



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

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Commissioner of Education  
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May 13, 2014

**Revised**

Louis N. Wool, Superintendent  
Harrison Central School District  
50 Union Avenue  
Harrison, NY 10528

Dear Superintendent Wool:

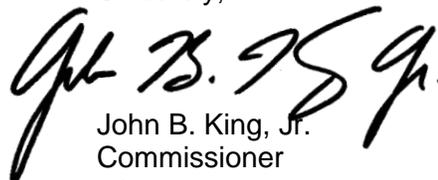
Congratulations. I am pleased to inform you that your Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the information you provided on your 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: Harold Coles

**NOTE:**

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

# Annual Professional Performance Reviews

Created Tuesday, April 30, 2013

Updated Monday, December 23, 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 :

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

660501060000

#### 1.2) School District Name:

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

Harrison Central School District

#### 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 Friday, May 02, 2014

### Page 1

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

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

While most teachers of 4-8 Common Branch, ELA and Math will have state-provided measures, some may teach other courses 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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	Measures of Academic Progress (Primary Grades)
1	State-approved 3rd party assessment	Measures of Academic Progress (Primary Grades)
2	State-approved 3rd party assessment	Measures of Academic Progress (Primary Grades)

	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.

To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 13. From this point, we will use the following cut points to assign teachers to categories:

Highly Effective (18-20 points): Greater than or equal to .9 standard deviations above average

Effective (9-17 points): Less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average

Developing (3-8 points): Less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average

Ineffective (0-2 points): Less than -2.1 standard deviations below average

For Grade 3:

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:

Highly Effective (18-20 points): 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective (9-17 points): 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing (3-8 points): 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Ineffective (0-2 points): 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	See attached at 2.11
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	See attached at 2.11
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	See attached at 2.11
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	See attached at 2.11

## 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	Measures of Academic Progress (Primary Grades)
1	State-approved 3rd party assessment	Measures of Academic Progress (Primary Grades)
2	State-approved 3rd party assessment	Measures of Academic Progress (Primary Grades)

	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.

To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 13. From this point, we will use the following cut points to assign teachers to categories:

- Highly Effective (18-20 points): Greater than or equal to .9 standard deviations above average
- Effective (9-17 points): Less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average
- Developing (3-8 points): Less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average
- Ineffective (0-2 points): Less than -2.1 standard deviations below average

For Grade 3:

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:

- Highly Effective (18-20 points): 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.
- Effective (9-17 points): 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.
- Developing (3-8 points): 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.
- Ineffective (0-2 points): 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	See attached at 2.11
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Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	See attached at 2.11
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Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	See attached at 2.11
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Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	See attached at 2.11
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## 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	Harrison CSD Developed Science Grade 6 Assessment

7	District, regional or BOCES-developed assessment	Harrison CSD Developed Science Grade 7 Assessment
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	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.	<p>The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:</p> <p>Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p>
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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).	<p>Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points</p> <p>18: 91%-93%</p> <p>19: 94%-97%</p> <p>20: 98% or Higher</p>
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Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	<p>Effective: (9-17 points) Results meet District goals for similar students.</p> <p>75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points</p> <p>9: 75%</p> <p>10: 76%-77%</p> <p>11: 78%-79%</p> <p>12: 80%-81%</p> <p>13: 82%-83%</p> <p>14: 84%-85%</p> <p>15: 86%-87%</p> <p>16: 88%-89%</p> <p>17: 90%</p>
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Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 3: 65%
- 4: 66%-67%
- 5: 68%-69%
- 6: 70%-71%
- 7: 72%-73%
- 8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 0: 54% or Lower
- 1: 55%-59%
- 2: 60%-64%

## 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	Harrison CSD Developed Social Studies Grade 6 Assessment
7	District, regional or BOCES-developed assessment	Harrison CSD Developed Social Studies Grade 7 Assessment
8	District, regional or BOCES-developed assessment	Harrison CSD Developed Social Studies Grade 8 Assessment

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

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

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:

Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

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

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
18: 91%-93%  
19: 94%-97%  
20: 98% or Higher

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

Effective: (9-17 points) Results meet District goals for similar students. 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
9: 75%  
10: 76%-77%  
11: 78%-79%  
12: 80%-81%  
13: 82%-83%  
14: 84%-85%  
15: 86%-87%  
16: 88%-89%  
17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
3: 65%  
4: 66%-67%  
5: 68%-69%  
6: 70%-71%  
7: 72%-73%  
8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
0: 54% or Lower  
1: 55%-59%  
2: 60%-64%

## 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	Harrison CSD Developed Social Studies Global 9 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.	<p>The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:</p> <p>Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p>
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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	<p>Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points</p> <p>18: 91%-93%</p> <p>19: 94%-97%</p> <p>20: 98% or Higher</p>
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Effective (9 - 17 points) Results meet District goals for similar students.	<p>Effective: (9-17 points) Results meet District goals for similar students.</p> <p>75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points</p> <p>9: 75%</p> <p>10: 76%-77%</p> <p>11: 78%-79%</p> <p>12: 80%-81%</p> <p>13: 82%-83%</p> <p>14: 84%-85%</p> <p>15: 86%-87%</p> <p>16: 88%-89%</p>
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17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 3: 65%
- 4: 66%-67%
- 5: 68%-69%
- 6: 70%-71%
- 7: 72%-73%
- 8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 0: 54% or Lower
- 1: 55%-59%
- 2: 60%-64%

## 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.

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:  
Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual

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student.  
Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.  
Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.  
Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

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

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
18: 91%-93%  
19: 94%-97%  
20: 98% or Higher

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

Effective: (9-17 points) Results meet District goals for similar students.  
75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
9: 75%  
10: 76%-77%  
11: 78%-79%  
12: 80%-81%  
13: 82%-83%  
14: 84%-85%  
15: 86%-87%  
16: 88%-89%  
17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
3: 65%  
4: 66%-67%  
5: 68%-69%  
6: 70%-71%  
7: 72%-73%  
8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
0: 54% or Lower  
1: 55%-59%  
2: 60%-64%

## 2.8) High School Math Regents Courses

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

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

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

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

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

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

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. For students enrolled in Common Core courses, in addition to the NYS Common Core Algebra 1, students will take the Integrated Algebra Regents Exam\*\*. The higher of the two scores will be used as the post-assessment score for teachers of Algebra. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:

Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

\*\* 99% of Harrison CSD grade 8 students are enrolled in Algebra and take the Algebra Regents exam. The district will not administer the NYS Math 8 exam in current school year unless/until the ESEA waiver is not renewed and 8th grade students are no longer allowed to take the Algebra 1 exam in place of the NYS Math 8 exam.

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

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
 18: 91%-93%  
 19: 94%-97%  
 20: 98% or Higher

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

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

75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 9: 75%
- 10: 76%-77%
- 11: 78%-79%
- 12: 80%-81%
- 13: 82%-83%
- 14: 84%-85%
- 15: 86%-87%
- 16: 88%-89%
- 17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 3: 65%
- 4: 66%-67%
- 5: 68%-69%
- 6: 70%-71%
- 7: 72%-73%
- 8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 0: 54% or Lower
- 1: 55%-59%
- 2: 60%-64%

## 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	Harrison CSD Developed ELA Grade 9 Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Harrison CSD Developed ELA Grade 10 Assessment
Grade 11 ELA	Regents assessment	NYS Comprehensive ELA Regents Exam (2013-2015 School Years) or NYS Common Core ELA Regents Exam (2015/16 and thereafter)

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.

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:

Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Note: For grade 11 English, see note in task 2.10.

