



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

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August 27, 2015

Revised

Robert Finster, Interim Superintendent
Harrisville Central School District
14371 Pirate Lane
Harrisville, NY 13648

Dear Superintendent Finster:

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,

MaryEllen Elia
Commissioner

Attachment

c: Thomas Burns

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: 04/30/2013

Last updated: 08/27/2015

The contents of this form represent the Annual Professional Performance Review Plan for classroom teachers and building principals of HARRISVILLE CSD. The primary objective of teacher and principal evaluation is to provide educators the feedback they need to improve instruction and help every student attain college and career readiness. Pursuant to Education Law Section 3012-c, this Annual Professional Performance Review Plan is being submitted to the Commissioner on behalf of HARRISVILLE CSD for the review of all its classroom teachers and building principals. Once approved, HARRISVILLE CSD will post this form online for all member of the HARRISVILLE CSD community so everyone understands what HARRISVILLE CSD expects of its classroom teachers and building principals.

NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 230301040000

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

230301040000

1.2) School District Name: HARRISVILLE CSD

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

HARRISVILLE CSD

1.3) Assurances

Please check all of the boxes below:

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

1.4) Submission Status

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

Submission of material changes to an approved APPR plan

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

Created: 04/30/2013

Last updated: 08/25/2015

For guidance on the State Growth or Comparable Measures subcomponent, see NYSED APPR Guidance sections D, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

While most teachers of 4-8 Common Branch, ELA and Math will have State-provided measures, some may teach other courses 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:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 4 ELA, Math, and Science exams.
1	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 4 ELA, Math, and Science exams.
2	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 4 ELA, Math, and Science exams.

	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.

<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 2.11, below.</p>	<p>HEDI description for teachers using a school-wide measure: For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>HEDI description for teachers whose courses end in a state assessment: For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>Transition Language whenever using ELA, Algebra and Geometry Regents assessments: For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.</p>
<p>Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>

2.3) Grades K-3 Math

Using the drop-down boxes below, please first select the assessment that will be used for SLOs for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment. State assessments must be used where applicable. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of

traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: <http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing>).

	Math	Assessment
K	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 4 ELA, MATH, and Science exams.
1	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 4 ELA, MATH, and Science exams.
2	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 4 ELA, MATH, and Science exams.

	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.

<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 2.11, below.</p>	<p>HEDI description for teachers using a school-wide measure: For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>HEDI description for teachers whose courses end in a state assessment: For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>Transition Language whenever using ELA, Algebra and Geometry Regents assessments: For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.</p>
<p>Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>

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	School- or BOCES-wide, group or team results based on State assessments	NYS Grade 8 ELA, MATH, and Science exams.
7	School- or BOCES-wide, group or team results based on State assessments	NYS Grade 8 ELA, MATH, and Science exams.

	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.

<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 2.11, below.</p>	<p>HEDI description for teachers using a school-wide measure: For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>HEDI description for teachers whose courses end in a state assessment: For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>Transition Language whenever using ELA, Algebra and Geometry Regents assessments: For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.</p>
<p>Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>See Task 2.11</p>

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	School- or BOCES-wide, group or team results based on State assessments	NYS Grade 8 ELA, MATH, and Science exams.
7	School- or BOCES-wide, group or team results based on State assessments	NYS Grade 8 ELA, MATH, and Science exams.
8	School- or BOCES-wide, group or team results based on State assessments	NYS Grade 8 ELA, MATH, and Science exams.

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.

<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 2.11, below.</p>	<p>HEDI description for teachers using a school-wide measure: For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. HEDI description for teachers whose courses end in a state assessment: For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. Transition Language whenever using ELA, Algebra and Geometry Regents assessments: For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.</p>
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>See Task 2.11</p>

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	School-/BOCES-wide group/team results based on State assessments	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents 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.

<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 2.11, below.</p>	<p>HEDI description for teachers using a school-wide measure: For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>HEDI description for teachers whose courses end in a state assessment: For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.</p> <p>Transition Language whenever using ELA, Algebra and Geometry Regents assessments: For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.</p>
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>See Task 2.11</p>

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.

HEDI description for teachers using a school-wide measure:
 For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year.
 The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score.
 To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.
 HEDI description for teachers whose courses end in a state assessment:
 For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year.
 The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.
 Transition Language whenever using ELA, Algebra and Geometry Regents assessments:
 For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.

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

See Task 2.11

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

See Task 2.11

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

See Task 2.11

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

See Task 2.11

2.8) High School Math Regents Courses

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

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

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

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

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

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

HEDI description for teachers using a school-wide measure:
 For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year.
 The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score.
 To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.

HEDI description for teachers whose courses end in a state assessment:
 For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year.
 The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.

Transition Language whenever using ELA, Algebra and Geometry Regents assessments:
 For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.

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

See Task 2.11

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

See Task 2.11

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

See Task 2.11

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

See Task 2.11

2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	School-/BOCES-wide group/team results based on State assessments	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents Assessment
Grade 10 ELA	School-/BOCES-wide group/team results based on State assessments	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents Assessment
Grade 11 ELA	Regents assessment	Regents assessment Grade 11 ELA

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

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

<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 2.11, below.</p>	<p>HEDI description for teachers using a school-wide measure: For teachers using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. HEDI description for teachers whose courses end in a state assessment: For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. Transition Language whenever using ELA, Algebra and Geometry Regents assessments: For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.</p>
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>See Task 2.11</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>See Task 2.11</p>

2.10) All Other Courses

Fill in, as applicable, for all other teachers in additional grades/subjects that have Student Learning Objectives. If you need additional space, duplicate this form and upload (below) as an attachment to your APPR plan. You may combine into one line any groups of teachers for whom the answers in the boxes are the same including, for example, "all other teachers not named above". Please note that no APPR plan

shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: <http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing>).

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

	Course(s) or Subject(s)	Option	Assessment
	Art (Grade 6)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Art (Grade 8)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Technology Literacy (Grade 6)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Technology Literacy (Grade 7)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Life Skills (Grade 7/8)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Grade 4 - 8 ELA and Math	State Assessment	Grades 4 - 8 NYS ELA and Math exams.
	Foreign Language- French (Grade 8)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Music (Grade 6)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Music (Grade 7)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Chorus (Grades 6-8)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	General Band (Grade 6-8)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Physical Education (Grade 6)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Physical Education (Grade 7)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Physical Education (Grade 8)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.
	Health Education (Grade 8)	School/BOCES-wide/group/team results based on State	NYS Grade 8 ELA, MATH, and Science exams.

