).
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	50-92% of students meet or exceed their targets (see upload chart Task 8.2).

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17-49% of students meet or exceed their targets (see upload chart Task 8.2).
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-16% of students meet or exceed their targets (see upload chart Task 8.2).

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

(No response)

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

[assets/survey-uploads/12190/507739-T8MIGWUVm1/HEDI Translation Template20%8-20-13.pdf](#)

### 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.

At this time the district does not have any adjustments, controls or other special considerations that will be used for setting targets for local measures.

### 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.

The process for combining multiple locally selected measures where applicable will be to weight the scores proportionately based on the number of students in each score to attain one subcomponent score and HEDI category.

### 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 Friday, August 16, 2013

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## Page 1

### 9.1) Principal Practice Rubric

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

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

Multidimensional Principal Performance Rubric

(No response)

### 9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

### 9.3) Assurances -- Goals

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

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

9.3) Assurances -- Goals   Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance).	(No response)
--	---------------

### 9.4) Sources of Evidence (if applicable)

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

9.4) Sources of Evidence (if applicable)   Structured feedback from teachers using a State-approved tool	(No response)
--	---------------

9.4) Sources of Evidence (if applicable)   Structured feedback from students using a State-approved tool	(No response)
--	---------------

9.4) Sources of Evidence (if applicable)   Structured feedback from families using a State-approved tool	(No response)
--	---------------

9.4) Sources of Evidence (if applicable)   School visits by other trained evaluators	(No response)
--	---------------

9.4) Sources of Evidence (if applicable)   Review of school documents, records, and/or State accountability processes (all count as one source)	(No response)
---	---------------

### 9.5) Survey Tool(s) (if applicable)

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

(No response)

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

Principal Evaluation Tripod School Perception Survey for Teachers	(No response)
---	---------------

K12 Insight Student Survey (Grades 3-5) for Principal Evaluation in New York	(No response)
--	---------------

K12 Insight Student Survey (Grades 6-12) for Principal Evaluation in New York	(No response)
---	---------------

K12 Insight Parent Survey for Principal Evaluation in New York	(No response)
--	---------------

K12 Insight Teacher/Staff Survey for Principal Evaluation in New York	(No response)
---	---------------

District variance	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Parent Survey)	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Student Surveys)	(No response)
NYC School Survey-2012 Parent Survey	(No response)
NYC School Survey-2012 Student Survey	(No response)
NYC School Survey-2012 Teacher Survey	(No response)

## 9.6) Assurances

Please check all of the boxes below:

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

## 9.7) Process for Assigning Points and Determining HEDI Ratings

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

The scoring of the Multidimensional Principal Performance Rubric allow principals to earn from zero to sixty points.

The MPPR (Multidimensional Principal Practice Rubric) contains the following domains:

Domain 1 -Shared Vision of Learning

Domain 2 -School Culture and Instructional Program

Domain 3 -Safe, Efficient, Effective Learning Environment

Domain 4 -Community

Domain 5 -Integrity, Fairness, Ethics

Domain 6 -Political, Social, Econmonic, Leagal, and Cultural Context

After collecting evidence from multiple school visits, each of the above domains are given a rating of Highly Effective, Effective, Developing, or Ineffective.

A muliplier is applied to the HEDI ratings given.

H - x 15

E - x 10

D - x 5

I - x 0

Each of the scores for the domains will be added together to result in a rubric score from 0-90.

A Principal receiving Highly Effective ratings for all 6 Domains would receive 90 points.

A Principal receiving Effective ratings for all 6 Domains would receive 60 points.

A Principal receiving Developing ratings for all 6 Domains would receive 30 points.

A Principal receiving Ineffective ratings for all 6 Domains would receive 0 points.

See attached Conversion Chart for 90 to 60 point scales.

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/12205/507740-pMADJ4gk6R/MPPR 90-60 Point Conversion13-14b.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.	59-60: Points for highly effective are determined by the overall scores indicated on the Multidimensional Principal Performance Rubric-Rounding rules apply.
Effective: Overall performance and results meet standards.	57-58: Points for effective are determined by the overall scores indicated on the Multidimensional Principal Performance Rubric-Rounding rules apply.
Developing: Overall performance and results need improvement in order to meet standards.	55-56: Points for developing are determined by the overall scores indicated on the Multidimensional Principal Performance Rubric-Rounding rules apply.
Ineffective: Overall performance and results do not meet standards.	0-54 : Points for ineffective are determined by the evaluator.

