



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

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Commissioner of Education  
President of the University of the State of New York  
89 Washington Ave., Room 111  
Albany, New York 12234

E-mail: [commissioner@mail.nysed.gov](mailto:commissioner@mail.nysed.gov)  
Twitter: @JohnKingNYSED  
Tel: (518) 474-5844  
Fax: (518) 473-4909

October 22, 2012

Maureen K. Bright, Superintendent  
Hicksville Union Free School District  
200 Division Ave.  
Hicksville, NY 11801

Dear Superintendent Bright:

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 for the 2012-2013 school year. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR. If any material changes are made to your approved APPR plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

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

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

Thank you again for your hard work.

Sincerely,

  
John B. King, Jr.  
Commissioner

Attachment

c: Thomas L. Rogers

NOTES: If your district/BOCES has provided for value-added measures (15 points vs. 20 points scale and categorization of your district/BOCES's grade configurations) in your APPR and no value-added measures are approved by the Board of Regents for a grade/subject and/or grade configuration for the 2012-13 school year, your district/BOCES will be required to revise and resubmit its APPR accordingly. Conversely, if your district/BOCES has not provided for value-added measures in your district/BOCES's APPR submission and value-added measures are approved for the 2012-13 school year, your district/BOCES will be required to revise and resubmit its APPR accordingly.

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: 2012-13

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

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## 1

### Disclaimers

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department reserves the right to request further information from the school district or BOCES, as necessary, as part of its review.

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

### 1. SCHOOL DISTRICT INFORMATION

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

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

*280517030000*

#### 1.2) School District Name:

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

*Hicksville UFSD*

#### 1.3) School Improvement Grant (SIG) Districts Only

SIG districts only: Indicate whether this APPR plan is for SIG schools only or for the entire district. Other districts and BOCES, please skip this question.

*(No response)*

#### 1.4) Award Classification

Please check if the district has applied for and/or has been awarded any of the following (if applicable):

- 
- Strengthening Teacher and Leader Effectiveness RFP (NYSED)
-

## 1.5) Assurances

Please check all of the boxes below:

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

## 1.6) Is this a first-time submission, a re-submission, or a submission of material changes to an approved APPR plan?

*Re-submission to address deficiencies*

## 1.7) Is this submission for an annual or multi-year plan?

*If the plan is multi-year, please write the years that are included.*

*Annual (2012-13)*

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

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

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### Page 1

#### STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

Please note that if the Board of Regents does not approve a value-added measure for these grades/subjects for 2012-13, the State-provided growth measure will be used for 20 points in this subcomponent. NYSED will provide a HEDI subcomponent rating category and score from 0 to 20 points.

#### 2.1) Assurances

Please check the boxes below:

2.1) Assurances   Assure that the value-added growth score provided by NYSED will be used, where applicable.	Checked
2.1) Assurances   Assure that the State-provided growth measure will be used if a value-added measure has not been approved for 2012-13.	Checked

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

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

**For core subjects: grades 6-8 Science and Social Studies, high school English Language Arts, Math, Science, and Social Studies courses associated in 2010-11 with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO:**

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

If no State assessment or Regents exam exists:

District-determined assessments from list of State-approved 3rd party assessments; or

District, regional or BOCES-developed assessments provided that it is rigorous and comparable across classrooms

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

District, regional, or BOCES-developed assessments provided that it is rigorous and comparable across classrooms

School- or BOCES-wide, group or team results based on State assessments

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

Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment. 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.

## 2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Hicksville District Developed Assesment K ELA
1	District, regional, or BOCES-developed assessment	Hicksville District Developed Assesment Grade 1ELA
2	District, regional, or BOCES-developed assessment	Hicksville District Developed Assesment Grade 2 ELA

	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 student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this	(No response)
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subcomponent. If needed, you may upload a table or graphic at 2.11, below.	
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Most targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-51% 10 points 40-45% 9 points 34-39%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Some targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations described in the SLO. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22% 4 points 15-18% 3 points 11-14%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

## 2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Hicksville District Developed Assessment K Math
1	District, regional, or BOCES-developed assessment	Hicksville District Developed Assessment Grade 1 Math
2	District, regional, or BOCES-developed assessment	Hicksville District Developed Assessment Grade 2 Math
	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 student performance.