	English Language Arts IV (Grade 12)	School/BOCES-wide/group/team results based on State	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents Assessment
	AP English Literature and Composition	School/BOCES-wide/group/team results based on State	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents Assessment
	Algebra Part I	School/BOCES-wide/group/team results based on State	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents Assessment

	Pre-Calculus	School/BOCES-wide/group/team results based on State	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents Assessment
	Calculus	School/BOCES-wide/group/team results based on State	NYS Common Core/ Comprehensive English Regents Assessment, NYS Global History and Geography Regents Assessment, NYS U.S. History and Government Regents Assessment, NYS Living Environment Regents Assessment, NYS Earth Science Regents Assessment, NYS Chemistry Regents Assessment, NYS Physics Regents Assessment, NYS Common Core/Integrated Algebra Regents Assessment, NYS Geometry Regents Assessment, NYS Algebra 2/Trigonometry Regents Assessment

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

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

HEDI description for teachers using a school-wide measure:
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 The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score.
 To assign 0-100scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.
 HEDI description for teachers whose courses end in a state assessment:
 For teachers whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above (for Grades 4-8 ELA and Math teachers, this SLO process will be utilized as a backup measures if needed). HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year.
 The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.
 Transition Language whenever using ELA, Algebra and Geometry Regents assessments:
 For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.

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

See Task 2.11

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

See Task 2.11

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

See Task 2.11

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

See Task 2.11

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

(No response)

2.11) HEDI Tables or Graphics

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

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12186/2002607-TXETx9bQW/SLO%20HEDI%20chart_UJYYuGY.docx

2.12) Locally Developed Controls

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

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

(No 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:

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
Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
Assure that district will develop SLOs according to the rules established by SED (see: http://www.engageny.org/resource/student-learning-objectives-guidance-document).	Checked
Assure that past academic performance and/or baseline academic data of students will be taken into account when developing an SLO.	Checked
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

Assure that it is possible for an educator to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Checked
Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked

3. Local Measures (Teachers)

Created: 04/30/2013

Last updated: 08/27/2015

For guidance on the Locally Selected Measures subcomponent, see NYSED APPR Guidance sections E, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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Locally Selected Measures of Student Achievement or Growth

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

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

Locally selected measures for common branch teachers: This form calls for locally selected measures in both ELA and math in grades typically served by common branch teachers. Districts may select local measures for common branch teachers that involve subjects other than ELA and math. Whatever local measure is selected for common branch teachers, please enter it under ELA and/or math and describe the assessment used, including the subject. Use N/A for other lines in that grade level that are served by common branch teachers.

Describe the HEDI criteria for the measure in the same section where you identified the locally selected measure and assessment. Additionally, please provide a brief explanation in the HEDI general description box of why you have listed the grade/course as "Not Applicable" (e.g., district/BOCES does not offer this grade/subject; common branch teacher).

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

- 1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)
- 2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in subclause 1) or 2) of this clause
- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms
- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms.

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
5	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
6	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
7	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
8	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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>All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.</p>
<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
5	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
6	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

7	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
8	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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.	All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.

3.3) HEDI Tables or Graphics

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

- 1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)
- 2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in 1) or 2), above
- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms
- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms
- 7) Student Learning Objectives (only allowable for teachers in grades/subjects without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
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K	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
1	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
2	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
3	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
1	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
2	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
3	6(ii) School-wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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.

<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>All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.</p>
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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.	See Task 3.3.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.

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	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
7	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
8	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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.

<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>All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.</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>See Task 3.3.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>

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	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
7	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
8	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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>All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.</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>See Task 3.3.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Global 2	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

American History	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
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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>All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.</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>See Task 3.3.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Earth Science	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Chemistry	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Physics	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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.	All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
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3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Geometry	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Algebra 2	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Grade 10 ELA	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
Grade 11 ELA	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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

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

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

<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>All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.</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>See Task 3.3.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See Task 3.3.</p>

3.12) All Other Courses

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

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

	Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
	Art (Grade 6)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Art (Grade 8)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Technology Literacy (Grade 6)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Technology Literacy (Grade 7)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Life Skills (Grade 7)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Life Skills (Grade 8)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Foreign Language- French (Grade 8)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Music (Grade 6)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Music (Grade 7)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Chorus (Grades 6-8)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	General Band (Grade 6-8)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Physical Education (Grade 6)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Physical Education (Grade 7)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Physical Education (Grade 8)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Health Education (Grade 8)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	English Language Arts IV (Grade 12)	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	AP English Literature and Composition	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

	Algebra Part I	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Pre-Calculus	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Calculus	6(ii) School wide measure computed locally	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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.	All teachers within the district are using a school-wide Local Learning Objective (LLO) measure. A teacher's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All teachers within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 3.3) out of the LLO full 20 points.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See Task 3.3.

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.

(No response)

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.

If educators have more than one local measure of student achievement, the measures will each earn a score from 0-20 points, or 0-15 points if value-added measures were used. These scores will then be averaged together, weighted proportionately based on the number of students in each Local Achievement Measure.

3.16) Assurances

Please check all of the boxes below:

Assure the application of locally-developed controls will be rigorous, fair, and transparent.	Checked
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
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
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
Assure that it is possible for an educator to earn each point, including 0, for the locally-selected measures subcomponent.	Checked
Assure that locally-selected measures are rigorous and comparable across all classrooms in the same grade/subject in the district.	Checked

<p>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.</p>	<p>Checked</p>
<p>Assure that all locally-selected measures for a teacher are different than any measures used for the State assessment or other comparable measures subcomponent.</p>	<p>Checked</p>
<p>Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for the grade.</p>	<p>Checked</p>
<p>Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.</p>	<p>Checked</p>

4. Other Measures of Effectiveness (Teachers)

Created: 04/30/2013

Last updated: 07/13/2015

For guidance on the Other Measures subcomponent, see NYSED APPR Guidance sections H and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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4.1) Teacher Practice Rubric

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

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

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

Rubric	NYSUT Teacher Practice Rubric
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Second Rubric, if applicable	Not Applicable
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4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	40
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0

Structured reviews of lesson plans, student portfolios and other teacher artifacts	20
--	----

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:

Assure that district/BOCES will use survey tool(s) from the State-approved list or approved through the NYSED survey variance process	(No response)
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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.