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	59-60
Effective	57-58
Developing	55-56
Ineffective	0-54

## 9.8) School Visits

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

### **Probationary Principals**

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

### **Tenured Principals**

By supervisor	2
---------------	---

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

# 10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Tuesday, July 30, 2013

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## Page 1

### **Standards for Rating Categories**

#### **Growth or Comparable Measures**

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

#### **Other Measures of Effectiveness (Teacher and Leader standards)**

#### **Highly Effective**

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

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

Overall performance and results exceed ISLLC leadership standards.

#### **Effective**

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

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

Overall performance and results meet ISLLC leadership standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

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

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

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

Highly Effective	59-60
Effective	57-58
Developing	55-56
Ineffective	0-54

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 Thursday, August 22, 2013

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## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

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

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

[assets/survey-uploads/12168/507742-Df0w3Xx5v6/Principal PIP\\_8-22-13.pdf](assets/survey-uploads/12168/507742-Df0w3Xx5v6/Principal PIP_8-22-13.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:

Right to Appeal – A principal may appeal his or her annual professional performance review and the School District’s issuance and/or implementation of a legally required improvement plan in accordance with the procedures and conditions set forth in this Agreement. Such procedures and conditions constitute the exclusive means for initiating, reviewing, and resolving any and all challenges and appeals related to a principal’s performance review and/or improvement plan.

#### Scope of Performance Appeals –

- 1) For tenured principals, only a principal who receives an overall rating of “developing” or “ineffective” may appeal his or her performance review.
- 2) For probationary principals, only a principal who receives an overall rating of “ineffective” may appeal his or her performance review.
- 3) A principal may appeal only the substance of his or her performance review, the School District’s adherence to standards and methodologies required for such reviews, adherence to the applicable regulations of the Commissioner of Education, and compliance with the negotiated procedures applicable to the content of performance reviews set forth in the School District’s annual professional performance review plan.
- 4) A principal may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

#### Scope of the Improvement Plan Appeals –

- 1) A probationary principal must be provided an improvement plan upon receiving a final performance rating of “developing” or “ineffective.” A tenured principal must be provided an improvement plan upon receiving a final performance rating of “developing” or “ineffective.” Such principal may appeal the School District’s issuance of such a plan and/or implementation of the terms of an improvement plan.
- 2) A principal may appeal only the issues regarding compliance with the requirements prescribed in applicable law and regulations of the issuance of improvement plans.
- 3) A principal may not file multiple appeals regarding the same improvement plan. All grounds for appealing the issuance of an improvement plan must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

#### Timelines for the Commencement of an Appeal –

- 1) Appeals concerning the principal’s performance review must be filed no later than fourteen (14) days of the date when the principal receives it.
- 2) Appeals concerning the issuance of any improvement plan must be filed within twenty-one (21) days of the School District’s alleged failure to comply with any of the requirements prescribed in applicable law and regulations for the issuance of improvement plans.
- 3) Appeals concerning implementation of the terms of an improvement plan must be filed within twenty-one (21) days from the date of the School District’s alleged failure to implement any of the terms of the plan.
- 4) No appeal shall be entertained and will be deemed waived unless it was filed within the applicable timeline referenced in this Agreement. The subject matter of any timely appeal or an untimely appeal shall not be reviewed in any other forum.

#### Filing of an Appeal –

- 1) An appeal must be submitted to the Superintendent or his/her designee, in writing, containing a detailed description of the precise point(s) of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan. In addition, the principal must submit any and all additional documents or written materials specific to the point(s) of disagreement that support the principal’s appeal and are relevant to the resolution of the appeal including the particular performance review and/or improvement plan, as appropriate. Any such additional information not submitted at the time the appeal is filed will not be considered in the Superintendent’s deliberations related to the resolution of the appeal. There will be no oral argument of the appeal to the Superintendent or his/her designee.
- 2) Notwithstanding any other provision of this Agreement, the principal bears the burden of providing the merits of his or her appeal.