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.	(No response)
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
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## 2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	Hicksville District Developed Assessment Grade 6 Science
7	District, regional or BOCES-developed assessment	Hicksville District Developed Assessment Grade 7 Science
	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 student performance.

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.	(No response)
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
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Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

## 2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	Hicksville District Developed Assessment Grade 6 Social Studies
7	District, regional or BOCES-developed assessment	Hicksville District Developed Assessment Grade7 Social Studies
8	District, regional or BOCES-developed assessment	Hicksville District Developed Assessment Grade 8 Social Studies

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 student performance.

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.	(No response)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

## 2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	District, regional, or BOCES-developed assessment	Hicksville District Developed Assessment Global 1

Social Studies Regents Courses	Assessment
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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 student performance.

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.	(No response)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

## 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 student performance.

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.	(No response)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
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## 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 student performance.

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.	(No response)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
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## 2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	District, regional or BOCES-developed assessment	Hicksville District Developed Assessment Grade 9 ELA
Grade 10 ELA	District, regional or BOCES-developed assessment	Hicksville District Developed Assessment Grade 10 ELA
Grade 11 ELA	Regents assessment	NY State English Regents

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 student performance.

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.	(No response)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
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## 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



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

*(No response)*

## 2.11) HEDI Tables or Graphics

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

*assets/survey-uploads/5364/129951-TXEttx9bQW/2.11 HEDI Scores for SLOs.pdf*

## 2.12) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in setting targets for Comparable Growth Measures, 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 those used in State Growth measures, which include: student prior academic history, 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.

*Adjustments for teachers that have Students with Disabilities, English Language Learners or students in poverty in their class will be made if the students in those categories reach the threshold. Elementary classroom teachers in grades K-5 who teach in a co-teaching model with students with disabilities assigned to their class will receive an additional two (2) points on the HEDI scale. Elementary teachers who teach grade 6 and secondary teachers who teach grade 7-12 who have 20% or more students with disabilities enrolled in their class will receive an additional two (2) points on the HEDI scale. Teachers who teach grades K-12 with 20% or more of their class enrollment consisting of English Language Learners or students in poverty will receive an additional two (2) points on the HEDI scale. The maximum number of points for any teacher is two (2) points, even if the teacher has more than one of the adjustment factors. The adjustments for teachers who teach students with disabilities, English language learners and/or students in poverty according to the thresholds will be made because the academic history of students in these categories show that they perform lower than their peers who do not fall into these categories.*

*Class assignments will take into account all students, including students with disabilities, English language learners and students in poverty and class assignments will not be made as an incentive associated with the adjustment factors. All enrolled students, in accordance with teacher of record policies, will be included and no students will be excluded when calculating teacher HEDI ratings. The application of locally developed controls will be rigorous, fair, and transparent and the procedures for ensuring data accuracy and integrity are being used.*

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

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

### 3. Local Measures (Teachers)

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Updated Friday, October 19, 2012

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#### Page 1

#### Locally Selected Measures of Student Achievement or Growth

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

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

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

.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. 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.

#### 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 assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA) Northwest Evaluation Association (NWEA)
5	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA) Northwest Evaluation Association (NWEA)

6	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA) Northwest Evaluation Association (NWEA)
7	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA) Northwest Evaluation Association (NWEA)
8	4) State-approved 3rd party assessments	Measures of Academic Progress (ELA) Northwest Evaluation Association (NWEA)

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	(No response)
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 15 points for 141.1-150.4+ achievement target RIT score 14 points for 131.7-141.0 achievement target RIT score
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 13 points for 122.3-131.6 achievement target RIT score 12 points for 112.9-122.2 achievement target RIT score 11 points for 103.5-112.8 achievement target RIT score 10 points for 94.1-103.4 achievement target RIT score 9 points for 84.7-94.0 achievement target RIT score 8 points for 75.3-84.6 achievement target RIT score
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 7 points for 65.9-75.2 achievement target RIT score 6 points for 56.5-65.8 achievement target RIT score 5 points for 47.1-56.4 achievement target RIT score 4 points for 37.7-47.0 achievement target RIT score 3 points for 28.3-37.6 achievement target RIT score
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points for 18.9-28.2 achievement target RIT score 1 point for 9.5-18.8 achievement target RIT score 0 points for 0-9.4 achievement target RIT score