Tripod Early Elementary Student Perception Survey K-2	(No response)
Tripod Elementary Student Perception Survey 3-5	(No response)
Tripod Secondary Student Perception Survey	(No response)
District Variance	(No response)
My Student Survey, LLC's Survey of Teacher Practice (STeP) survey for use in grades 3-12	(No response)

4.4) Assurances

Please check all of the boxes below:

Assure that all NYS Teaching Standards not addressed in classroom observations are assessed at least once a year.	Checked
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
Assure that it is possible for an educator to earn each point, including 0, for the "other measures" subcomponent.	Checked
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.

We will use the NYSUT Teacher Practice rubric on the OASYS electronic platform (from MyLearning Plan). Within this system, evaluators will assign scores for various domains based upon evidence gathered during pre-observation conferences, classroom observations, post-observation conferences and review of documents submitted by the evaluator and the teacher. Observed elements will receive scores of

Highly Effective, Effective, Developing or Ineffective and the OASYS system will be set up to weight elements that can be observed in the classroom at 40 points and elements that must be documented otherwise at 20 points. All 60 points will be based on the NYSUT rubric. After all evidence is submitted, the system will derive an overall score for each teacher on the scale of 1 - 4. For a teacher who received more than one observation, the scores for the observations will be averaged together and applied in the same fashion. This score will be applied against the attached conversion chart, which converts scores on the 4 point scale to scores on the 60 point scale. Normal rounding rules to nearest whole number will apply. In no instance will rounding move a teacher to a higher rating score.

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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12179/2002611-eka9yMJ855/60%20conversion%20chart_NY28Tyn.docx

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	The teacher's average rating for scores assigned on the 4 point NYSUT Practice rubric must be 3.5 or greater
Effective: Overall performance and results meet NYS Teaching Standards.	The teacher's average rating for scores assigned on the 4 point NYSUT Practice rubric must be 2.5 to 3.4
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	The teacher's average rating for scores assigned on the 4 point NYSUT Practice rubric must be 1.5 to 2.4
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	The teacher's average rating for scores assigned on the 4 point NYSUT Practice rubric must be 1.0 to 1.4

Provide the ranges for the 60-point scoring bands.

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

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

Formal/Long	2
Informal/Short	0
Enter Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

Responses Selected:

In Person

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

Responses Selected:

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	1
Informal/Short	1
Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

Responses Selected:

In Person

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

Responses Selected:

In Person

5. Composite Scoring (Teachers)

Created Tuesday, April 30, 2013

Updated Tuesday, February 17, 2015

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

Where there is no Value-Added measure

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

Overall
Composite Score

Highly Effective
18-20
18-20
Ranges determined locally--see below
91-100

Effective
9-17
9-17
75-90

Developing
3-8
3-8
65-74

Ineffective
0-2
0-2
0-64

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

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

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

6. Additional Requirements - Teachers

Created: 04/30/2013

Last updated: 06/11/2015

See NYSED APPR Guidance sections C (APPR Plan Process; Teacher Improvement Plans), J (Evaluators, Training, and Certification, L (Appeals), and M (Data Management). NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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
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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12193/2002615-Df0w3Xx5v6/Teacher%20Improvement%20Plan.docx

6.3) Appeals Process

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

- (1) the substance of the annual professional performance review
- (2) the school district's or BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law section 3012-c
- (3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's or BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law section 3012-c

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

Appeals of Annual Professional Performance Reviews

To the extent that a teacher wishes to issue an appeal, the following appeals procedure is established.

I. Appeals will be limited to the following situations:

- a. A teacher completing the first year of a three-year probationary appointment may appeal only an ineffective APPR composite rating;
- b. Any other teacher may appeal only an ineffective or a developing APPR composite rating;
- c. Any teacher may appeal an improvement plan if and only if the plan was generated as the result of an ineffective or developing composite rating, in accordance with Section II, e, below.

II. The scope of any appeal will be limited to the following subjects:

- a. The substance of the individual's annual professional performance review;
- b. The District's adherence to the standards and methodologies required for such reviews, pursuant to Education Law 3012-c;
- c. The adherence to the Commissioner's regulations, as applicable to such reviews;
- d. Compliance with any applicable locally negotiated procedures regarding annual professional performance reviews or improvement plans, as limited by Section I, above; or,
- e. The District's issuance and/or implementation of the terms of the teacher improvement plan under Education Law 3012-c in connection with an ineffective or developing rating.
- f. If the District does not adhere to negotiated procedures of this document the teacher or association can grieve the alleged violation.

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

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

V. The following timelines will be strictly adhered to unless extended by mutual agreement consistent with Educational Law 3012C. Failure of the petitioner to meet a timeline will nullify the appeal; failure of the respondent to meet a timeline will allow movement of the appeal to the next level.

Level 1 - Evaluator

(Informal) Following a qualifying event, as defined in Sections I and II, above, the teacher shall be encouraged and shall be entitled to schedule a follow up meeting to informally discuss with the evaluator any and all related issues.

(Formal) Any appeal must be submitted to the evaluator in writing no later than ten (10) school days of the date when the teacher receives his/her annual professional performance review. If a teacher is challenging the issuance or implementation of a teacher improvement plan, the appeal must be submitted in writing within ten (10) school days of issuance or of the time when the teacher was informed of an alleged implementation breach of such plan.

When filing an appeal, the teacher must submit a detailed written description of the specific grounds for the appeal as well as the performance review and/or improvement plan being challenged. Along with the appeal, all supporting documentation must be submitted, or specifically noted if pending. Any grounds for appeal or any supporting documentation/information not submitted or noted at the time the appeal is filed shall not be considered.

Within ten (10) school days of receipt of an appeal, the evaluator responsible for the issue(s) being appealed must submit a detailed written response to the appeal. Along with the response, all supporting documentation must be submitted, or specifically noted if pending, as well as any additional documents or materials relevant to the response. Any supporting documentation/ information not submitted or noted at the time the response is issued shall not be considered in the deliberations related to the resolution of the appeal. The teacher initiating the appeal, and the Teachers' Association President, shall receive copies of the response and any and all additional information submitted with the response.