#### Resolution of an Appeal –

- 1) The Superintendent of his or her designee shall issue a written decision on the merits of the principal’s appeal no later than twenty-one (21) days from the date when the principal filed her or her appeal.
- 2) The decision of the Superintendent or Superintendent’s designee shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the appeal.
- 3) The decision of the Superintendent or the Superintendent’s designee shall be final and binding, unless the principal appeals the Superintendent’s decision no later than twenty-one (21) days, from the date when the Superintendent or Superintendent’s designee issues a decision, to a Committee comprised of the Director of Curriculum, and administrator selected by the President of the Glens Falls Administrators Association, and a District employee mutually agreed upon by the Superintendent and the President of the GFAA. The Committee will meet and render its decision within twenty-one (21) days of receiving the appeal. The decision of the Committee shall not be subjected to any further appeal or review.
- 4) A decision sustaining an appeal regarding the substance of a principal’s particular performance review and/or the issuance of an

improvement plan for the principal shall require that the School District revise the performance review and/or improvement plan as appropriate, in accordance with the decision. A revised version of the performance review and/or improvement plan shall be placed in the principal's personnel file, and the original successfully appealed performance review and/or improvement plan shall be redacted accordingly. The principal shall have the right to include his/her response to the decision in his/her personnel file.

5) A decision sustaining an appeal regarding implementation of the terms of a principal's improvement plan shall require the School District to take appropriate steps to ensure compliance with and the achievement of those terms.

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

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

All District evaluators have participated in (and will continue to participate in) the teacher evaluator training series that has been offered through the WSWHE BOCES RTTT Network Team.

The BOCES RTTT Network Team has turn-keyed all of the essential elements from the SED Network Team Institute to the region and have conducted 5 days of training throughout the school year. Each of the training elements required in the regulations and provided by SED at the Network Team Institute has been turn-keyed to evaluators in the region with fidelity, and all district evaluators have participated fully in this series.

In addition, Glens Falls City School District collaborated with two neighboring districts to provide an additional day of training for our evaluators on the Danielson Rubric and MPPR so that they would be implemented with fidelity.

As further trainings are offered by SED throughout the year, further regional sessions will be offered by the WSWHE BOCES RTTT Network Team and district teacher evaluators will be required to attend them. Ongoing training opportunities through the WSWHE BOCES RTTT Network Team will enable evaluators to refresh their learning, and new administrators will receive the full training series. Each year, certified evaluators will attend BOCES-sponsored sessions in order to become re-certified. These sessions will focus on continuing calibration of evaluators, ensuring inter-rater agreement and inter-rater reliability. All evaluators will participate in these yearly sessions to become re-calibrated.

Based upon their participation in these activities, District teacher evaluators will be certified by the Superintendent and Board of Education as lead evaluators and evaluators.

## 11.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

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• Checked

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## 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 Wednesday, August 28, 2013

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### Page 1

#### 12.1) Upload the Joint Certification of the APPR Plan

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

<assets/survey-uploads/12158/507743-3Uqgn5g9Iu/APPR-Signatures8-28-13.pdf>

#### File types supported for uploads

PDF (preferred)

Microsoft Office (.doc, .ppt, .xls)

Microsoft Office 2007: Supported but not recommended (.docx, .pptx, .xlsx)

Open Office (.odt, .ott)

Images (.jpg, .gif)

Other Formats (.html, .xhtml, .txt, .rtf, .latex)

Please note that .docx, .pptx, and .xlsx formats are not entirely supported.

Please save your file types as .doc, .ppt or .xls respectively before uploading.

## Growth - HEDI Translation Template for SLO Scores Counting as 20% of Composite

Enter HEDI Anchor Point (range 9-17) and anticipated SLO Target Percent (as a percent) in the green boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 9 to 17

14

SLO Target Percent - as %

80%

Note: The point values and ranges on the HEDI point scale (from zero to 20) are determined by SED regulations.