### 3.2) Grades 4-8 Math

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

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

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.	(No response)
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 15 points for 141.1-150.4+ achievement target score 14 points for 131.7-141.0 achievement target score
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 13 points for 122.3-131.6 achievement target score 12 points for 112.9-122.2 achievement target score 11 points for 103.5-112.8 achievement target score 10 points for 94.1-103.4 achievement target score 9 points for 84.7-94.0 achievement target score 8 points for 75.3-84.6 achievement target score
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 7 points for 65.9-75.2 achievement target score 6 points for 56.5-65.8 achievement target score 5 points for 47.1-56.4 achievement target score 4 points for 37.7-47.0 achievement target score 3 points for 28.3-37.6 achievement target score
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points for 18.9-28.2 achievement target score 1 point for 9.5-18.8 achievement target score 0 points for 0-9.4 achievement target score

### 3.3) HEDI Tables or Graphics

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

*assets/survey-uploads/5139/129952-rhJdBgDruP/3.3 Value Added 15 point HEDI.pdf*

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

**Growth or achievement measure(s) from these options.**

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

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

Measures based on:

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

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

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

7) Student Learning Objectives (only allowable for teachers in grades/subjects without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

### 3.4) Grades K-3 ELA

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	Measures of Academic Progress ELA (Primary Grades) Northwest Evaluation Association (NWEA)
1	6(ii) School-wide measure computed locally	Measures of Academic Progress ELA (Primary Grades) Northwest Evaluation Association (NWEA)
2	6(ii) School-wide measure computed locally	Measures of Academic Progress ELA (Primary Grades) Northwest Evaluation Association (NWEA)
3	6(ii) School-wide measure computed locally	Measures of Academic Progress ELA Northwest Evaluation Association (NWEA)

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.	(No response)
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points for 144.0-151+ achievement target score 19 points for 136.8-143.9 achievement target score 18 points for 129.6-136.7 achievement target score
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points for 122.4-129.5 achievement target score 16 points for 115.2-122.3 achievement target score 15 points for 108.0-115.1 achievement target score 14 points for 100.8-107.9 achievement target score

13 points for 93.6-100.7 achievement target score  
 12 points for 86.4-93.5 achievement target score  
 11 points for 79.2-86.3 achievement target score  
 10 points for 72.0-79.1 achievement target score  
 9 points for 64.8-71.9 achievement target score

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

Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth.  
 8 points for 57.6-64.7 achievement target score  
 7 points for 50.4-57.5 achievement target score  
 6 points for 43.2-50.3 achievement target score  
 5 points for 36.0-43.1 achievement target score  
 4 points for 28.8-35.9 achievement target score  
 3 points for 21.6-28.7 achievement target score

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

Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth.  
 2 points for 14.4-21.5 achievement target score  
 1 point for 7.3-14.3 achievement target score  
 0 points for 0-7.2 achievement target score

### 3.5) Grades K-3 Math

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	Measures of Academic Progress Math (Primary Grades) Northwest Evaluation Association (NWEA)
1	6(ii) School-wide measure computed locally	Measures of Academic Progress Math (Primary Grades) Northwest Evaluation Association (NWEA)
2	6(ii) School-wide measure computed locally	Measures of Academic Progress Math (Primary Grades) Northwest Evaluation Association (NWEA)
3	6(ii) School-wide measure computed locally	Measures of Academic Progress Math Northwest Evaluation Association (NWEA)

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

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

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

(No response)

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

All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth.

20 points for 144.0-151+ achievement target score  
 19 points for 136.8-143.9 achievement target score  
 18 points for 129.6-136.7 achievement target score

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

Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth.

17 points for 122.4-129.5 achievement target score  
 16 points for 115.2-122.3 achievement target score  
 15 points for 108.0-115.1 achievement target score  
 14 points for 100.8-107.9 achievement target score  
 13 points for 93.6-100.7 achievement target score  
 12 points for 86.4-93.5 achievement target score  
 11 points for 79.2-86.3 achievement target score  
 10 points for 72.0-79.1 achievement target score  
 9 points for 64.8-71.9 achievement target score

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

Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth.