Level 2 – Superintendent

Within five (5) school days of receipt of the Level 1 response, if a teacher is not satisfied with such response the teacher must submit the appeal to the Superintendent of Schools, or the Superintendent's designee. (If the Superintendent was the evaluator at Level 1 or if some other conflict of interest can be determined this Level 2 appeal must go to the Superintendent's designee who will be mutually agreed upon by the District and the Association. If a designee cannot be mutually agreed upon the appeal will be determined by the level three (3) panel. This Level 2 appeal must go to the Superintendent's designee. The Superintendent or designee will be provided all documentation submitted in both the appeal and the evaluator's response. Should the decision be deemed meritorious, the Level 1 decision stands.

Within five (5) school days of receipt of the teacher's appeal, the Superintendent or designee will conduct a hearing at which the teacher (and representative at the option of the teacher) and the evaluator (and representative at the option of the evaluator) will be allowed to present oral arguments in support of the appeal and the response, respectively.

Within five (5) school days of the Superintendent hearing, the Superintendent or designee will issue a written determination to the teacher, the Teachers' Association Co-Presidents, and the evaluator.

Level 3 – Panel

Within five (5) school days of receipt of the Level 2 determination, if a teacher is not satisfied with such determination and if the Teachers' Association deems the appeal meritorious, the Association must submit the appeal to a bipartisan panel* comprised of two (2) teacher representatives and two (2) administration representatives. Should the decision be deemed meritorious, the Level 2 decision stands. The panel will be provided the entire appeals record; however, any information identifying the appellant or the appellant's district, evaluator or superintendent will be deleted prior to receipt by the panel. Further, the anonymity of the panel members will be protected to the extent possible throughout this procedure.

Within five (5) school days of receipt of the Association's appeal, the panel will jointly conduct a paper review and deliberation of the matter, and will issue a written recommendation for resolution to the Teachers' Association President and the Superintendent of Schools or designee. The recommendation may be to deny the appeal, to sustain the appeal and grant the remedy sought, or to sustain the appeal and modify the remedy; further, reasoning for the recommendation, as well as dissenting opinions, if any, will be included with the recommendation.

*Upon ratification of this appeals procedure by both the Teachers' Association and the District, each party will designate at least one and not more than two representatives as SLL regional panelists. Those individuals will be provided training regarding APPR legislation and regulations and will be expected to be available to serve on panels as needed for appeals in other SLL districts that utilize this appeals procedure. The SLL BOCES and Regional NYSUT Office will maintain a computerized listing of all representatives from which a random selection of panelists can be obtained. Whenever such a panel is convened, the four panelists must be from four different districts and none can be from the appellant's district. Panelist costs will be shared by the Associations and by the Districts.

Level 4 – Superintendent

Within five (5) school days of receipt of the Level 3 recommendation for resolution, the Superintendent of Schools or designee will give due consideration to the panel's recommendation and will issue a final and binding decision, in writing, to the appellant, to the Teachers' Association, and to the panel members. Whether the appeal is denied, sustained, or modified, such decision will set forth the reasons and factual basis for each determination on each of the specific grounds raised in the appeal. If the appeal is sustained, the Superintendent or designee may set aside or modify a rating or improvement plan or order a new evaluation or improvement plan if procedures have been violated.

VI. The entire appeals record will be part of the teacher's APPR.

VII. This appeals procedure constitutes the exclusive means for initiating, reviewing, and resolving any and all appeals within the scope of

Sections I and II, above. A teacher may not resort to any other contractual grievance procedure for the resolution of these appeals, except as otherwise authorized by law.

VIII. Nothing in this appeals procedure will restrict the right of the district or the obligation of the teacher to proceed in accordance with otherwise standard practice, e.g., implementation of an improvement plan or to terminate or deny or grant tenure or statutorily and constitutionally permissible other than performance being appealed, while an appeal is pending, consistent with Educational Law 3012C.

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

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

All District evaluators have participated in (and will continue to participate in) the teacher evaluator training series that has been offered through the St. Lawrence-Lewis BOCES. BOCES participants will turn-key all of the essential elements from SED to the region and will conduct 8 training modules (for a total of 7 days of training throughout each school year). Each of the training elements required in the regulations and provided by SED at BOCES has been turn-keyed to evaluators in the region with fidelity, and all district evaluators have participated fully in this series.

Further regional sessions will be offered by the St. Lawrence-Lewis BOCES and district teacher evaluators will attend them. Ongoing training opportunities through the St. Lawrence-Lewis BOCES will enable evaluators to refresh their learning, and new administrators will receive the full training series. Those who have not been through the training series will go through the same process and new evaluators will do so in subsequent years thereafter. Each year, certified evaluators will attend SLL BOCES-sponsored sessions in order to become re-certified and re-calibrated. These sessions will focus upon continuing calibration of evaluators, ensuring inter-rater agreement and inter-rater reliability. All evaluators will participate in these yearly sessions to become re-calibrated.

All District teacher evaluators have participated in two full days of the NYSUT framework instruction, focused on inter-rater agreement and inter-rater reliability. These sessions are led by trainers from Learning Sciences International who were deeply familiar with the NYSUT framework. All have participated in (and will continue to participate in) training from NorthEast Regional Information Center (NERIC) staff on the use of the OASYS electronic platform (within which the district will house its NYSUT framework rubrics, instruments, and evidence).

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

Duration and Nature of Training Provided to Evaluators and Lead Evaluators

a) The "lead evaluator" is the administrator who is primarily responsible for a teacher's APPR composite rating. The term "evaluator" shall include any administrator who conducts an observation or evaluation of a teacher.

b) All evaluators shall successfully complete a training course that meets the minimum 4 hour requirements prescribed by the law and shall include application and use of teacher practice rubrics selected for use by the parties in evaluations.

c) To be deemed a district certified lead evaluator one must successfully complete a training course meeting the minimum requirements prescribed in the law and regulations.

d) Other details of the District's training for evaluators, lead evaluators, and appeals panel members, including the duration and nature of such training, the process for certifying lead evaluators, and issues related to the particular practice rubrics selected by the parties, may

need to be negotiated at a later time.

e) Nothing herein shall be construed to prohibit an evaluator who is properly certified by the State as a school administrator from conducting classroom observations or school visits as part of an annual professional performance review under Chapter 103 prior to completion of the training required by said Chapter or the regulations there under, as long as such training is successfully completed prior to completion of the annual professional performance review.

f) As soon as practicable, but no later than ten (10) calendar days after successful completion of required training, the Superintendent will provide a training record to the Association President. The training record will include name(s), date(s), topic(s) of those trained and proof of successful completion.

g) Training will be based on the nine elements listed under task 6.5.