	HEDI Points	SLO Growth Target or Percent Achieved	Range
Ineffective	0	0.00%	0.00% to 5.00%
	1	6.00%	6.00% to 10.00%
	2	11.00%	11.00% to 16.00%
Developing	3	17.00%	17.00% to 22.00%
	4	23.00%	23.00% to 28.00%
	5	29.00%	29.00% to 33.00%
	6	34.00%	34.00% to 39.00%
	7	40.00%	40.00% to 45.00%
	8	46.00%	46.00% to 49.00%
Effective	9	50.00%	50.00% to 56.00%
	10	57.00%	57.00% to 62.00%
	11	63.00%	63.00% to 68.00%
	12	69.00%	69.00% to 73.00%
	13	74.00%	74.00% to 79.00%
	14	80.00%	80.00% to 82.00%
	15	83.00%	83.00% to 86.00%
	16	87.00%	87.00% to 89.00%
	17	90.00%	90.00% to 92.00%
Highly Effective	18	93.00%	93.00% to 96.00%
	19	97.00%	97.00% to 98.00%
	20	100.00%	99.00% to 100.00%

## HEDI Calculator

HEDI Calculator	Number of students	SLO Growth Target	EOY Perc. Achieved	HEDI score	HEDI Points Awarded
SLO 1	40	80%	90%	17	17.0
SLO 2				0	0.0
SLO 3				0	0.0
SLO 4				0	0.0
<b>Total</b>	<b>40</b>				<b>17.0</b>

Calculated values are printed in red.

### HEDI Translation Template for Scores Counting as 20% of Composite

Enter HEDI Anchor Point (range 9-17) and anticipated Target Percent (as a percent) in the green boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 9 to 17

14

Target Percent - as %

80%

Note: The point values and ranges on the HEDI point scale (from zero to 20) are determined by SED regulations.

	HEDI Points	Target or Percent Achieved	Range
Ineffective	0	0.00%	0.00% to 5.00%
	1	6.00%	6.00% to 10.00%
	2	11.00%	11.00% to 16.00%
Developing	3	17.00%	17.00% to 22.00%
	4	23.00%	23.00% to 28.00%
	5	29.00%	29.00% to 33.00%
	6	34.00%	34.00% to 39.00%
	7	40.00%	40.00% to 45.00%
	8	46.00%	46.00% to 49.00%
Effective	9	50.00%	50.00% to 56.00%
	10	57.00%	57.00% to 62.00%
	11	63.00%	63.00% to 68.00%
	12	69.00%	69.00% to 73.00%
	13	74.00%	74.00% to 79.00%
	14	80.00%	80.00% to 82.00%
	15	83.00%	83.00% to 86.00%
	16	87.00%	87.00% to 89.00%
	17	90.00%	90.00% to 92.00%
Highly Effective	18	93.00%	93.00% to 96.00%
	19	97.00%	97.00% to 98.00%
	20	100.00%	99.00% to 100.00%

### HEDI Calculator

HEDI Calculator	Number of students	Target	EOY Perc. Achieved	HEDI score	HEDI Points Awarded
Target 1	40	80%	90%	17	17.0
Target 2				0	0.0
Target 3				0	0.0
Target 4				0	0.0
Target 5				0	0.0
<b>Total</b>	<b>40</b>				<b>17.0</b>

Calculated values are printed in red.

Page 1

**HEDI Translation Template for Scores Counting as 15% of Composite**

Enter HEDI anchor point (range 8-13) and anticipated Target Percent (as a percent) in the green boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 8 to 13

Target Percent - as %

Note: The point values and ranges on the HEDI point scale(from

	HEDI Points	Percent Mastery Achieved	HEDI scores and Mastery Range	
Ineffective	0	0.00%	0.00%	to 6.00%
	1	7.00%	7.00%	to 14.00%
	2	15.00%	15.00%	to 21.00%
Developing	3	22.00%	22.00%	to 28.00%
	4	29.00%	29.00%	to 35.00%
	5	36.00%	36.00%	to 43.00%
	6	44.00%	44.00%	to 50.00%
	7	51.00%	51.00%	to 57.00%
Effective	8	58.00%	58.00%	to 64.00%
	9	65.00%	65.00%	to 72.00%
	10	73.00%	73.00%	to 79.00%
	11	80.00%	80.00%	to 84.00%
	12	85.00%	85.00%	to 89.00%
	13	90.00%	90.00%	to 94.00%
Highly Effective	14	95.00%	95.00%	to 97.00%
	15	100.00%	97.01%	to 100.00%

**HEDI Calculator**

HEDI Calculator	Number of students	Percent Mastery Selected	Percent Mastery Achieved	HEDI score	HEDI Points Awarded
Target 1	30	80%	80	11	11.0
Target 2					0.0
Target 3					0.0
Target 4					
Target 5					
<b>Total</b>	<b>30</b>				<b>11.0</b>

Calculated values are printed in red.