8 points for 57.6-64.7 achievement target score  
 7 points for 50.4-57.5 achievement target score  
 6 points for 43.2-50.3 achievement target score  
 5 points for 36.0-43.1 achievement target score  
 4 points for 28.8-35.9 achievement target score  
 3 points for 21.6-28.7 achievement target score

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

Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth.

2 points for 14.4-21.5 achievement target score  
 1 point for 7.3-14.3 achievement target score  
 0 points for 0-7.2 achievement target score

### 3.6) Grades 6-8 Science

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	Hicksville District Developed Achievement Assessment Grade 6 Science
7	6(ii) School wide measure computed locally	Hicksville District Developed Achievement Assessment Grade 7 Science
8	6(ii) School wide measure computed locally	Hicksville District Developed Achievement Assessment Grade 8 Science

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

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

(No response)

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-52% 10 points 40-45% 9 points 34-39%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22% 4 points 15-18% 3 points 11-14%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

### 3.7) Grades 6-8 Social Studies

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	Hicksville District Developed Achievement Assessment Grade 6 Social Studies
7	6(ii) School wide measure computed locally	Hicksville District Developed Achievement Assessment Grade 7 Social Studies
8	6(ii) School wide measure computed locally	Hicksville District Developed Achievement Grade 8 Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	(No response)
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-52% 10 points 40-45% 9 points 34-39%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22% 4 points 15-18% 3 points 11-14%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

### 3.8) High School Social Studies

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, listing the full name of the assessment.

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	5) District, regional, or BOCES-developed assessments	Hicksville District Developed Assessment Global History 1
Global 2	3) Teacher specific achievement or growth score computed locally	NY State Global History and Geography Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	(No response)
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-52% 10 points 40-45% 9 points 34-39%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22% 4 points 15-18% 3 points 11-14%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

### 3.9) High School Science

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, 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	3) Teacher specific achievement or growth score computed locally	NY State Living Environment Regents
Earth Science	3) Teacher specific achievement or growth score computed locally	NY State Earth Science Regents
Chemistry	3) Teacher specific achievement or growth score computed locally	NY State Chemistry Regents
Physics	3) Teacher specific achievement or growth score computed locally	NY State Physics Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	(No response)
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-52% 10 points 40-45% 9 points 34-39%
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22% 4 points 15-18% 3 points 11-14%

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

Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth.

2 points 8-10%  
1 point 4-7%  
0 points 0-3%

### 3.10) High School Math

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, 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	3) Teacher specific achievement or growth score computed locally	NY State Algebra 1 Regents
Geometry	3) Teacher specific achievement or growth score computed locally	NY State Geometry Regents
Algebra 2	3) Teacher specific achievement or growth score computed locally	NY State Algebra 2 Regents

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

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

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.

(No response)

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

All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth.

20 points 98-100%  
19 points 94-97%  
18 points 88-93%

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

Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth.

17 points 82-87%  
16 points 76-81%  
15 points 70-75%  
14 points 64-69%  
13 points 58-63%  
12 points 52-57%  
11 points 46-52%  
10 points 40-45%  
9 points 34-39%

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

Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for

grade/subject.	<p>growth; overall has not met the expectations for growth.</p> <p>8 points 30-33%</p> <p>7 points 26-29%</p> <p>6 points 23-25%</p> <p>5 points 19-22%</p> <p>4 points 15-18%</p> <p>3 points 11-14%</p>
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth.</p> <p>2 points 8-10%</p> <p>1 point 4-7%</p> <p>0 points 0-3%</p>

### 3.11) High School English Language Arts

Using the drop-down boxes below, select the assessment that will be used for the locally-selected measure for the grade/subject listed. Then name the specific assessment, 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	3) Teacher specific achievement or growth score computed locally	Hicksville District Developed Assessment Grade 9 ELA
Grade 10 ELA	3) Teacher specific achievement or growth score computed locally	Hicksville District Developed Assessment Grade 10 ELA
Grade 11 ELA	3) Teacher specific achievement or growth score computed locally	NY State ELA Regents

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

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

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.	(No response)
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth.</p> <p>20 points 98-100%</p> <p>19 points 94-97%</p> <p>18 points 88-93%</p>
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth.</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.	(No response)
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	All achievement targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most achievement targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-52% 10 points 40-45% 9 points 34-39%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some achievement targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22% 4 points 15-18% 3 points 11-14%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Achievement targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

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.