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

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

18: 91%-93%

19: 94%-97%

20: 98% or Higher

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

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

75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

9: 75%

10: 76%-77%

11: 78%-79%

12: 80%-81%

13: 82%-83%

14: 84%-85%

15: 86%-87%

16: 88%-89%

17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

3: 65%

4: 66%-67%

5: 68%-69%

6: 70%-71%

7: 72%-73%

8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

0: 54% or Lower

1: 55%-59%

2: 60%-64%

## 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
LOTE	District, Regional or BOCES-developed	Harrison CSD Developed LOTE Assessment
Music/Performing Arts	District, Regional or BOCES-developed	Harrison CSD Developed Grade Specific Music/Performing Arts Assessment
ESL	State Assessment	NYSESLAT
Physical Education	District, Regional or BOCES-developed	Harrison CSD Developed Grade Specific Physical Education Assessment
Art/Fine Arts	District, Regional or BOCES-developed	Harrison CSD Developed Grade Specific Art/Fine Arts Assessment
Technology	District, Regional or BOCES-developed	Harrison CSD Developed Grade Specific Technology Assessment
Library	District, Regional or BOCES-developed	Harrison CSD Developed Grade Specific Library Assessment
Health	District, Regional or BOCES-developed	Harrison CSD Developed Grade Specific Health Assessment
Non-Regents Social Studies Classes	District, Regional or BOCES-developed	Harrison CSD Developed Course Specific Non-Regents Social Studies Assessments
Non-Regents Math Classes	District, Regional or BOCES-developed	Harrison CSD Developed Course Specific Math Assessments
Non-Regents English Classes	District, Regional or BOCES-developed	Harrison CSD Developed Course Specific Non-Regents ELA Assessments
Non-Regents Science Classes	District, Regional or BOCES-developed	Harrison CSD Developed Course Specific Science Assessment
FASE K-12	State Assessment	NYS Alternate Assessment
Digital Literacy	District, Regional or BOCES-developed	Harrison CSD Developed Course Specific Digital Literacy Assessment
All others not named above (Including Grade 11 English)	District, Regional or BOCES-developed	Harrison CSD Developed Grade and Subject Specific Assessments
IB Physics HL Year 1	State Assessment	NYS Physics Regents Examination

ELA & Math Teachers in Grades 4-8 who may not receive a state-provided growth score	State Assessment	NYS Grade Specific ELA/math assessment
Algebra I (8th Grade)	State Assessment	NYS Common Core Algebra 1 & NYS Integrated Algebra Regents

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

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

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets will be determined using pre-assessments by the teacher with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:

Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Note: For students enrolled in Common Core courses, the District will administer both the NYS Integrated and NYS Common Core Algebra 1 Regents exams. The District will use the higher of the two scores for APPR purposes.

Note: Note: In the 2012-13 school year, the NYS Comprehensive English Regents Exam was administered to 10th grade students. For the 2013-14 (and 2014-15) school years, the district has decided to administer the NYS 2005 Comprehensive English Regents Exam at the end of the 11th grade. Therefore, in the 2013-14 school year, no students will take the English Regents Exam (except for those students retaking the exam from the previous year). Beginning in the 2015-2016 school year, and each year thereafter, the district will administer the NYS Common Core English Regents Exam to students at the end of 11th grade.

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

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

18: 91%-93%

19: 94%-97%

20: 98% or Higher

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

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

75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 9: 75%
- 10: 76%-77%
- 11: 78%-79%
- 12: 80%-81%
- 13: 82%-83%
- 14: 84%-85%
- 15: 86%-87%
- 16: 88%-89%
- 17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 3: 65%
- 4: 66%-67%
- 5: 68%-69%
- 6: 70%-71%
- 7: 72%-73%
- 8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 0: 54% or Lower
- 1: 55%-59%
- 2: 60%-64%

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.

## 2.12) Locally Developed Controls

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

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

(No response)

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

2.14) Assurances   Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.	Checked
2.14) Assurances   Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
2.14) Assurances   Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
2.14) Assurances   Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
2.14) Assurances   Assure that district will develop SLOs according to the rules established by SED (see: <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 Friday, May 02, 2014

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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 7<sup>th</sup> grade math State assessment compared to those same students' performance levels on the 6<sup>th</sup> grade math State assessment, or an increase in

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

- 2) Teacher specific growth score computed by the Department based on the percent of the teacher’s students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
  
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in subclause 1) or 2) of this clause
  
- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
  
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms
  
- 6) A school-wide measure of either student growth or achievement based on either:
  - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
  - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms.

### 3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA)
5	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA)
6	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA)
7	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA)
8	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA)

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.</p>	<p>To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 10.5 (10.5 is the midpoint between 8 and 13). From this point, we will use the following cut points to assign teachers to categories:</p> <p>Highly Effective (14-15 points): Greater than or equal to .9 standard deviations above average            Effective (8-13 points): Less than .9 standard deviations and greater than or equal to -.9 standard deviations</p>
---	---

Developing (3-7 points): Less than -.9 standard deviations and greater than or equal to -2.4 standard deviations  
Ineffective (0-2 points): Less than -2.4 standard deviations

The 20 point scale in task 3.4 will be used until a value-added model is implemented.

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

Teacher scores that are greater than or equal to .9 standard deviations fall into the Highly Effective category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
14 0.9 1.2  
15 1.2

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

Teacher scores that are less than 0.9 standard deviations and greater than or equal to -0.9 standard deviations fall into the Effective category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
8 -0.9 -0.6  
9 -0.6 -0.3  
10 -0.3 0.0  
11 0.0 0.3  
12 0.3 0.6  
13 0.6 0.9

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

Teacher scores that are less than -.9 standard deviations below average and greater than or equal to -2.4 standard deviations fall into the Developing category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
3 -2.4 -2.1  
4 -2.1 -1.8  
5 -1.8 -1.5  
6 -1.5 -1.2  
7 -1.2 -0.9

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

Teacher scores that are less than -2.4 standard deviations fall into the Ineffective category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
0 -3.0  
1 -3.0 -2.7  
2 -2.7 -2.4

### 3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	Measures of Academic Progress (Math)
5	4) State-approved 3rd party assessments	Measures of Academic Progress (Math)
6	4) State-approved 3rd party assessments	Measures of Academic Progress (Math)
7	4) State-approved 3rd party assessments	Measures of Academic Progress (Math)
8	4) State-approved 3rd party assessments	Measures of Academic Progress (Math)

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.	<p>To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 10.5 (10.5 is the midpoint between 8 and 13). From this point, we will use the following cut points to assign teachers to categories:</p> <p>Highly Effective (14-15 points): Greater than or equal to .9 standard deviations above average  Effective (8-13 points): Less than .9 standard deviations and greater than or equal to -.9 standard deviations  Developing (3-7 points): Less than -.9 standard deviations and greater than or equal to -2.4 standard deviations  Ineffective (0-2 points): Less than -2.4 standard deviations</p> <p>The 20 point scale in task 3.4 will be used until a value-added model is implemented.</p>
--	--

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

Teacher scores that are greater than or equal to .9 standard deviations fall into the Highly Effective category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
14 0.9 1.2  
15 1.2

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

Teacher scores that are less than 0.9 standard deviations and greater than or equal to -0.9 standard deviations fall into the Effective category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
8 -0.9 -0.6  
9 -0.6 -0.3  
10 -0.3 0.0  
11 0.0 0.3  
12 0.3 0.6  
13 0.6 0.9

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

Teacher scores that are less than -.9 standard deviations below average and greater than or equal to -2.4 standard deviations fall into the Developing category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
3 -2.4 -2.1  
4 -2.1 -1.8  
5 -1.8 -1.5  
6 -1.5 -1.2  
7 -1.2 -0.9

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

Teacher scores that are less than -2.4 standard deviations fall into the Ineffective category. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
0 -3.0  
1 -3.0 -2.7  
2 -2.7 -2.4

### 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/12149/872798-rhJdBgDruP/Harrison HEDI Conversion Charts final 5-2-14.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 7<sup>th</sup> grade math State assessment compared to those same students' performance levels on the 6<sup>th</sup> grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4<sup>th</sup> grade ELA or math State assessments compared to those students' performance levels on the 3<sup>rd</sup> 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	5) District, regional, or BOCES–developed assessments	Harrison CSD Developed Writing Assessment (Grade K)
1	5) District, regional, or BOCES–developed assessments	Harrison CSD Developed Writing Assessment (Grade 1)
2	5) District, regional, or BOCES–developed assessments	Harrison CSD Developed Writing Assessment (Grade 2)
3	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA)

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>For Gr. K-2:          The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets are set by teachers using pre-assessments with the approval of the principal. Scores will be calculated based on the percentage of a teacher’s assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:          Highly Effective (18-20 points): 91% or more of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.          Effective (9-17 points): 75%-90% of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.</p>
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Developing (3-8 points): 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.  
Ineffective (0-2 points): 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

For Gr. 3:  
To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 13. From this point, we will use the following cut points to assign teachers to categories:

Highly Effective (18-20 points): Greater than or equal to .9 standard deviations above average  
Effective (9-17 points): Less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average  
Developing (3-8 points): Less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average  
Ineffective (0-2 points): Less than -2.1 standard deviations below average

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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.