6.5) Assurances -- Evaluators

Please check the boxes below:

Assure that all evaluators are properly trained and that lead evaluators, who complete an individual's performance review, will be "certified" to conduct evaluations in the following nine elements:	Checked
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(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

Assure that the district will maintain inter-rater reliability of evaluators over time.	Checked
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6.6) Assurances -- Teachers

Please check all of the boxes below:

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
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
Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later.	Checked
Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
Assure that teachers will receive timely and constructive feedback as part of the evaluation process.	Checked
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:

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
Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.	Checked
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: 04/30/2013

Last updated: 08/27/2015

For guidance on the State Growth or Comparable Measures subcomponent, see NYSED APPR Guidance sections D, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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

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

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

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

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

	Grades Pre K-5
	Grades 6-12
	(No response)

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

Please check the boxes below:

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

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

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

	School or Program Type	SLO with Assessment Option	Name of the Assessment
	Grades PreK-5	State assessment	Grade 3 - 5 NYS ELA and NYS Math and Grade 4 Science NYS Assessments
	Grades 6 - 12	State assessment	All NYS assessments including NYS 6-8 ELA, Math and Science 8 exams, Algebra I and ELA Regents Exams and all other NYS Regents Exams. This does not include the Alternate Assessment exam.

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.

If the State provides growth scores for the Pre-K-5, and 6-12 principal(s) and such scores represent less than 30% of the students supervised by that principal, the District will set SLOs for the largest courses in the building until at least 30% of students are covered. Where such courses end in a State or Regents assessment, that assessment will be used with the SLO. The State-provided scores will then be weighted proportionately with the SLO result(s) for the final HEDI score for the principal(s).

HEDI description for principals using a school-wide measure:
 For principals using a school-wide measure the district has set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the school wide percentage of students who score at least Level 3 on a pretest/1st Interim Assessment, and the percentage of the same students in the building who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable final Interim Assessment/Final Exam at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment(s) will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score.

To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.

HEDI description for principals whose courses end in a state assessment:
 For principals whose courses end in a state assessment, the district had set a minimum rigor expectation for growth of a score of 3 or higher on the NYS assessments listed above. HEDI points will be awarded based on the growth in the percentage of students who score at least Level 3 on a pretest/1st Interim Assessment, and the percentage of students in each teacher's class who meet or exceed the district's minimum rigor expectation for growth (level 3) on the applicable State assessment at the end of the year. The percentage meeting or exceeding the target on the pretest will determine "X" as seen on the HEDI scale in task 2.11. The difference between "X" and the percentage of students who scored Level 3 or higher on the summative State or Regents assessment will be applied to the scale in Task 2.11 to determine a 0-20 point HEDI score. To assign 0-100 scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.

Transition Language
 For students in Common Core courses, the District may administer the 2005 Learning Standards Regents and Common Core Regents, as permitted by SED. Where students in Common Core courses take both, the higher of the two scores will be used for APPR purposes, so long as permitted by SED. For 2014-15, the Common Core ELA, Algebra and Geometry exams and the 2005 Standards Regents Exams will be administered. Beginning in 2015-16, only the Common Core exams will be given.

Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).

Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).

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

See upload

See upload

See upload

See upload

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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12156/2002617-lha0DogRNw/SLO%20HEDI%20chart_8zv2d24.docx

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.

None

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:

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
Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
Assure that district will develop SLOs according to the rules established by NYSED for principal SLOs: http://www.engageny.org/resource/student-learning-objectives-guidance-document .	Checked
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
Assure that it is possible for a principal to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked

Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.

Checked

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

Checked

8. Local Measures (Principals)

Created: 04/30/2013

Last updated: 08/27/2015

For guidance on locally selected measures of student achievement or growth, see NYSED APPR Guidance sections E, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

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

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

	Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
	Grades PreK-5	(d) measures used by district for teacher evaluation	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.
	Grades 6-12	(d) measures used by district for teacher evaluation	Grades 3-8 NYS ELA, Math, Science assessments and all NYS Regents Exams administered.

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>All principals within the district are using a school-wide LLO measure. A principal's group and their supervisor will together examine what achievement of the target score was obtained based on district-wide achievement from the previous year's NYS assessment results. Baseline scores will be calculated by the total number of students achieving 1-4 score on all of the administered NYS exams. For Grade 3-8 Exams, the State provided score (1-4) will be used. For NYS Regents Exams, scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4. In the case of a Common Core Exam (Algebra, Geometry, and ELA 11), the higher of the two scores will be used in the calculation. Weighted scores will be determined by multiplying the total number of students receiving a particular score for each exam with the value of the scores (1-4) achieved for each State assessment taken. By adding the weighted scores together for the district as a whole and dividing by the total number of assessments taken by the students in the district, a baseline score will be determined ranging between 1 and 4. The target is to achieve an increase of 10% district-wide from the previously determined baseline score based on the previous year's NYS assessment results. For 2014-15, the Common Core Algebra and Geometry exams and 2005 Standards Exam will be administered. The higher score for the two exams will be used. Beginning in 2015-16, only the Common Core exams will be given. Data is received and processed, yearly, prior to the start of school. All principals within the district will be awarded HEDI points based on the percentage of achievement determined above and will receive the corresponding points from the uploaded HEDI table (Task. 8.1) out of the LLO full 20 points.</p>
<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See upload</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See upload</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See upload</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See upload</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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12190/2002619-qBFVOWF7IC/LLO%20HEDI%20chart_Mo2D9bj.docx

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

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

Note: Districts and BOCES may select one or more types of growth or achievement measures for each grade configuration. If you are using more than one type of local measure for the evaluation of principals in a given grade configuration, list that grade

configuration multiple times. If more space is needed, duplicate this portion of the form and upload additional pages (below) as an attachment.

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades
- (i) student learning objectives (only allowable for principals in programs/buildings without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a District, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms

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

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	N/A
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A

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

(No response)

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

(No response)

8.3) Locally Developed Controls

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

(No 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.