[assets/survey-uploads/5139/129952-y92vNseFa4/3.13 HEDI Scores for SLOs and MAP SLOs K-3\\_2.pdf](#)

### 3.14) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in setting targets for local measures, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

*Adjustments for teachers who have Students with Disabilities, English Language Learners or students in poverty in their class will be made if the students in those categories reach the threshold. Elementary classroom teachers in grades K-5 who teach in a co-teaching model with students with disabilities assigned to their class will receive an additional two (2) points on the HEDI scale. Elementary teachers who teach grade 6 and secondary teachers who teach grade 7-12 who have 20% or more students with disabilities enrolled in their class will receive an additional two (2) points on the HEDI scale. Teachers who teach grades K-12 with 20% or more of their class enrollment consisting of English Language Learners or students in poverty will receive an additional two (2) points on the HEDI scale. The maximum number of points for any teacher is two (2) points, even if the teacher has more than one of the adjustment factors. The adjustments for teachers who teach students with disabilities, English language learners and/or students in poverty according to the thresholds will be made because the academic history of students in these categories show that they perform lower than their peers who do not fall into these categories.*

*Class assignments will take into account all students, including students with disabilities, English language learners and students in poverty and class assignments will not be made as an incentive associated with the adjustment factors. All enrolled students, in accordance with teacher of record policies, will be included and no students will be excluded when calculating teacher HEDI ratings. The application of locally developed controls will be rigorous, fair, and transparent and the procedures for ensuring data accuracy and integrity are being used.*

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

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

*For teachers requiring more than one Student Learning Objective, multiple locally selected measures will be combined into a single component HEDI category and score. Weighting will be applied to accurately compute the proportion of students covered by each SLO. To do this, the sum of students covered by all required SLOs will be calculated. The proportion of students covered by each SLO will be computed. The HEDI rating for each SLO will be determined by the percentage of students who met growth targets and aligned to the HEDI scale. The proportion of students covered by each SLO will be multiplied by the HEDI points for each SLO, respectively, and added together for one single subcomponent HEDI score.*

*An example of a secondary teacher with more than one SLO:*

*1. SLO 1 (Biology) = 60 students*

*SLO 2 (Living Environment) = 30 students*

*Total = 90 students*

*2. SLO 1:  $60/90 = .6667\%$*

*SLO 2:  $30/90 = .3333\%$ .*

*3. SLO 1:  $50 \text{ of } 60 \text{ met their target} = 83\% = 17 \text{ points (HEDI scale)}$*

*SLO 2:  $15 \text{ of } 30 \text{ met their target} = 50\% = 11 \text{ points (HEDI scale)}$*

*4. SLO 1:  $.6667 \times 17 = 11.3339$*

*SLO 2:  $.3333 \times 11 = 3.6663$*

*5.  $11.3339$*

*+  $3.6663$*

*$15.0002$*

*6. Subcomponent HEDI Score = 15*

*An example of an elementary teacher with one SLO for ELA and one SLO for mathematics:*

*1. SLO 1 (ELA) = 21 students*

*SLO 2 (Math) = 21 students*

*Total = 42 students*

2. SLO 1:  $21/42 = 50\%$

SLO 2:  $21/42 = 50\%$

3. SLO 1: 15 of 21 met their target =  $77\% = 15$  points (HEDI scale)

SLO 2: 15 of 30 met their target =  $86\% = 17$  points (HEDI scale)

4. SLO 1:  $.50 \times 17 = 7.5$

SLO 2:  $.50 \times 11 = 8.5$

5. 7.5

+8.5

16.0

6. Subcomponent HEDI Score = 16

### 3.16) Assurances

Please check all of the boxes below:

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

# 4. Other Measures of Effectiveness (Teachers)

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

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## Page 1

### 4.1) Teacher Practice Rubric

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

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

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

*Danielson's Framework for Teaching*

*Not Applicable*

### 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 (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, combine them into a single file, and upload as an attachment for review. Click here for a downloadable copy of Form 4.2. (MS Word)

(No response)

### 4.3) Survey Tools (if applicable)

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

(No response)

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

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

### 4.4) Assurances

Please check all of the boxes below:

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

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

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

*Teachers will be evaluated using the Danielson Frameworks for Teaching Rubric for up to 40 points. The teacher will receive a score of up to 10 points for each of the four domains. The points for each domain will be added for a total number of points out of 40. The overall HEDI rating will be determined by the total point ranges as listed below.*