For Gr. K-2:  
Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
18: 91%-93%  
19: 94%-97%  
20: 98% or Higher

For Gr. 3:  
Within the category of Highly Effective, those teachers who fall at greater than or equal to .9 standard deviations above average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
18 0.9 1.1  
19 1.1 1.3  
20 1.3

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

For Gr. K-2:  
Effective: (9-17 points) Results meet District goals for similar students.  
75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
9: 75%  
10: 76%-77%  
11: 78%-79%  
12: 80%-81%  
13: 82%-83%  
14: 84%-85%

15: 86%-87%  
16: 88%-89%  
17: 90%

For Gr. 3:

Within the category of Effective, those teachers who fall at less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
9 -0.9 -0.7  
10 -0.7 -0.5  
11 -0.5 -0.3  
12 -0.3 -0.1  
13 -0.1 0.1  
14 0.1 0.3  
15 0.3 0.5  
16 0.5 0.7  
17 0.7 0.9

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

For Gr. K-2:

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

3: 65%  
4: 66%-67%  
5: 68%-69%  
6: 70%-71%  
7: 72%-73%  
8: 74%

For Gr. 3:

Within the category of Developing, those teachers who fall at less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
3 -2.1 -1.9  
4 -1.9 -1.7  
5 -1.7 -1.5  
6 -1.5 -1.3  
7 -1.3 -1.1  
8 -1.1 -0.9

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

For Gr. K-2:

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

0: 54% or Lower

1: 55%-59%

2: 60%-64%

For Gr. 3:

Within the category of Ineffective, those teachers who fall at less than -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <

0 <-2.5

1 -2.5 -2.3

2 -2.3 -2.1

### 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	Harrison CSD Developed Writing Assessment (K)
1	6(ii) School-wide measure computed locally	Harrison CSD Developed Writing Assessment (1)
2	6(ii) School-wide measure computed locally	Harrison CSD Developed Writing Assessment (2)
3	4) State-approved 3rd party assessments	Measures of Academic Progress (Math)

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.

For Gr. K-2:

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets on the listed assessment above that is administered to K-2 students school-wide. Targets are set by teachers using pre-assessments with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:

Highly Effective (18-20 points): 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective (9-17 points): 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing (3-8 points): 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each

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individual student.

Ineffective (0-2 points): 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

For Grade 3:

To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 13. From this point, we will use the following cut points to assign teachers to categories:

Highly Effective (18-20 points): Greater than or equal to .9 standard deviations above average

Effective (9-17 points): Less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average

Developing (3-8 points): Less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average

Ineffective (0-2 points): Less than -2.1 standard deviations below average

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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.

For Gr. K-2:

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

18: 91%-93%

19: 94%-97%

20: 98% or Higher

For Gr. 3:

Within the category of Highly Effective, those teachers who fall at greater than or equal to .9 standard deviations above average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <

18 0.9 1.1

19 1.1 1.3

20 1.3

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

For Gr. K-2:

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

75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

9: 75%

10: 76%-77%

11: 78%-79%

12: 80%-81%

13: 82%-83%

14: 84%-85%

15: 86%-87%

16: 88%-89%

17: 90%

For Gr. 3:

Within the category of Effective, those teachers who fall at less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
9 -0.9 -0.7  
10 -0.7 -0.5  
11 -0.5 -0.3  
12 -0.3 -0.1  
13 -0.1 0.1  
14 0.1 0.3  
15 0.3 0.5  
16 0.5 0.7  
17 0.7 0.9

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

For Gr. K-2:

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
3: 65%  
4: 66%-67%  
5: 68%-69%  
6: 70%-71%  
7: 72%-73%  
8: 74%

For Gr. 3:

Within the category of Developing, those teachers who fall at less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
3 -2.1 -1.9  
4 -1.9 -1.7  
5 -1.7 -1.5  
6 -1.5 -1.3  
7 -1.3 -1.1  
8 -1.1 -0.9

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

For Gr. K-2:

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
0: 54% or Lower  
1: 55%-59%  
2: 60%-64%

For Gr. 3:

Within the category of Ineffective, those teachers who fall at less than -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
 0 <-2.5  
 1 -2.5 -2.3  
 2 -2.3 -2.1

### 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	Measures of Academic Progress (ELA)
7	6(ii) School wide measure computed locally	Measures of Academic Progress (ELA)
8	5) District, regional, or BOCES–developed assessments	HCS D Developed Grade 8 Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.

For Gr. 6-7:

Each teacher's score will be based on the MAP assessment (given schoolwide) results for the students in each teacher's classes. To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 13. From this point, we will use the following cut points to assign teachers to categories:

Highly Effective (18-20 points): Greater than or equal to .9 standard deviations above average

Effective (9-17 points): Less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average

Developing (3-8 points): Less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average

Ineffective (0-2 points): Less than -2.1 standard deviations below average

For Gr. 8:

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets are set by teachers using pre-assessments with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the

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current academic school year. The district-developed assessment used in task 3 is a different district-developed assessment used in task 2. The following are the cut points define the HEDI scale:

Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

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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.

For Gr. 6-7:

Within the category of Highly Effective, those teachers who fall at greater than or equal to .9 standard deviations above average, we further divide the distribution to determine specific points.

The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq <$

18 0.9 1.1

19 1.1 1.3

20 1.3

For Gr. 8:

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

18: 91%-93%

19: 94%-97%

20: 98% or Higher

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

For Gr. 6-7:

Within the category of Effective, those teachers who fall at less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq <$

9 -0.9 -0.7

10 -0.7 -0.5

11 -0.5 -0.3

12 -0.3 -0.1

13 -0.1 0.1

14 0.1 0.3

15 0.3 0.5

16 0.5 0.7

17 0.7 0.9

For Gr. 8:

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

75%-90% of the teacher's students meet or exceed the agreed

upon growth targets for each individual student.

APPR Points

- 9: 75%
- 10: 76%-77%
- 11: 78%-79%
- 12: 80%-81%
- 13: 82%-83%
- 14: 84%-85%
- 15: 86%-87%
- 16: 88%-89%
- 17: 90%

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

For Gr. 6-7:

Within the category of Developing, those teachers who fall at less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <

- 3 -2.1 -1.9
- 4 -1.9 -1.7
- 5 -1.7 -1.5
- 6 -1.5 -1.3
- 7 -1.3 -1.1
- 8 -1.1 -0.9

For Gr. 8:

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 3: 65%
- 4: 66%-67%
- 5: 68%-69%
- 6: 70%-71%
- 7: 72%-73%
- 8: 74%

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

For Gr. 6-7:

Within the category of Ineffective, those teachers who fall at less than -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <

- 0 <-2.5
- 1 -2.5 -2.3
- 2 -2.3 -2.1

For Gr. 8:

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
 0: 54% or Lower  
 1: 55%-59%  
 2: 60%-64%

### 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	Measures of Academic Progress (ELA)
7	6(ii) School wide measure computed locally	Measures of Academic Progress (ELA)
8	6(ii) School wide measure computed locally	Measures of Academic Progress (ELA)

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>Each teacher's score will be based on the MAP assessment (given schoolwide) results for the students in each teacher's classes. To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 13. From this point, we will use the following cut points to assign teachers to categories. All teachers at each grade level will receive the same HEDI score:</p> <p>Highly Effective (18-20 points): Greater than or equal to .9 standard deviations above average            Effective (9-17 points): Less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average            Developing (3-8 points): Less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average            Ineffective (0-2 points): Less than -2.1 standard deviations below average</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Within the category of Highly Effective, those teachers who fall at greater than or equal to .9 standard deviations above average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:</p> <p>APPR Point <math>\geq</math> &lt;            18 0.9 1.1            19 1.1 1.3            20 1.3</p>

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

Within the category of Effective, those teachers who fall at less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
 9 -0.9 -0.7  
 10 -0.7 -0.5  
 11 -0.5 -0.3  
 12 -0.3 -0.1  
 13 -0.1 0.1  
 14 0.1 0.3  
 15 0.3 0.5  
 16 0.5 0.7  
 17 0.7 0.9

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

Within the category of Developing, those teachers who fall at less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
 3 -2.1 -1.9  
 4 -1.9 -1.7  
 5 -1.7 -1.5  
 6 -1.5 -1.3  
 7 -1.3 -1.1  
 8 -1.1 -0.9

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

Within the category of Ineffective, those teachers who fall at less than -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
 0 <-2.5  
 1 -2.5 -2.3  
 2 -2.3 -2.1

### 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	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Global 9 DBQ Essay
Global 2	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Global 10 DBQ Essay
American History	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed American History Thematic Essay