Page 1

**HEDI Translation Template for Scores Counting as 20% of Composite**

Enter HEDI Anchor Point (range 9-17) and anticipated Target Percent (as a percent) in the green boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 9 to 17

Target Percent - as %

Note: The point values and ranges on the HEDI point scale (from zero to 20) are determined by SED regulations.

	HEDI Points	Target or Percent Achieved	Range
Ineffective	0	0.00%	0.00% to 5.00%
	1	6.00%	6.00% to 10.00%
	2	11.00%	11.00% to 16.00%
Developing	3	17.00%	17.00% to 22.00%
	4	23.00%	23.00% to 28.00%
	5	29.00%	29.00% to 33.00%
	6	34.00%	34.00% to 39.00%
	7	40.00%	40.00% to 45.00%
	8	46.00%	46.00% to 49.00%
Effective	9	50.00%	50.00% to 56.00%
	10	57.00%	57.00% to 62.00%
	11	63.00%	63.00% to 68.00%
	12	69.00%	69.00% to 73.00%
	13	74.00%	74.00% to 79.00%
	14	80.00%	80.00% to 82.00%
	15	83.00%	83.00% to 86.00%
	16	87.00%	87.00% to 89.00%
	17	90.00%	90.00% to 92.00%
Highly Effective	18	93.00%	93.00% to 96.00%
	19	97.00%	97.00% to 98.00%
	20	100.00%	99.00% to 100.00%

**HEDI Calculator**

HEDI Calculator	Number of students	Target	EOY Perc. Achieved	HEDI score	HEDI Points Awarded
Target 1	40	80%	90%	17	17.0
Target 2				0	0.0
Target 3				0	0.0
Target 4				0	0.0
Target 5				0	0.0
<b>Total</b>	<b>40</b>				<b>17.0</b>

Calculated values are printed in red.

Page 1

# Teacher Improvement Plan (TIP)

## Appendix A

This form shall be used in the following circumstances:

1. Any probationary teacher who receives an overall composite score rating of Developing or Ineffective.
2. Any tenured teacher who receives an overall composite score rating of Ineffective or Developing.
3. Any tenured teacher who is receiving a second or third rating of Developing within a 3 year period.
4. All faculty so identified will receive a TIP on this form within 10 days of the opening of classes in the school year.
5. Any faculty who has received an unsatisfactory performance review on a least three (3) separate occasions, each resulting in a Counseling Memo.

Issued to: \_\_\_\_\_ Position: \_\_\_\_\_

Issued by: \_\_\_\_\_ Date Issued: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

The following is a char of specific domains and components that are in need of improvement and corresponding actions plans.

Area(s) of Improvement	Plan(s) of Action	Teacher's Responsibility	Administrator's Responsibility	Timeline for achieving improvement	How will improvements be assessed?

## Growth - HEDI Translation Template for SLO Scores Counting as 20% of Composite

Enter HEDI Anchor Point (range 9-17) and anticipated SLO Target Percent (as a percent) in the **green** boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 9 to 17

**14**

SLO Target Percent - as %

**80%**

Note: The point values and ranges on the HEDI point scale (from zero to 20) are determined by SED regulations.

	HEDI Points	SLO Growth Target or Percent Achieved	Range
Ineffective	0	0.00%	0.00% to 5.00%
	1	6.00%	6.00% to 10.00%
	2	11.00%	11.00% to 16.00%
Developing	3	17.00%	17.00% to 22.00%
	4	23.00%	23.00% to 28.00%
	5	29.00%	29.00% to 33.00%
	6	34.00%	34.00% to 39.00%
	7	40.00%	40.00% to 45.00%
	8	46.00%	46.00% to 49.00%
Effective	9	50.00%	50.00% to 56.00%
	10	57.00%	57.00% to 62.00%
	11	63.00%	63.00% to 68.00%
	12	69.00%	69.00% to 73.00%
	13	74.00%	74.00% to 79.00%
	14	80.00%	80.00% to 82.00%
	15	83.00%	83.00% to 86.00%
	16	87.00%	87.00% to 89.00%
	17	90.00%	90.00% to 92.00%
Highly Effective	18	93.00%	93.00% to 96.00%
	19	97.00%	97.00% to 98.00%
	20	100.00%	99.00% to 100.00%