*Domain Points*

*Domain 1: \_\_\_ /10 points*

*Domain 2: \_\_\_ /10 points*

*Domain 3: \_\_\_ /10 points*

*Domain 4: \_\_\_ /10 points*

*Total \_\_\_ /40 points*

**OVERALL RATING:**

Check one based on the total points:

Ineffective (0-4 points)

Developing (5-16 points)

Effective (17-34 points)

Highly Effective (35-40 points)

The remaining 20 points will be 0-10 points for Structured Review of Lesson Plans and 0-10 points for a Professional Plan. A teacher's overall HEDI rating will be determined by adding the 0-40 points for the Danielson rubric, 0-10 points for the Structured Review of Lesson Plans and 0-10 points for the Professional Plan. The breakdown of points is included in the attachments 4.5 Other Measures Teachers Points.

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

[assets/survey-uploads/5091/129953-eka9yMJ855/4.5 Teacher Other Measures Points\\_1.pdf](#)

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	For a "Highly Effective" rating, the overall performance and results of the teacher using the Danielson Framework for Teaching, the structured review of lesson plans and the teacher's professional plan for student achievement and instructional strategies exceeds the standards.
Effective: Overall performance and results meet NYS Teaching Standards.	For an "Effective" rating, the overall performance and results of the teacher using the Danielson Framework for Teaching, the structured review of lesson plans and the teacher's professional plan for student achievement and instructional strategies meet the standards.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	For a "Developing" rating, the overall performance and results of the teacher using the Danielson Framework for Teaching, the structured review of lesson plans and the teacher's professional plan for student achievement and instructional strategies needs improvement in order to meet the standards.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	For an "Ineffective" rating, the overall performance and results of the teacher using the Danielson Framework for Teaching, the structured review of lesson plans and the teacher's professional plan for student achievement and instructional strategies do not meet the standards.

Provide the ranges for the 60-point scoring bands.

Highly Effective	53-60
Effective	27-52
Developing	7-26
Ineffective	0-6

## 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers   Formal/Long	4
4.6) Observations of Probationary Teachers   Informal/Short	0
4.6) Observations of Probationary Teachers   Enter Total	4

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

- 
- In Person
- 

## 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

4.7) Observations of Tenured Teachers   Formal/Long	2
4.7) Observations of Tenured Teachers   Informal/Short	0
4.7) Observations of Tenured Teachers   Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

- 
- In Person
-

# 5. Composite Scoring (Teachers)

Created Tuesday, May 15, 2012

Updated Tuesday, July 31, 2012

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## Page 1

### **Standards for Rating Categories**

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

#### **Locally-selected Measures of**

#### **growth or achievement**

#### **Other Measures of Effectiveness**

#### **(Teacher and Leader standards)**

#### **Highly**

#### **Effective**

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

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

Overall performance and results exceed NYS Teaching Standards.

#### **Effective**

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

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

Overall performance and results meet NYS Teaching Standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet NYS Teaching Standards.

For the 2013-2014 school year and beyond, 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 2012-13 scoring ranges for educators for whom there is no approved Value-Added measure of student growth will be:

**2012-13 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	53-60
Effective	27-52
Developing	7-26
Ineffective	0-6

5.2) The 2012-13 scoring ranges for educators for whom there is an approved Value-Added measure for student growth will be:

**2012-13 where Value-Added growth measure applies**

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**22-25**

**14-15**

**Ranges determined locally--see above**

**91-100**

**Effective**

**10-21**

**8-13**

**75-90**

**Developing**

**3-9**

**3-7**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 6. Additional Requirements - Teachers

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

## Page 1

### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

### 6.2) Attachment: Teacher Improvement Plan Forms

As a required attachment to this APPR plan, upload the TIP forms that are used in the school district or BOCES. For a list of supported file types, go to the Resources folder (above) and click Technical Tips.