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets are set by teachers using pre-assessments with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The district-developed assessment used in task 3 is a different district-developed assessment used in task 2. The following are the cut points define the HEDI scale:          Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.          Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.          Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.          Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points          18: 91%-93%          19: 94%-97%          20: 98% or Higher</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Effective: (9-17 points) Results meet District goals for similar students.          75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points          9: 75%          10: 76%-77%          11: 78%-79%          12: 80%-81%          13: 82%-83%          14: 84%-85%          15: 86%-87%          16: 88%-89%          17: 90%</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points          3: 65%</p>

- 4: 66%-67%
- 5: 68%-69%
- 6: 70%-71%
- 7: 72%-73%
- 8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

- APPR Points
- 0: 54% or Lower
  - 1: 55%-59%
  - 2: 60%-64%

### 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	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Living Environments Laboratory Assessment
Earth Science	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Earth Science Assessment
Chemistry	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Chemistry Laboratory Assessment
Physics	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Physics Laboratory Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets are set by teachers using pre-assessments with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:  
 Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.  
 Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.  
Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

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

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
18: 91%-93%  
19: 94%-97%  
20: 98% or Higher

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
3: 65%  
4: 66%-67%  
5: 68%-69%  
6: 70%-71%  
7: 72%-73%  
8: 74%

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

Effective: (9-17 points) Results meet District goals for similar students.  
75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
9: 75%  
10: 76%-77%  
11: 78%-79%  
12: 80%-81%  
13: 82%-83%  
14: 84%-85%  
15: 86%-87%  
16: 88%-89%  
17: 90%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
0: 54% or Lower  
1: 55%-59%  
2: 60%-64%

### 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	5) District, regional, or BOCES–developed assessments	Harrison CSD Developed Algebra 1 Assessment
Geometry	5) District, regional, or BOCES–developed assessments	Harrison CSD Developed Geometry Assessment
Algebra 2	5) District, regional, or BOCES–developed assessments	Harrison CSD Developed Algebra 2 Assessment

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets are set by teachers using pre-assessments with the approval of the principal. Scores will be calculated based on the percentage of a teacher’s assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The following are the cut points define the HEDI scale:            Highly Effective: 91% or more of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.            Effective: 75%-90% of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.            Developing: 65%-74% of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.            Ineffective: 64% or fewer of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points            18: 91%-93%            19: 94%-97%            20: 98% or Higher</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Effective: (9-17 points) Results meet District goals for similar students.            75%-90% of the teacher’s students meet or exceed the agreed upon growth targets for each individual student.</p> <p>APPR Points            9: 75%            10: 76%-77%</p>

- 11: 78%-79%
- 12: 80%-81%
- 13: 82%-83%
- 14: 84%-85%
- 15: 86%-87%
- 16: 88%-89%
- 17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 3: 65%
- 4: 66%-67%
- 5: 68%-69%
- 6: 70%-71%
- 7: 72%-73%
- 8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

- 0: 54% or Lower
- 1: 55%-59%
- 2: 60%-64%

### 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	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Grade 9 ELA Final Exam
Grade 10 ELA	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Grade 10 ELA Final Exam
Grade 11 ELA	5) District, regional, or BOCES-developed assessments	Harrison CSD Developed Grade 11 ELA Final Exam

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.

The Harrison Central School District will assign HEDI scores to teachers based on individual student growth targets. Targets are set by teachers using pre-assessments with the approval of the principal. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon growth target for each individual student during the current academic school year. The district-developed assessment used in task 3 is a different district-developed assessment used in task 2. The following are the cut points define the HEDI scale:

Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Effective: 75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

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

Highly Effective: (18-20 points) Results exceed district goals for similar students. 91% or more of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

18: 91%-93%

19: 94%-97%

20: 98% or Higher

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

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

75%-90% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

9: 75%

10: 76%-77%

11: 78%-79%

12: 80%-81%

13: 82%-83%

14: 84%-85%

15: 86%-87%

16: 88%-89%

17: 90%

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

Developing (3-8 points) Results are below District goals for similar students. 65%-74% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points

3: 65%

4: 66%-67%

5: 68%-69%

6: 70%-71%

7: 72%-73%

8: 74%

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

Ineffective (0-2 points) Results are substantially below District goals for similar students. 54% or lower to 64% of the teacher's students meet or exceed the agreed upon growth targets for each individual student.

APPR Points  
 0: 54% or Lower  
 1: 55%-59%  
 2: 60%-64%

### 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
Grades 6,7,8 Library	6(ii) School wide measure computed locally	Measures of Academic Progress (ELA)
Grades 6,7,8 Technology	6(ii) School wide measure computed locally	Measures of Academic Progress (ELA)
All Other Courses Not Named Above	5) District/regional/BOCES-developed	Harrison CSD Developed Grade and Subject Specific Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.

For Grades 6-8 Library & Technology:  
 Each teacher's score will be based on the MAP assessment (given schoolwide) results for the students in each teacher's classes. To assign teachers to HEDI categories, we will assume a normal distribution of teacher effects using their mean growth score provided by MAP based on the mean student growth between pre- and post-test centered on 13. From this point, we will use the following cut points to assign teachers to categories. All teachers at each grade level will receive the same HEDI score:

Highly Effective (18-20 points): Greater than or equal to .9 standard deviations above average  
 Effective (9-17 points): Less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average  
 Developing (3-8 points): Less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average  
 Ineffective (0-2 points): Less than -2.1 standard deviations below average

For all other courses not named above:

---

The Harrison Central School District will assign HEDI scores to teachers based on percentage of students meeting achievement targets. Scores will be calculated based on the percentage of a teacher's assigned students meeting or exceeding the agreed upon achievement target as set by teachers and approved by the principal. The following are the cut points define the HEDI scale:

Highly Effective: 91% or more of the teacher's students meet or exceed the agreed upon achievement targets for each individual student.

Effective: 75%-90% of the teacher's students meet or exceed the agreed upon achievement targets.

Developing: 65%-74% of the teacher's students meet or exceed the agreed upon achievement targets.

Ineffective: 64% or fewer of the teacher's students meet or exceed the agreed upon achievement targets.

---

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

For Grades 6-8 Library & Technology:

Within the category of Highly Effective, those teachers who fall at greater than or equal to .9 standard deviations above average, we further divide the distribution to determine specific points.

The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq <$   
18 0.9 1.1  
19 1.1 1.3  
20 1.3

For all other courses not named above:

APPR Points  
18: 91%-93%  
19: 94%-97%  
20: 98% or Higher

---

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

For Grades 6-8 Library & Technology:

Within the category of Effective, those teachers who fall at less than .9 standard deviations above average and greater than or equal to -.9 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq <$   
9 -0.9 -0.7  
10 -0.7 -0.5  
11 -0.5 -0.3  
12 -0.3 -0.1  
13 -0.1 0.1  
14 0.1 0.3  
15 0.3 0.5  
16 0.5 0.7  
17 0.7 0.9

For all other courses not named above:

APPR Points  
9: 75%  
10: 76%-77%  
11: 78%-79%  
12: 80%-81%  
13: 82%-83%

14: 84%-85%  
15: 86%-87%  
16: 88%-89%  
17: 90%

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

For Grades 6-8 Library & Technology:  
Within the category of Developing, those teachers who fall at less than -.9 standard deviations below average and greater than or equal to -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
3 -2.1 -1.9  
4 -1.9 -1.7  
5 -1.7 -1.5  
6 -1.5 -1.3  
7 -1.3 -1.1  
8 -1.1 -0.9

For all other courses not named above:  
APPR Points  
3: 65%  
4: 66%-67%  
5: 68%-69%  
6: 70%-71%  
7: 72%-73%  
8: 74%

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

For Grades 6-8 Library & Technology:  
Within the category of Ineffective, those teachers who fall at less than -2.1 standard deviations below average, we further divide the distribution to determine specific points. The specific point breakdown, with upper and lower bounds denoted in standard deviation units, is as follows:

APPR Point  $\geq$  <  
0 <-2.5  
1 -2.5 -2.3  
2 -2.3 -2.1

For all other courses not named above:  
APPR Points  
0: 54% or Lower  
1: 55%-59%  
2: 60%-64%

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.

(No response)

### 3.14) Locally Developed Controls

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

Not Applicable.

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

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

To combine multiple locally selected measures, we will take a population-weighted average of the HEDI results. Normal rounding rules will apply.