## HEDI Calculator

HEDI Calculator	Number of students	SLO Growth Target	EOY Perc. Achieved	HEDI score	HEDI Points Awarded
SLO 1	40	80%	90%	17	17.0
SLO 2				0	0.0
SLO 3				0	0.0
SLO 4				0	0.0
<b>Total</b>	<b>40</b>				<b>17.0</b>

Calculated values are printed in red.

**HEDI Translation Template for Scores Counting as 20% of Composite**

Enter HEDI Anchor Point (range 9-17) and anticipated Target Percent (as a percent) in the green boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 9 to 17

14

Target Percent - as %

80%

Note: The point values and ranges on the HEDI point scale (from zero to 20) are determined by SED regulations.

	HEDI Points	Target or Percent Achieved	Range
Ineffective	0	0.00%	0.00% to 5.00%
	1	6.00%	6.00% to 10.00%
	2	11.00%	11.00% to 16.00%
Developing	3	17.00%	17.00% to 22.00%
	4	23.00%	23.00% to 28.00%
	5	29.00%	29.00% to 33.00%
	6	34.00%	34.00% to 39.00%
	7	40.00%	40.00% to 45.00%
	8	46.00%	46.00% to 49.00%
Effective	9	50.00%	50.00% to 56.00%
	10	57.00%	57.00% to 62.00%
	11	63.00%	63.00% to 68.00%
	12	69.00%	69.00% to 73.00%
	13	74.00%	74.00% to 79.00%
	14	80.00%	80.00% to 82.00%
	15	83.00%	83.00% to 86.00%
	16	87.00%	87.00% to 89.00%
	17	90.00%	90.00% to 92.00%
Highly Effective	18	93.00%	93.00% to 96.00%
	19	97.00%	97.00% to 98.00%
	20	100.00%	99.00% to 100.00%

**HEDI Calculator**

HEDI Calculator	Number of students	Target	EOY Perc. Achieved	HEDI score	HEDI Points Awarded
Target 1	40	80%	90%	17	17.0
Target 2				0	0.0
Target 3				0	0.0
Target 4				0	0.0
Target 5				0	0.0
<b>Total</b>	<b>40</b>				<b>17.0</b>

Calculated values are printed in red.

Page 1

**HEDI Translation Template for Scores Counting as 15% of Composite**

Enter HEDI anchor point (range 8-13) and anticipated Target Percent (as a percent) in the green boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 8 to 13

Target Percent - as %

Note: The point values and ranges on the HEDI point scale(from

	HEDI Points	Percent Mastery Achieved	HEDI scores and Mastery Range	
Ineffective	0	0.00%	0.00%	to 6.00%
	1	7.00%	7.00%	to 14.00%
	2	15.00%	15.00%	to 21.00%
Developing	3	22.00%	22.00%	to 28.00%
	4	29.00%	29.00%	to 35.00%
	5	36.00%	36.00%	to 43.00%
	6	44.00%	44.00%	to 50.00%
	7	51.00%	51.00%	to 57.00%
Effective	8	58.00%	58.00%	to 64.00%
	9	65.00%	65.00%	to 72.00%
	10	73.00%	73.00%	to 79.00%
	11	80.00%	80.00%	to 84.00%
	12	85.00%	85.00%	to 89.00%
	13	90.00%	90.00%	to 94.00%
Highly Effective	14	95.00%	95.00%	to 97.00%
	15	100.00%	97.01%	to 100.00%

**HEDI Calculator**

HEDI Calculator	Number of students	Percent Mastery Selected	Percent Mastery Achieved	HEDI score	HEDI Points Awarded
Target 1	30	80%	80	11	11.0
Target 2					0.0
Target 3					0.0
Target 4					
Target 5					
<b>Total</b>	<b>30</b>				<b>11.0</b>

Calculated values are printed in red.

Page 1

### HEDI Translation Template for Scores Counting as 20% of Composite

Enter HEDI Anchor Point (range 9-17) and anticipated Target Percent (as a percent) in the green boxes.