<assets/survey-uploads/5265/129957-Df0w3Xx5v6/6.2 TIP.pdf>

### 6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*1. A teacher may challenge their annual professional performance review pursuant to section 3012-c of the Education Law.  
a. Appeals shall be limited to those evaluations which have resulted in a rating of Ineffective or Developing.  
b. Within ten school days of the receipt of an annual evaluation providing a rating as set forth in Subparagraphs (a) above, a teacher may appeal the annual evaluation to the Superintendent of Schools or his/her designee. The appeal shall be in writing and shall articulate in detail the basis of the appeal. Appeals shall be limited to:*

1. the substance of the annual professional performance review;
  2. the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012(c) of the Education law;
  3. the school district's adherence to the Regulations of the Commissioner and compliance with any applicable locally negotiated procedures; and
  4. the school district's issuance and/or implementation of the terms of the teacher's or principal's improvement plan
- c. Any issue not raised in the written appeal shall be deemed waived.
- d. Within ten school days of receipt of the appeal, the Superintendent of Schools or his/her designee shall render a written determination with respect thereto.
- e. The determination of the Superintendent of Schools or his/her designee as to the substance of the annual professional performance review shall not be grievable, arbitrable, nor reviewable in any other forum. However, nothing shall prevent a teacher from challenging the substance of an evaluation within the context of a proceeding pursuant to Education Law 3020-a Procedural issues that will be set forth in this Article shall be subject to the grievance machinery of the contract.
- f. The time frames referred to herein may be extended by mutual agreement of the parties. In no event shall it exceed 30 days.

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

Describe the process by which evaluators will be trained and the process for how the district will certify and re-certify lead evaluators. Describe the process for ensuring inter-rater reliability. Describe the duration and nature of such training.

*Lead evaluators participated and will continue to participate in Network Team Institutes scheduled by SED throughout the school year as members of the district NTE. Topics advancing the Regents Reform Agenda were turn-keyed to teachers and administrators during monthly faculty meetings, grade level and department meetings and monthly professional development workshops.*

*All administrators responsible for evaluating teachers completed the "Teacher Evaluation Using the Danielson Framework" online program through Educational Impact. In addition, monthly training sessions were held regarding the implementation of the evaluation framework. Through the comprehensive online program designed by Charlotte Danielson and monthly training sessions, every administrator learned the critical aspects of a fair and transparent teacher evaluation system. They learned how to use evidence to determine levels of performance and involve teachers in reflective conversations. Using the videos in the program, evaluators practiced gathering evidence, identifying framework components and observing effective conferences. Evaluators also completed the guided and independent practice activities to building inter-rater reliability by comparing their notes with Charlotte Danielson's.*

*Topics in the program included the classroom observation; evidence vs. opinion, gathering evidence from a classroom observation and guided practice, determining levels of performance and practice opportunities, building conferencing skills, complete observations from planning conference, gathering evidence, observation, assigning levels of performance and the post conference, using artifacts to determine levels of performance, using evaluation data to set professional performance goals and evaluating and coaching the underperforming teacher. In addition to these topics, classroom observations completed by administrators were reviewed and used to plan professional development throughout the year.*

*For the 2012-13 school year, "Charlotte Danielson's Teaching Framework: Looking at Real Classrooms" online program will be completed in addition to monthly training sessions. Evaluators will be able to see what the Framework components look like in action in real classrooms using 106 real classroom examples from various grade levels and disciplines. During the online classroom observations, evaluators will have the opportunity to listen to Charlotte critique the instructional strategies shown in each video and explain how they relate to components of the Framework. At monthly follow-up training sessions, evaluators will have the opportunity to discuss how they evaluated the teachers in the videos, how their evaluations compared to Charlotte Danielson's as well as how their evaluations compared with their colleagues.*

*The Superintendent of Schools will certify and re-certify lead evaluators as outlined in Section 30-2.9 of Education Law and the Commissioner's Regulations based upon participation in training of the NYS Learning Standards, evidence-based observations, application and use of the student growth percentile model, application and use of the State -approved teacher rubric selected by the district, application and use of assessment tools the district utilizes to evaluate classroom teachers or principals, application and use of State-approved locally selected measures of student achievement used by the district, use of the Statewide Instructional Reporting System, scoring methodology utilized by the district to evaluate a teacher including how scores are generated for each under the Commissioner's prescribed four designated rating categories (HEDI) and specific considerations in evaluating teachers and principals of English language learners and students with disabilities.*

## 6.5) Assurances -- Evaluators

Please check the boxes below:

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• 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

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• Checked

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## 6.6) Assurances -- Teachers