### 3.16) Assurances

Please check all of the boxes below:

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

## 4. Other Measures of Effectiveness (Teachers)

Created Tuesday, April 30, 2013

Updated Thursday, March 20, 2014

### Page 1

#### 4.1) Teacher Practice Rubric

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

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

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

4.1) Teacher Practice Rubric   Rubric	Marzano's Causal Teacher Evaluation Model
Second Rubric, if applicable	(No response)

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

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

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

(No response)

### 4.3) Survey Tools (if applicable)

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

(No response)

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

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

### 4.4) Assurances

Please check all of the boxes below:

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

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

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

The District will use Marzano’s Causal Teacher Evaluation Model. Each year the teacher will receive written feedback that addresses each of the four domains of the Marzano rubric. Throughout the year, teachers will receive ratings on the elements associated with the domains on a scale of 1-4.4 (Innovating/Highly Effective=4.4, Applying/Effective=3, Developing=2, Ineffective=1). The District will calculate a mean score based on all of the individual ratings assigned to the teacher throughout the year. Individual ratings will be averaged to calculate the mean score. In the case of multiple ratings for the same element scored during the course of multiple

observations, each score will be treated as an individual data point and included in the overall average. In other words, teachers may be rated multiple times on the same element across multiple observations. The District will convert this mean score based on a proficiency scale proposed by Marzano to determine HEDI rating and calculate 60 points. A mean score 1.0 will equate to a HEDI scale of 0. The rubric score listed on the attached chart is the minimum score needed to achieve the corresponding HEDI value.

The HEDI Scale is applied to teachers based on the following:

Highly Effective (55-60 pts): mean score greater than or equal to 3.5

Effective (45-54 pts): mean score less than 3.5 and greater than or equal to 2.5

Developing (35-44 pts): mean score less than 2.5 and greater than or equal to 1.5

Ineffective (0-34 pts): mean score less than 1.5 and greater than or equal to 1

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

assets/survey-uploads/12179/872799-eka9yMJ855/Teacher 60 Point Conversion Scale REVISED 3-18-14.pdf

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	Highly Effective (55-60 pts): mean score greater than or equal to 3.5
Effective: Overall performance and results meet NYS Teaching Standards.	Effective (45-54 pts): mean score less than 3.5 and greater than or equal to 2.5
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Developing (35-44 pts): mean score less than 2.5 and greater than or equal to 1.5
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Ineffective (0-34 pts): mean score less than 1.5 and greater than or equal to 1

Provide the ranges for the 60-point scoring bands.

Highly Effective	55-60
Effective	45-54
Developing	35-44
Ineffective	0-34

#### 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

Formal/Long	4
Informal/Short	0
Enter Total	4

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- In Person

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

- Not Applicable

#### 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

Formal/Long	2
Informal/Short	0
Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

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- Not Applicable
-

# 5. Composite Scoring (Teachers)

Created Tuesday, April 30, 2013

Updated Thursday, February 20, 2014

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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	55-60
Effective	45-54
Developing	35-44
Ineffective	0-34

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

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

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

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

# 6. Additional Requirements - Teachers

Created Tuesday, April 30, 2013

Updated Tuesday, March 11, 2014

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## 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/5265/326471-Df0w3Xx5v6/APPR TIP Template.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:

Appeal Process

1. For the 2013-14 school year, probationary and tenured teachers may appeal a final composite score rating of ‘Ineffective’ or ‘Developing.’ For the 2014-15 school year and beyond, probationary and tenured teachers may appeal a final composite score rating of ‘Ineffective,’ and only tenured teachers may appeal a final composite score rating of ‘Developing.’”
2. To initiate an appeal, a teacher must submit the appeal within ten (10) school days from the receipt of the annual evaluation to the principal. The written appeal must specify the basis for the appeal and the consideration of the appeal shall be limited to the specific concerns or questions raised in the written appeal. The teacher may submit any additional data or artifacts of professional practice that the teacher would like the principal to consider in reconsidering the evaluation of the teacher. Any issues/concerns not expressly addressed in the written appeal shall be deemed waived. The written appeal shall be limited to the substance of the evaluation, and shall not include procedural issues. Procedural issues shall be addressed through the grievance procedure.
3. Within ten (10) school days after receiving the request for appeal, a committee shall be convened consisting of a union representative designated by the Association and a District representative designated by the Superintendent.
4. Within ten (10) school days of convening, the committee shall review the appeal and any documentation submitted in support of the appeal, which may also include meeting with the teacher and the principal, separately or together at the committee’s discretion, to discuss the basis for the appeal. If the committee unanimously agrees that a technical error has been made in the calculation of a teacher’s score, the principal shall be informed of this and correct the error.
5. Other than considering a technical error in the calculation, the committee shall be limited to reviewing a lack of alignment between the ratings given in response to the Marzano rubric and the evidence cited in the observation reports, or considering additional evidence or artifacts of professional practice that the teacher has submitted as a part of the appeal. Within ten (10) school days after this meeting, the union representative and the Superintendent’s designee make either a joint or separate recommendation to the Superintendent in writing. This recommendation shall be confidential and shall not be shared with the teacher or the principal.
6. Within ten (10) school days after receiving the committee’s recommendation, the Superintendent of Schools shall make a determination in response to the appeal and communicate that determination to the teacher in writing. The Superintendent of Schools shall have the final authority in determining the outcome of the appeal and this decision shall not be subject to further appeal or the grievance procedure.
7. The filing of an appeal pursuant to this appeals procedure shall have no bearing and shall in no way limit and/or impair the Board of Education’s unfettered right to terminate non-tenured teachers in accordance with applicable law and the applicable provisions of the parties’ CBA for statutory and constitutionally permissible reasons other than the teacher’s performance that is the subject of the appeal. Therefore, the timelines for the termination of a non-tenured teacher set forth in Education Law 3031 shall in all instances supersede the timelines set forth in this appeals procedure such that pending appeals shall be deemed withdrawn to the extent a response is due, at any stage, subsequent to the non-tenured teacher’s termination date and no additional salary shall be paid to the non-tenure teacher as a result of filing an appeal under this provision.
8. There is no provision for teachers to appeal the issuance or implementation of the Teacher Improvement Plan (TIP).

#### 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.

Lead evaluators and evaluators received preliminary training in the four domains of the Marzano Causal Teacher Evaluation Model required for certification as a lead evaluator or evaluator. We established and continue to follow an annual certification calendar for evaluator training and re-certification, which includes at least 6 hours of training on the Marzano criteria and exercises in inter-rater reliability. Inter-rater reliability will be achieved through district level trained administrators collaborating on classroom observations using reviews of teacher observation reports and evaluations. Lead Evaluators and Evaluators will continue to receive training in all aspects of the APPR process including classroom observation techniques, providing feedback to teachers, data collection, and summary notation of performance. Training will consist of the nine required elements outlined in section 30-2.9 of the Rules of the Board of Regents.

#### 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
6.7) Assurances -- Data   Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.	Checked
6.7) Assurances -- Data   Assure scores for all teachers will be reported to NYSED for each subcomponent, as well as the composite rating, as per NYSED requirements.	Checked

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

Created Tuesday, April 30, 2013

Updated Thursday, February 20, 2014

## Page 1

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

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

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

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

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

K-5
6-8
9-12

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

Please check the boxes below:

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

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

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

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

If any grade/course in the building has a State-provided growth measure AND the principal must have SLOs because fewer than 30% of students in the building are covered, then the SLOs will begin first with the SGP/VA results.

Additional SLOs will then be set based on grades/subjects with State assessments, where applicable.

If additional SLOs are necessary, principals must begin with the grade(s)/courses(s) that have the largest number of students using school-wide student results from one of the following assessment options: State-approved 3rd party or district/regional/BOCES-developed assessments that are rigorous and comparable across classrooms.