(No response)

8.5) Assurances

Please check all of the boxes below:

Assure that the application of locally developed controls will be rigorous, fair, and transparent	Check
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
Assure that enrolled students are included in accordance with policies for student assignment to schools and may not be excluded.	Check
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Check

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
Assure that it is possible for a principal to earn each point, including 0, for the locally selected measures subcomponent.	Check
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
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
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
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Check
Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Check

9. Other Measures of Effectiveness (Principals)

Created: 04/30/2013

Last updated: 07/20/2015

For guidance on the Other Measures subcomponent, see NYSED APPR Guidance sections H and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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9.1) Principal Practice Rubric

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

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

Rubric	Marzano's School Administrator Rubric
Second rubric (if applicable)	(No response)

9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

9.3) Assurances -- Goals

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

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)
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):

Structured feedback from teachers using a State-approved tool	(No response)
Structured feedback from students using a State-approved tool	(No response)
Structured feedback from families using a State-approved tool	(No response)
School visits by other trained evaluators	(No response)
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:

Assure that district/BOCES will use survey tool(s) from the State-approved list or approved through the NYSED survey variance process	(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:

Assure that all ISLLC 2008 Leadership Standards are assessed at least one time per year.	Checked
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
Assure that it is possible for a principal to earn each point, including 0, for the "other measures" subcomponent.	Checked
Assure that the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district or BOCES.	Checked

9.7) Process for Assigning Points and Determining HEDI Ratings

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

The Principal will be assigned a score of 1-4 for the various elements of the Marzano Principal practice rubric, based upon multiple observations conducted by the Superintendent and using their broad assessment, with all 60 points coming from the rubric. Once all evidence is applied against the rubric to determine scores for the various rubric elements, the individual's average score (on the scale of 1-4) will be determined. This score will be applied against the attached conversion chart, which converts scores on the 1-4 scale to the 0-60 scale (see attached chart). Normal rounding rules to nearest whole number will apply. In no instance will rounding move a principal to a higher rating.

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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12205/2002621-pMADJ4gk6R/60%20conversion%20chart_byg9ISQ.docx

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

Highly Effective: Overall performance and results exceed standards.	The Principal's average rating for scores assigned on the 4 point rubric must be 3.5 or greater.
Effective: Overall performance and results meet standards.	The Principal's average rating for scores assigned on the 4 point rubric must be 2.5 to 3.4.
Developing: Overall performance and results need improvement in order to meet standards.	The Principal's average rating for scores assigned on the 4 point rubric must be 1.5 to 2.4.
Ineffective: Overall performance and results do not meet standards.	The Principal's average rating for scores assigned on the 4 point rubric must be 1 to 1.4.

Please provide the locally-negotiated 60 point scoring bands.

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

9.8) School Visits

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

Probationary Principals

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

Tenured Principals

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

10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Tuesday, February 17, 2015

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

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

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

11. Additional Requirements - Principals

Created: 04/30/2013

Last updated: 08/04/2015

See NYSED APPR Guidance sections C (APPR Plan Process; Principal Improvement Plans), J (Evaluators, Training, and Certification, L (Appeals), and M (Data Management). NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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
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.

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/5276/196357-Df0w3Xx5v6/Principal%20Improvement%20Plan.pdf>

11.3) Appeals Process

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

- (1) the substance of the annual professional performance review
- (2) the school district's or BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law section 3012-c
- (3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's or BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law section 3012-c

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

Appeals are limited to ineffective composite ratings for first-year principals, to ineffective or developing ratings for all other principals, and to those improvement plans that are generated as the result of an ineffective or developing composite rating. Grounds for appeal are 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.

An appeal must be raised with specificity within a single appeal and the burden of demonstrating a right to the relief requested is with the principal. There are three levels of appeal which must be processed within a maximum of 70 calendar days from receipt of the APPR Composite Score: evaluator (filing within 15 calendar days and response within 15 calendar days); bi-partisan panel (filing within 10 calendar days, review and recommendation within 10 calendar days); and district superintendent of the St. Lawrence-Lewis BOCES for final determination (filing within 10 calendar days of panel's recommendation and binding determination by district superintendent within 10 calendar days. This appeals procedure constitutes the exclusive means for initiating, reviewing, and resolving these appeals.

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

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

All Principal Evaluators will continue to participate in the St. Lawrence-Lewis BOCES training series on Principal Evaluation. This series, incorporating all required training elements, involved 5 sessions annually and the minimum duration for these sessions is 10 hours. BOCES representatives attended all SED sessions relating to Principal evaluation, and all NYSCOSS/LEAF sessions on Principal evaluation. These trainers will turn-key the content from these sessions to all Principal evaluators in the St. Lawrence-Lewis BOCES region during the 5 sessions. Training will be ongoing and provided by St. Lawrence-Lewis BOCES representatives. The District will also utilize ongoing training materials provided through the LEAF Subscription Service of NYSCOSS to participate in ongoing training both regionally and in-district moving forward. Those who have not been through the training series will go through the same series and new evaluators will do so in years thereafter. Each year, certified evaluators will attend SLL BOCES-sponsored sessions in order to become re-certified. These sessions will focus upon continuing calibration of evaluators, ensuring inter-rater agreement and inter-rater reliability. All evaluators will participate in these yearly sessions to become re-calibrated.

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

11.5) Assurances -- Evaluators

Please check the boxes below:

Assure that all evaluators are properly trained and that lead evaluators, who complete an individual's performance review, will be "certified" to conduct evaluations in the following nine elements:

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

Assure that the district will maintain inter-rater reliability of evaluators over time.	Checked
---	---------

11.6) Assurances -- Principals

Please check all of the boxes below:

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
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
Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later.	Checked
Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
Assure that principals will receive timely and constructive feedback as part of the evaluation process.	Checked

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:

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

Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.

Checked

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: 04/30/2013

Last updated: 08/27/2015

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.

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12158/2002627-3Uqgn5q9lu/District%20Cert%20form%20signed.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.

Appendix B-1

Example:

HEDI Score State (20 points currently): HEDI points are assigned based on the growth in the percentage of students in the building who score Level 3 or above on the Grade 4 ELA, Math, and Science State Assessments as compared to the students who scored 3 or above on the pretest (X). To assign scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.