The chart below will automatically change to reflect the entries.

HEDI Anchor Point - 9 to 17

14

Target Percent - as %

80%

Note: The point values and ranges on the HEDI point scale (from zero to 20) are determined by SED regulations.

	HEDI Points	Target or Percent Achieved	Range
Ineffective	0	0.00%	0.00% to 5.00%
	1	6.00%	6.00% to 10.00%
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	7	40.00%	40.00% to 45.00%
	8	46.00%	46.00% to 49.00%
Effective	9	50.00%	50.00% to 56.00%
	10	57.00%	57.00% to 62.00%
	11	63.00%	63.00% to 68.00%
	12	69.00%	69.00% to 73.00%
	13	74.00%	74.00% to 79.00%
	14	80.00%	80.00% to 82.00%
	15	83.00%	83.00% to 86.00%
	16	87.00%	87.00% to 89.00%
	17	90.00%	90.00% to 92.00%
Highly Effective	18	93.00%	93.00% to 96.00%
	19	97.00%	97.00% to 98.00%
	20	100.00%	99.00% to 100.00%

### HEDI Calculator

HEDI Calculator	Number of students	Target	EOY Perc. Achieved	HEDI score	HEDI Points Awarded
Target 1	40	80%	90%	17	17.0
Target 2				0	0.0
Target 3				0	0.0
Target 4				0	0.0
Target 5				0	0.0
<b>Total</b>	<b>40</b>				<b>17.0</b>

Calculated values are printed in red.

Page 1

**The information provided below serves to explain the conversion from the 90 points possible to the required 60 point scale and HEDI ratings.**

0-90 Scale	0-60 Scale	Other Measure HEDI Rating
80-90	60	<b>H</b>
65-79	59	
50-64	58	<b>E</b>
45-49	57	
20-44	56	<b>D</b>
15-19	55	
10-14	54	<b>I</b>
5-9	35	
0	0	

Glens Falls City School District

Principal Improvement Plan (PIP)

All Principals who receive an overall composite score rating of Developing or Ineffective on their Annual Professional Performance Review will receive a Principal Improvement Plan within ten days of the opening of classes in the school year. All probationary Principals will use this form and any tenured Principals who receive a composite rating of Ineffective or Developing will use this form.

Issued to: \_\_\_\_\_ Position: \_\_\_\_\_

Issued by: \_\_\_\_\_ Date Issued: \_\_\_\_/\_\_\_\_/\_\_\_\_

The following is a chart of specific domains and components that are in need of improvement and corresponding action plans.

Areas of Improvement	Plan(s) of Action	Principal's Responsibility	Supervisor's Responsibility	Timeline for achieving improvement	How will improvements be assessed?

Optional: Principal Comments:

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Principal Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Optional: Supervisor Comments:

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Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Association Representative Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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Final Determination of PIP completion:

Was the Principal Improvement Plan completed as outlined above? Yes If No- Explain why not and next steps:

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Principal Signature \_\_\_\_\_ Date \_\_\_\_\_

Supervisor Signature \_\_\_\_\_ Date \_\_\_\_\_

Association Representative Signature \_\_\_\_\_ Date \_\_\_\_\_

### Principal Improvement Plan (PIP) – Progress Form

As a result of this PIP, we anticipate that said Principal will substantially improve in the areas identified as needing improvement. Regular meetings as outlined above will be held between the building/department administrator, the Principal, and an association representative to discuss progress and make adjustments in the plan when/where applicable.

Progress Report: To be completed by the supervisor and reviewed with the Principal and association representative during regular PIP meetings to monitor and assess progress towards targets.

Date of Progress Meeting	Areas of Improvement	Status of Action Plans	Names of Meeting Attendees	Satisfactory Progress		Plan adjustment needed
				YES	NO	

C: Director of Curriculum  
Personnel File

**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.

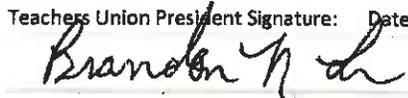
**The school district or BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to their APPR Plan:**

- 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:  
 8-27-13

Teachers Union President Signature: Date:  
 8-27-13

Administrative Union President Signature: Date:  
 8/26/13

Board of Education President Signature: Date:  
 8-28-13