State assessments, *required if one exists*

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

List of State-approved 3<sup>rd</sup> party assessments

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

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

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

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

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

(No response)

## 7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

## 7.5) Principals with More Than One Growth Measure

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

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

## 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

7.6) Assurances -- Comparable Growth Measures   Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that district will develop SLOs according to the rules established by NYSED for principal SLOs: <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 Friday, May 02, 2014

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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 9<sup>th</sup> and/or 10<sup>th</sup> grade credit accumulation and/or the percentage of students that pass 9<sup>th</sup> and/or 10<sup>th</sup> grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades

Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
K-5	(d) measures used by district for teacher evaluation	Measures of Academic Progress (Primary Grades, ELA and Math)
6-8	(d) measures used by district for teacher evaluation	Measures of Academic Progress (ELA and Math)
9-12	(h) students' progress toward graduation	The percentage of students in the senior class who have taken at least 1 AP or IB course while at HHS and passed the course with a 65.
9-12	(e) 4, 5, and/or 6-year high school grad and/or dropout rates	4-6 Year Graduation Rate

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

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

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>The District has selected the Measures of Academic Progress (Primary Grades, ELA/Math), Northwest Evaluation Association (NWEA) assessment as the local assessment for principals in elementary and middle school buildings. This computer based adaptive assessment will be administered 2 times a year in grades K-5 ELA and Math and 2 times a year in grades 6-8 ELA and Math. Elementary and middle school principal ratings will be determined by a schoolwide growth measure determined by NWEA's CGI (Conditional Growth Index) Model, a statistical metric that calculates students' growth on the MAP assessment against nationally normed average growth projections. (see MAP CGI scales for principals task 8.1).</p> <p>9-12 Principal: The local assessment for the high school principal is based on a two-part, weighted metric that includes the percentage of students who graduate in the 4, 5, or 6 year cohort within the current year with a Regents diploma (weighted</p>
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2x) and the percentage of seniors who have taken at least one Advanced Placement or International Baccalaureate class in high school and passed the course with a grade of 65 or higher. These weighted percentages are averaged to create a composite percentage, which is then converted to a HEDI score based on the attached HEDI conversion table.  
 Highly Effective: 91-100%  
 Effective: 75-90%  
 Developing: 65-74%  
 Ineffective: 0-64%

<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The elementary and middle school principals will be rated highly effective based on their student assessment results on MAP in both ELA and mathematics according to a validated scale of principal impact defined by NWEA,          The high school principal (9-12) will be rated as highly effective if the three criteria weighted composite percentage is 91-100%</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The elementary and middle school principals will be rated effective based on their student assessment results on MAP in both ELA and mathematics according to a validated scale of principal impact defined by NWEA,          The high school principal (9-12) will be rated as highly effective if the three criteria weighted composite percentage is 75-90%</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The elementary and middle school principals will be rated developing based on their student assessment results on MAP in both ELA and mathematics according to a validated scale of principal impact defined by NWEA,          The high school principal (9-12) will be rated as highly effective if the three criteria weighted composite percentage is 65-74%</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The elementary and middle school principals will be rated ineffective based on their student assessment results on MAP in both ELA and mathematics according to a validated scale of principal impact defined by NWEA,          The high school principal (9-12) will be rated as highly effective if the three criteria weighted composite percentage is 64% or lower.</p>

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/12190/872803-qBFVOWF7fC/Harrison Principa HEDI Conversion Charts final 3-20-14.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 9<sup>th</sup> and/or 10<sup>th</sup> grade credit accumulation and/or the percentage of students that pass 9<sup>th</sup> and/or 10<sup>th</sup> grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades
- (i) student learning objectives (only allowable for principals in programs/buildings without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a District, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms

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

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.

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

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

(No response)

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

(No response)

### 8.3) Locally Developed Controls

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

(No response)

### 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 only principal that will have more than one locally selected measure will be the 9-12 Principal: The local assessment for the high school principal is based on a two-part, weighted metric that includes the percentage of students who graduate in the 4, 5, or 6 year cohort within the current year with a Regents diploma (weighted 2x) and the percentage of seniors who have taken at least one Advanced Placement or International Baccalaureate class in high school and passed the course with a grade of 65 or higher. These weighted percentages are averaged to create a composite percentage, which is then converted to a HEDI score based on the attached HEDI conversion table.

Highly Effective: 91-100%

Effective: 75-90%

Developing: 65-74%

Ineffective: 0-64%

### 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 Thursday, March 20, 2014

## Page 1

### 9.1) Principal Practice Rubric

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

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

9.1) Principal Practice Rubric   Rubric	Marzano's School Administrator Rubric
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Second rubric (if applicable)	(No response)
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### 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.

Ratings will be based on scores assigned to each component within the five domains on a scale of 1-4.4 (Innovating/Highly Effective=4.4, Applying/Effective=3, Developing=2, Ineffective=1).

Five domains are weighted based on Marzano's recommendation:

- i. Data Driven Focus on Student Achievement (20%)
- ii. Continuous Improvement of Instruction (40%)
- iii. A Guaranteed & Viable Curriculum (20%)
- iv. Cooperation & Collaboration (10%)
- v. School Climate (10%)

The rating for the components will be holistically scored based on the evidence collected within each domain and weighted as follows: Domain i = 20%, Domain ii = 40%, Domain iii = 20%, Domain iv = 10% and Domain v = 10%. Each indicator will be scored, averaged and weighted in value according to the formula outlined. The total weighted score for each domain will be combined and converted to a HEDI score based on the attached conversion table. A rubric score of 1 will equate to a HEDI scale of 0. The rubric score listed on the attached chart is the minimum score needed to achieve the corresponding HEDI value.

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/12205/872804-pMADJ4gk6R/Principal 60 Point Conversion Scale REVISED 3-18-14.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.	Highly Effective (55-60 pts): mean score greater than or equal to 3.5
Effective: Overall performance and results meet standards.	Effective (45-54 pts): mean score less than 3.5 and greater than or equal to 2.5
Developing: Overall performance and results need improvement in order to meet standards.	Developing (35-44 pts): mean score less than 2.5 and greater than or equal to 1.5
Ineffective: Overall performance and results do not meet standards.	Ineffective (0-34 pts): mean score less than 1.5 and greater than or equal to 1

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	55-60
Effective	45-54
Developing	35-44
Ineffective	0-34

## 9.8) School Visits

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

### **Probationary Principals**

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

### **Tenured Principals**

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

# 10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Monday, December 23, 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	55-60
Effective	45-54
Developing	35-44
Ineffective	0-34

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

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

**Overall Composite Score**  
**Highly Effective**  
**22-25**

**14-15**

**Ranges determined locally--see above**

**91-100**

**Effective**

**10-21**

**8-13**

**75-90**

**Developing**

**3-9**

**3-7**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 11. Additional Requirements - Principals

Created Tuesday, April 30, 2013

Updated Monday, March 31, 2014

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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/5276/328689-Df0w3Xx5v6/APPR PIP Template.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:

1. Appeals of annual professional performance reviews may be brought for an overall rating of “ineffective,” or any rating tied to compensation. An appeal may only be initiated once a principal receives the overall composite score and rating.
2. A principal may not file multiple appeals regarding the same performance review. All grounds for appeal must be raised with specificity within such appeal. Any grounds not raised shall be deemed waived.
3. The burden shall be on the district to establish by the preponderance of the evidence that the rating given to the principal was justified.
4. All appeals shall be filed in writing no later than fifteen (15) business days of the date when the principal receives their final and complete annual professional performance review. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned. An extension of the time in which to appeal may be granted by the superintendent of schools upon written request in a timely and expeditious way in compliance with 3012-c. When filing an appeal, the principal must submit a written description of the specific areas of disagreement over his or her performance review. Supportive evidence about the challenges may also be submitted with the appeal. Any additional documents or materials relevant to the appeal must be provided by the district upon written request for same.
5. Within twenty (20) business days of receipt of an appeal, the district must submit a detailed written response to the appeal. The response must include all additional documents or written materials relevant to the point(s) of disagreement that support the district’s response.
6. A written decision on the merits of the appeal shall be rendered by the superintendent of schools within twenty (20) business days of the district’s submission of a detailed response to the appeal as specified in paragraph 6 above. The decision shall set forth the reasons and factual basis for the determination on each of the specific issues raised in the appeal. A copy of the decision shall be provided to the principal.
7. This appeal procedure shall constitute the means for initiating, reviewing and resolving challenges to a principal performance review. A principal may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review.
8. In addition to any further limitations agreed to within the APPR agreement, an evaluation shall not be placed in a principal’s personnel file until either the expiration of the fifteen (15) business day period in which to file a notice of appeal without action being taken by the principal or the conclusion of the appeal process described herein, whichever is later.
9. A principal who takes advantage of the appeals process described herein does not waive his/her right to submit a written rebuttal to the final evaluation. A principal who elects to submit a written rebuttal to his/her evaluation prior to the expiration of the fifteen (15) business days in which to file a notice of appeal does not waive her/his right to file an appeal.
10. There are no provisions to appeal the issuance or implementation of the Principal Improvement Plan (PIP). All other grounds allowable under the law for an appeal will be permitted.

## 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.

Lead evaluators and evaluators received preliminary training in the five domains of the Marzano School Leader Evaluation Model required for certification as a lead evaluator or evaluator. We established and continue to follow an annual certification calendar for evaluator training and re-certification, which includes at least 6 hours of training on the Marzano criteria and exercises in inter-rater reliability. Inter-rater reliability will be achieved through district level trained administrators collaborating on observations and artifact analysis. Lead Evaluators and evaluators will continue to receive training in all aspects of the APPR process including building observation techniques, providing feedback to principals, data collection, and summary notation of performance. Training will consist of the nine required elements outlined in section 30-2.9 of the rules of the Board of Regents.