Harrisville CSD 2022 Cohort

	Level 1	Level 2	Level 3	Level 4	Totals
ELA Pretest taken	9	5	10	1	25
Math Pretest taken	6	5	8	6	25
Totals	15	10	18	7	50

Min. Proficient Percentage: $[18+7 (25)/50]*100 = 50\%$ met minimum proficient scoring of 3 or 4 (this becomes X)

Harrisville CSD 2022 Cohort

	Level 1	Level 2	Level 3	Level 4	Totals
NYS ELA Grade 4 # exams taken	5	9	5	6	25
NYS Math Grade 4 # exams taken	3	9	9	4	25
NYS Science Grade 4 # exams taken	1	0	4	20	25
Totals	9	18	18	30	75

Grade 4 - Min. Proficient Percentage: $[11+13+24 (48)/75]*100 = 64\%$ met minimum proficient scoring of 3 or 4

When comparing baseline assessment results (X) to 4th grade NYS assessment results for the same cohort with an agreed upon goal of 4.5% growth, the cohort grew 14% thereby surpassing the 4.5% goal and achieving 20 HEDI points for teachers.

HEDI Conversion Chart – 20 Point Scale

Highly Effective			Effective									Developing						Ineffective		
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
≥+4.5%	+4.0% – +4.4%	+3.5% – +3.9%	+3.0% – +3.4%	+2.5% – +2.9%	+2.0% – +2.4%	+1.5% – +1.9%	+1.0% – +1.4%	+0.5% – +0.9%	+0.1% – +0.4%	X%	-0.1% – -0.4%	-0.5% – -0.9%	-1.0% – -1.4%	-1.5% – -1.9%	-2.0% – -2.4%	-2.5% – -2.9%	-3.0% – -3.4%	-3.5% – -3.9%	-4.0% – -4.4%	-4.5% ≤

Appendix C

HEDI Score Local (20 points currently): this is determined by normalizing all level 1,2,3, and 4 and placing that scaled achievement at 10 out of 20 points. We then spread the remaining points above and below that mark collaboratively leaving room for growth.

Example: Regents' Examination School A

	Level 1 0-54% (1x)	Level 2 (55-64%) (2x)	Level 3 (65-84%) (3x)	Level 4 (85-100%) (4x)	Totals
# exams	4	6	22	8	40
Normalized Scale Score	4	12	66	32	114

Normalized Score: $114/40 = 2.85$ out of 4

See HEDI conversion chart below.

HEDI Conversion Chart – 20 Point Scale

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
≥ 2.62	2.60 – 2.61	2.57 – 2.59	2.54 – 2.56	2.51 – 2.53	2.49 – 2.50	2.46 – 2.48	2.43 – 2.45	2.41 – 2.42	2.39 – 2.40	2.38	2.37 – 2.39	2.34 – 2.36	2.31 – 2.33	2.29 – 2.30	2.26 – 2.28	2.24 – 2.25	2.21 – 2.23	2.18 – 2.20	2.15 – 2.17	$2.14 \leq$

Normalizing is the process of averaging all test scores that are converted to a 1-4 scaled score to determine the level of achievement.

HEDI Conversion Chart – 15 Point Scale

Highly Effective		Effective							Developing					Ineffective	
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
≥ 2.62	2.59 – 2.61	2.55 – 2.58	2.51 – 2.54	2.47 – 2.50	2.43 – 2.46	2.39 – 2.42	2.38	2.34 – 2.37	2.31 – 2.33	2.27 – 2.30	2.24 – 2.26	2.20 – 2.23	2.17 – 2.19	2.15 – 2.16	$2.14 \leq$

*The baseline score from the previous year will be set at the midway point (20 pt. scale = 10 pts. / 15 pt. scale = 8 pts.) of the HEDI point scale. The 10% increase/decrease will be distributed equally throughout the HEDI chart .

Appendix A

	<u>Category</u>	<u>Conversion score for Composite</u>
<u>Ineffective 0-49 pts.</u>		
1		0
1.1		12
1.2		25
1.3		37
1.4		49
<u>Developing 50-56 pts.</u>		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.4
2.4		56.3
<u>Effective 57-58 pts.</u>		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3.0		58
3.1		58.2
3.2		58.3
3.3		58.3
3.4		58.4
<u>Highly Effective 59-60 pts.</u>		
3.5		58.8
3.6		59
3.7		59.3
3.8		59.5
3.9		59.8
4		60

HEDI for 60 percent for NYSUT rubric scores will be assigned to teacher according to observations, evaluations, and/or walk-through.

Teacher Improvement Plan

Upon rating a teacher as “developing” or “ineffective” through an Annual Professional Performance Review, a school district must develop and commence implementation of a Teacher Improvement Plan (TIP) for such teacher.

A TIP must be determined no later than ten (10) days after the date on which teachers are required to report prior to the opening of classes for the school year.

Teacher

Administrator

Subject/Grade Level

Score Breakdown

Composite Score

Date(s): _____
Preconference

Observation(s)

Coaching

Standards Chosen for Further Development	Action(s) to be Taken	Administrator’s Responsibilities	Teacher’s Responsibilities	Timeline for Progress	Indicators of Success	Improvements Made and Documented

Administrator’s Signature: _____ Date: _____

Teacher’s Signature: _____ Date: _____

Representative/Witness Signature: _____ Date: _____

Or Teacher’s Signature
Waiving Representation: _____ Date: _____

Appendix B-1

Example:

HEDI Score State (20 points currently): HEDI points are assigned based on the growth in the percentage of students in the building who score Level 3 or above on the Grade 4 ELA, Math, and Science State Assessments as compared to the students who scored 3 or above on the pretest (X). To assign scores to a 1-4 point scale, the following method will be utilized: scores ranging from 0-54% will receive a score of 1, scores ranging from 55-64% will be given a score of 2, scores ranging from 65-84% will receive a score of 3 and scores ranging from 85-100% will receive a score of 4.

Harrisville CSD 2022 Cohort

	Level 1	Level 2	Level 3	Level 4	Totals
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Totals	15	10	18	7	50

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Harrisville CSD 2022 Cohort

	Level 1	Level 2	Level 3	Level 4	Totals
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NYS Math Grade 4 # exams taken	3	9	9	4	25
NYS Science Grade 4 # exams taken	1	0	4	20	25
Totals	9	18	18	30	75

Grade 4 - Min. Proficient Percentage: $[11+13+24 (48)/75]*100 = 64\%$ met minimum proficient scoring of 3 or 4

When comparing baseline assessment results (X) to 4th grade NYS assessment results for the same cohort with an agreed upon goal of 4.5% growth, the cohort grew 14% thereby surpassing the 4.5% goal and achieving 20 HEDI points for teachers.

HEDI Conversion Chart – 20 Point Scale

Highly Effective			Effective									Developing						Ineffective		
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
≥+4.5%	+4.0% – +4.4%	+3.5% – +3.9%	+3.0% – +3.4%	+2.5% – +2.9%	+2.0% – +2.4%	+1.5% – +1.9%	+1.0% – +1.4%	+0.5% – +0.9%	+0.1% – +0.4%	X%	-0.1% – -0.4%	-0.5% – -0.9%	-1.0% – -1.4%	-1.5% – -1.9%	-2.0% – -2.4%	-2.5% – -2.9%	-3.0% – -3.4%	-3.5% – -3.9%	-4.0% – -4.4%	-4.5% ≤

Appendix C

HEDI Score Local (20 points currently): this is determined by normalizing all level 1,2,3, and 4 and placing that scaled achievement at 10 out of 20 points. We then spread the remaining points above and below that mark collaboratively leaving room for growth.

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# exams	4	6	22	8	40
Normalized Scale Score	4	12	66	32	114

Normalized Score: $114/40 = 2.85$ out of 4

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HEDI Conversion Chart – 20 Point Scale

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
≥ 2.62	2.60 – 2.61	2.57 – 2.59	2.54 – 2.56	2.51 – 2.53	2.49 – 2.50	2.46 – 2.48	2.43 – 2.45	2.41 – 2.42	2.39 – 2.40	2.38	2.37 – 2.39	2.34 – 2.36	2.31 – 2.33	2.29 – 2.30	2.26 – 2.28	2.24 – 2.25	2.21 – 2.23	2.18 – 2.20	2.15 – 2.17	$2.14 \leq$

Normalizing is the process of averaging all test scores that are converted to a 1-4 scaled score to determine the level of achievement.

HEDI Conversion Chart – 15 Point Scale

Highly Effective		Effective							Developing					Ineffective	
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
≥ 2.62	2.59 – 2.61	2.55 – 2.58	2.51 – 2.54	2.47 – 2.50	2.43 – 2.46	2.39 – 2.42	2.38	2.34 – 2.37	2.31 – 2.33	2.27 – 2.30	2.24 – 2.26	2.20 – 2.23	2.17 – 2.19	2.15 – 2.16	$2.14 \leq$

*The baseline score from the previous year will be set at the midway point (20 pt. scale = 10 pts. / 15 pt. scale = 8 pts.) of the HEDI point scale. The 10% increase/decrease will be distributed equally throughout the HEDI chart .

Appendix A

	<u>Category</u>	<u>Conversion score for Composite</u>
<u>Ineffective 0-49 pts.</u>		
1		0
1.1		12
1.2		25
1.3		37
1.4		49
<u>Developing 50-56 pts.</u>		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.4
2.4		56.3
<u>Effective 57-58 pts.</u>		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3.0		58
3.1		58.1
3.2		58.2
3.3		58.3
3.4		58.4
<u>Highly Effective 59-60 pts.</u>		
3.5		58.8
3.6		59
3.7		59.3
3.8		59.5
3.9		59.8
4		60

HEDI for 60 percent for Mazano Rubric scores will be assigned to principal according to observations, evaluations, and/or walk-through.

PRINCIPAL/INSTRUCTIONAL ADMINISTRATOR IMPROVEMENT PLAN

Principal/Instructional Administrator _____

Composite Score _____

Building/Area of Supervision _____

Score Breakdown _____

Supervisor _____

Date(s) of Observation(s) _____

Differentiated Activities to Support Improvement

Needed Areas of Improvement	Action(s) to be Taken	Supervisor's Responsibilities	Principal/Instructional Administrator's Responsibilities	Timeline for Achieving Improvement	The Manner in which Improvement will be Assessed	Progress Documentation

Supervisor's Signature: _____

Date: _____

Principal/Instructional Administrator's Signature: _____

Date: _____

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

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

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

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

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

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

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR Plan will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES will provide the teacher's or principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's or principal's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured
- Assure that the APPR Plan will be posted on the district's or BOCES' website by September 10 or within 10 days after it is approved by the Commissioner, whichever is later
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English Language Learners and students with disabilities
- Assure that educators who receive a Developing or Ineffective rating will receive a Teacher Improvement Plan (TIP) or Principal Improvement Plan (PIP), in accordance with all applicable statutes and regulations, as soon as practicable but in no case later than 10 school days from the opening of classes in the school year following the performance year
- Assure that all evaluators and lead evaluators will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with all applicable statutes and regulations
- Assure that the district or BOCES has appeal procedures that are consistent with the statute and regulations and that they provide for the timely and expeditious resolution of an appeal

- Assure that, for teachers, all NYS Teaching Standards are assessed at least once per year, and, for principals, all Leadership Standards are assessed at least once per year
- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0 for each subcomponent and that the APPR Plan describes the process for assigning points for each subcomponent
- Assure that locally-selected measures are rigorous and comparable across all classrooms (for teachers, the same locally-selected measure is used across a subject and/or grade level; for principals, the same locally-selected measure must be used for all principals in the same or similar program or grade configuration)
- Assure that, if more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that, if more than one type of locally-selected measure is used for principals in the same or similar grade configuration or program, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that the process for assigning points for all subcomponents and the composite scores will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction
- Assure that district or BOCES will develop SLOs according to the rules and/or guidance established by SED and that past academic performance and / or baseline academic data of students is taken into account when developing an SLO
- Assure that Student Growth/Value Added Measure will be used where applicable
- Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval as soon as practicable and/or in a timeframe prescribed by the Commissioner
- Assure that this APPR Plan applies to all classroom teachers and building principals as defined in the statute, regulations and SED guidance
- Assure that the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to the regulations
- Assure that any third party assessment that is administered for use to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.

Signatures, dates

Superintendent Signature: Date: 8/27/15



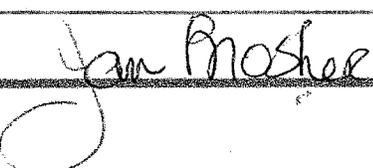
Teachers Union President Signature: Date: 8-27-15

 8-27-15

Administrative Union President Signature: Date:

 8/27/15

Board of Education President Signature: Date: 8/27/15



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

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

Superintendent / District Superintendent / Chancellor Signature: Date: *8/27/15*

PLT Finist