## 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 Tuesday, May 13, 2014

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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/12158/872807-3Uqgn5g9Iu/APPR Signature Form 5-12-14.pdf](assets/survey-uploads/12158/872807-3Uqgn5g9Iu/APPR%20Signature%20Form%205-12-14.pdf)

#### File types supported for uploads

PDF (preferred)

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

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

Open Office (.odt, .ott)

Images (.jpg, .gif)

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

Please note that .docx, .pptx, and .xlsx formats are not entirely supported.  
Please save your file types as .doc, .ppt or .xls respectively before uploading.

# Harrison Teacher APPR HEDI Conversion Charts

# HEDI CGI Teacher 15%

Ineffective



APPR Point	≥	<
0		-3.0
1	-3.0	-2.7
2	-2.7	-2.4

Developing



APPR Point	≥	<
3	-2.4	-2.1
4	-2.1	-1.8
5	-1.8	-1.5
6	-1.5	-1.2
7	-1.2	-0.9

Effective



APPR Point	≥	<
8	-0.9	-0.6
9	-0.6	-0.3
10	-0.3	0.0
11	0.0	0.3
12	0.3	0.6
13	0.6	0.9

Highly Effective



APPR Point	≥	<
14	0.9	1.2
15	1.2	

## Growth Measure (SLO):

K-2 Math

K-2 ELA

## Local Measure:

3 ELA

3 Math

4-8 ELA

4-8 Math

6-7 Science

6-8 Social Studies

6-8 Library

6-8 Technology

# HEDI CGI Teacher 20%

Ineffective



APPR Point	≥	<
0		-2.5
1	-2.5	-2.3
2	-2.3	-2.1

Developing



APPR Point	≥	<
3	-2.1	-1.9
4	-1.9	-1.7
5	-1.7	-1.5
6	-1.5	-1.3
7	-1.3	-1.1
8	-1.1	-0.9

Effective



APPR Point	≥	<
9	-0.9	-0.7
10	-0.7	-0.5
11	-0.5	-0.3
12	-0.3	-0.1
13	-0.1	0.1
14	0.1	0.3
15	0.3	0.5
16	0.5	0.7
17	0.7	0.9

Highly Effective



APPR Point	≥	<
18	0.9	1.1
19	1.1	1.3
20	1.3	

## Growth Measure (SLO):

K-2 Math

K-2 ELA

## Local Measure:

3 ELA

3 Math

4-8 ELA

4-8 Math

6-7 Science

6-8 Social Studies

6-8 Library

6-8 Technology

# Harrison District HEDI Rating (20%)

Ineffective (I)	Developing (D)	Effective (E)	Highly Effective (H)
64% or Lower	65-74%	75-90%	91% or Higher

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<= 54	55-59	60-64	65	66-67	68-69	70-71	72-73	74	75	76-77	78-79	80-81	82-83	84-85	86-87	88-89	90	91-93	94-97	>= 98

This HEDI scale applies to the following courses:

SLO	Local
Grade 3 ELA Grade 3 Math Grade 6-8 Science Grade 6-8 SS Global I, II and US History Living Environment, Earth Science, Chemistry, Physics Algebra I, Algebra II and Geometry, Algebra I (Grade 8) Grade 9-11 ELA All Other Courses Category	K-2 ELA K-2 Math Science 8 Global I, II and US History Living Environment, Earth Science, Chemistry, Physics Algebra I, Algebra II and Geometry, Algebra I (Grade 8) Grade 9-11 ELA All Other Courses Category

# Harrison Teacher APPR HEDI Conversion Charts

# HEDI CGI Teacher 15%

Ineffective



APPR Point	≥	<
0		-3.0
1	-3.0	-2.7
2	-2.7	-2.4

Developing



APPR Point	≥	<
3	-2.4	-2.1
4	-2.1	-1.8
5	-1.8	-1.5
6	-1.5	-1.2
7	-1.2	-0.9

Effective



APPR Point	≥	<
8	-0.9	-0.6
9	-0.6	-0.3
10	-0.3	0.0
11	0.0	0.3
12	0.3	0.6
13	0.6	0.9

Highly Effective



APPR Point	≥	<
14	0.9	1.2
15	1.2	

## Growth Measure (SLO):

K-2 Math

K-2 ELA

## Local Measure:

3 ELA

3 Math

4-8 ELA

4-8 Math

6-7 Science

6-8 Social Studies

6-8 Library

6-8 Technology

# HEDI CGI Teacher 20%

Ineffective



APPR Point	≥	<
0		-2.5
1	-2.5	-2.3
2	-2.3	-2.1

Developing



APPR Point	≥	<
3	-2.1	-1.9
4	-1.9	-1.7
5	-1.7	-1.5
6	-1.5	-1.3
7	-1.3	-1.1
8	-1.1	-0.9

Effective



APPR Point	≥	<
9	-0.9	-0.7
10	-0.7	-0.5
11	-0.5	-0.3
12	-0.3	-0.1
13	-0.1	0.1
14	0.1	0.3
15	0.3	0.5
16	0.5	0.7
17	0.7	0.9

Highly Effective



APPR Point	≥	<
18	0.9	1.1
19	1.1	1.3
20	1.3	

## Growth Measure (SLO):

K-2 Math

K-2 ELA

## Local Measure:

3 ELA

3 Math

4-8 ELA

4-8 Math

6-7 Science

6-8 Social Studies

6-8 Library

6-8 Technology

# Harrison District HEDI Rating (20%)

Ineffective (I)	Developing (D)	Effective (E)	Highly Effective (H)
64% or Lower	65-74%	75-90%	91% or Higher

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<= 54	55-59	60-64	65	66-67	68-69	70-71	72-73	74	75	76-77	78-79	80-81	82-83	84-85	86-87	88-89	90	91-93	94-97	>= 98

This HEDI scale applies to the following courses:

SLO	Local
Grade 3 ELA Grade 3 Math Grade 6-8 Science Grade 6-8 SS Global I, II and US History Living Environment, Earth Science, Chemistry, Physics Algebra I, Algebra II and Geometry, Algebra I (Grade 8) Grade 9-11 ELA All Other Courses Category	K-2 ELA K-2 Math Science 8 Global I, II and US History Living Environment, Earth Science, Chemistry, Physics Algebra I, Algebra II and Geometry, Algebra I (Grade 8) Grade 9-11 ELA All Other Courses Category

**Teacher Proficiency Scale and HEDI Conversion Table**

<b>Highly Effective: 55-60 Points</b>	<b>Range</b>
4.0 mean = 60 points	3.95 - 4.4
3.9 mean = 59 points	3.85 - 3.94
3.8 mean = 58 points	3.75 - 3.84
3.7 mean = 57 points	3.65 - 3.74
3.6 mean = 56 points	3.55 - 3.64
3.5 mean = 55 points	3.45 - 3.54
<b>Effective: 45-54 Points</b>	
3.4 mean = 54 points	3.35 - 3.44
3.3 mean = 53 points	3.25 - 3.34
3.2 mean = 52 points	3.15 - 3.24
3.1 mean = 51 points	3.05 - 3.14
3.0 mean = 50 points	2.95 - 3.04
2.9 mean = 49 points	2.85 - 2.94
2.8 mean = 48 points	2.75 - 2.84
2.7 mean = 47 points	2.65 - 2.74
2.6 mean = 46 points	2.55 - 2.64
2.5 mean = 45 points	2.45 - 2.54
<b>Developing: 35-44 Points</b>	
2.4 mean = 44 points	2.35 - 2.44
2.3 mean = 43 points	2.25 - 2.34
2.2 mean = 42 points	2.15 - 2.24
2.1 mean = 41 points	2.05 - 2.14
2.0 mean = 40 points	1.95 - 2.04
1.9 mean = 39 points	1.85 - 1.94
1.8 mean = 38 points	1.75 - 1.84
1.7 mean = 37 points	1.65 - 1.74
1.6 mean = 36 points	1.55 - 1.64
1.5 mean = 35 points	1.45 - 1.54
<b>Ineffective: 0-34 points</b>	
1.40 mean = 34 points	1.395 - 1.44
1.39 mean = 33 points	1.385 - 1.394
1.38 mean = 32 points	1.375 - 1.384
1.37 mean = 31 points	1.365 - 1.374
1.36 mean = 30 points	1.355 - 1.364
1.35 mean = 29 points	1.345 - 1.354
1.34 mean = 28 points	1.335 - 1.344
1.33 mean = 27 points	1.325 - 1.334
1.32 mean = 26 points	1.315 - 1.324
1.31 mean = 25 points	1.305 - 1.314
1.30 mean = 24 points	1.295 - 1.304
1.29 mean = 23 points	1.285 - 1.294
1.28 mean = 22 points	1.275 - 1.284
1.27 mean = 21 points	1.265 - 1.274
1.26 mean = 20 points	1.255 - 1.264
1.25 mean = 19 points	1.245 - 1.254
1.24 mean = 18 points	1.235 - 1.244
1.23 mean = 17 points	1.225 - 1.234
1.22 mean = 16 points	1.215 - 1.224
1.21 mean = 15 points	1.205 - 1.214
1.20 mean = 14 points	1.195 - 1.204
1.19 mean = 13 points	1.185 - 1.194
1.18 mean = 12 points	1.175 - 1.184
1.17 mean = 11 points	1.165 - 1.174
1.16 mean = 10 points	1.155 - 1.164
1.15 mean = 9 points	1.145 - 1.154
1.14 mean = 8 points	1.135 - 1.144
1.13 mean = 7 points	1.125 - 1.134
1.12 mean = 6 points	1.115 - 1.124
1.11 mean = 5 points	1.105 - 1.114
1.10 mean = 4 points	1.095 - 1.104
1.09 mean = 3 points	1.085 - 1.094
1.08 mean = 2 points	1.075 - 1.084
1.07 mean = 1 points	1.065 - 1.074
1.0 - 1.06 mean = 0 points	1 - 1.064

**Appendix D: TIP Template**

**HARRISON CENTRAL SCHOOL DISTRICT**  
*Teacher Improvement Plan*

Date: \_\_\_\_\_

Faculty Member: \_\_\_\_\_

School: \_\_\_\_\_

Supervisor(s): \_\_\_\_\_

Duration: \_\_\_\_\_

\_\_\_\_\_

<b>Goals for Improvement Based on Design Questions &amp; Element Clusters</b>	<b>Student Performance Needing Improvement</b>	<b>Action Steps for Teacher &amp; Administrators</b>	<b>Time Line of Action Steps for Teacher &amp; Administrators</b>	<b>Evidence of Improvement to be Collected by Teacher &amp; Administrators</b>

\_\_\_\_\_  
Teacher Signature

\_\_\_\_\_  
Date

# Harrison Principal HEDI Conversion Charts

# HEDI Principal CGI 15%

Ineffective



APPR Point	$\geq$	$<$
0		-3.0
1	-3.0	-2.7
2	-2.7	-2.4

Developing



APPR Point	$\geq$	$<$
3	-2.4	-2.1
4	-2.1	-1.8
5	-1.8	-1.5
6	-1.5	-1.2
7	-1.2	-0.9

Effective



APPR Point	$\geq$	$<$
8	-0.9	-0.6
9	-0.6	-0.3
10	-0.3	0.0
11	0.0	0.3
12	0.3	0.6
13	0.6	0.9

Highly Effective



APPR Point	$\geq$	$<$
14	0.9	1.2
15	1.2	

# HEDI Principal CGI 20%

Ineffective



APPR Point	≥	<
0		-2.5
1	-2.5	-2.3
2	-2.3	-2.1

Developing



APPR Point	≥	<
3	-2.1	-1.9
4	-1.9	-1.7
5	-1.7	-1.5
6	-1.5	-1.3
7	-1.3	-1.1
8	-1.1	-0.9

Effective



APPR Point	≥	<
9	-0.9	-0.7
10	-0.7	-0.5
11	-0.5	-0.3
12	-0.3	-0.1
13	-0.1	0.1
14	0.1	0.3
15	0.3	0.5
16	0.5	0.7
17	0.7	0.9

Highly Effective



APPR Point	≥	<
18	0.9	1.1
19	1.1	1.3
20	1.3	

# Harrison Principal HEDI Rating (15%)

(I)			Developing (D)					Effective (E)					Highly Effective (H)		
64% or Lower			65%-74%					75%-90%					91% or Higher		
0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
			65-66%	67-68%	69-70%	71-72%	73-74%	75-76%	77-78%	79-82%	83-86%	87-88%	89-90%	91-95%	96-100%



- (2) 60-64%
- (1) 55-59%
- (0) 54% or lower

# Harrison District HEDI Rating (20%)

Ineffective (I)		Developing (D)					Effective (E)										Highly Effective (H)			
64% or Lower		65-74%					75-90%										91% or Higher			
0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<= 54	55-59	60-64	65	66-67	68-69	70-71	72-73	74	75	76-77	78-79	80-81	82-83	84-85	86-87	88-89	90	91-93	94-97	>= 98

**Principal Proficiency Scale and HEDI Conversion Table**

<b>Highly Effective: 55-60 Points</b>	<b>Range</b>
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3.4 mean = 54 points	3.35 - 3.44
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2.7 mean = 47 points	2.65 - 2.74
2.6 mean = 46 points	2.55 - 2.64
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<b>Developing: 35-44 Points</b>	
2.4 mean = 44 points	2.35 - 2.44
2.3 mean = 43 points	2.25 - 2.34
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1.7 mean = 37 points	1.65 - 1.74
1.6 mean = 36 points	1.55 - 1.64
1.5 mean = 35 points	1.45 - 1.54
<b>Ineffective: 0-34 points</b>	
1.40 mean = 34 points	1.395 - 1.44
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1.34 mean = 28 points	1.335 - 1.344
1.33 mean = 27 points	1.325 - 1.334
1.32 mean = 26 points	1.315 - 1.324
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1.26 mean = 20 points	1.255 - 1.264
1.25 mean = 19 points	1.245 - 1.254
1.24 mean = 18 points	1.235 - 1.244
1.23 mean = 17 points	1.225 - 1.234
1.22 mean = 16 points	1.215 - 1.224
1.21 mean = 15 points	1.205 - 1.214
1.20 mean = 14 points	1.195 - 1.204
1.19 mean = 13 points	1.185 - 1.194
1.18 mean = 12 points	1.175 - 1.184
1.17 mean = 11 points	1.165 - 1.174
1.16 mean = 10 points	1.155 - 1.164
1.15 mean = 9 points	1.145 - 1.154
1.14 mean = 8 points	1.135 - 1.144
1.13 mean = 7 points	1.125 - 1.134
1.12 mean = 6 points	1.115 - 1.124
1.11 mean = 5 points	1.105 - 1.114
1.10 mean = 4 points	1.095 - 1.104
1.09 mean = 3 points	1.085 - 1.094
1.08 mean = 2 points	1.075 - 1.084
1.07 mean = 1 points	1.065 - 1.074
1.0 - 1.06 mean = 0 points	1 - 1.064

**HARRISON CENTRAL SCHOOL DISTRICT**  
*Professional Improvement Plan*

Date: \_\_\_\_\_

Principal: \_\_\_\_\_

School: \_\_\_\_\_

Supervisor(s): \_\_\_\_\_

Duration: \_\_\_\_\_

<b>Marzano Elements Identified as Areas Needing Improvement</b>	<b>Student Performance Needing Improvement</b>	<b>Action Steps</b>	<b>Time line for Action Steps</b>	<b>Evidence of Improvement</b>

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

\_\_\_\_\_  
Date

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

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

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

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

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

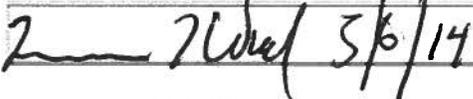
**The school district or BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to their APPR Plan:**

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

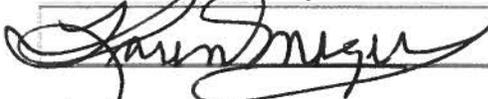
- Assure that educators who receive a Developing or Ineffective rating will receive a TIP or PIP plan, in accordance with the regulations, as soon as practicable but in no case later than 10 school days from the opening of classes in the school year following the performance year
- Assure that all evaluators 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**

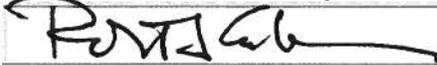
Superintendent Signature:      Date:

 5/6/14

Teachers Union President Signature:      Date:

 5/12/14

Administrative Union President Signature:      Date:

 5.6.14

Board of Education President Signature:      Date:

 5/12/14