Please check all of the boxes below:

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

## 6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

## Page 1

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

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

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

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

K-5
6-8
9-12
(No response)
(No response)
(No response)
(No response)

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

Please check the boxes below:

7.2) Assurances -- State-Provided Measures of Student Growth   Assure that the value-added growth score provided by NYSED will be used, where applicable	Checked
7.2) Assurances -- State-Provided Measures of Student Growth   Assure that the State-provided growth measure will be used if a value-added measure has not been approved for 2012-13	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 assessment 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. District-determined assessments from the options below may be used as evidence of student learning within the SLO:

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 school or program type this SLO applies to. Then, using the drop-down boxes below, please select the 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. 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.

***Please remember that State assessments must be used with SLOs if applicable to the school or program type.***

School or Program Type	SLO with Assessment Option	Name of the Assessment
K-5	State assessment	Grade 3-5 ELA/Math Assessment

Describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to principals based on SLO results, consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

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.	The Grades3-5 Math and ELA State Assessments will be averaged together. The percentage of students scoring a 3 or 4 will determine the HEDI rating and points.
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Most targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-51% 10 points 40-45% 9 points 34-39%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Some targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22%

4 points 15-18%

3 points 11-14%

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

Targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth.

2 points 8-10%

1 point 4-7%

0 points 0-3%

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

*assets/survey-uploads/5365/129958-lha0DogRNw/7.3 HEDI Scores for Principal SLOs.pdf*

## 7.4) Special Considerations for Comparable Growth Measures

Describe any adjustments, controls, or other special considerations that will be used in setting targets for Comparable Growth Measures, 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 those used in State Growth measures, which include: prior student achievement results, 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.

*Adjustments for principals that have Students with Disabilities, English Language Learners or students in poverty in their schools will be made if the students in those categories reach the threshold. Principals who have 20% or more students with disabilities enrolled in their school will receive an additional two (2) points on the HEDI scale. Principals with 20% or more of their school enrollment consisting of English Language Learners or students in poverty will receive an additional two (2) points on the HEDI scale. The maximum number of points for any principal is two (2) points, even if the principal has more than one of the adjustment factors. The adjustments for principals who have students with disabilities, English language learners and/or students in poverty according to the thresholds will be made because the academic history of students in these categories show that they perform lower than their peers who do not fall into these categories. All enrolled students, in accordance with teacher of record policies, will be included and no students will be excluded when calculating principal HEDI ratings. The application of locally developed controls will be rigorous, fair, and transparent and the procedures for ensuring data accuracy and integrity are being used.*

## 7.5) Principals with More Than One Growth Measure

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

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

## 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

# 8. Local Measures (Principals)

Created Tuesday, May 15, 2012

Updated Saturday, October 20, 2012

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## Page 1

### Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

**In the table below, list all of the grade configurations used in your district or BOCES (e.g., K-5, 6-8, 9-12). Then for each grade configuration, select a local measure from the menu.**

*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	Locally-Selected Measure from List of Approved Measures	Assessment
K-5	(d) measures used by district for teacher evaluation	Measures of Academic Progress (MAP) Northwest Evaluation Association (NWEA)
6-8	(d) measures used by district for teacher evaluation	Measures of Academic Progress (MAP) Northwest Evaluation Association (NWEA)
9-12	(e) 4, 5, and/or 6-year high school grad and/or dropout rates	4 Year Graduation Rate

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	<p>The average of the Reading Overall Percentage of Target RIT met or exceeded and the Math Overall Percentage of Target RIT met or exceeded for each of the K-5 or 6-8 teachers will be used to determine a principal's HEDI rating. Please see attached HEDI scale.</p> <p>A 9-12 principal's HEDI rating will be based on the percent of students graduating using the June graduation rate. Please see uploaded HEDI scale for Principal 9-12 Graduation Rates.</p>
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>A K-5 or 6-8 principal will be rated Highly Effective if the average of the overall Math percentage of Target RIT met or exceeded and overall Reading percentage of Target RIT met or exceeded is 131.7-150.4 or higher. This exceeds District expectations for growth.</p> <p>A 9-12 principal will be rated Highly Effective if there is a</p>

graduation rate of 89-100% of students. This is well above District expectations.

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

A K-5 or 6-8 principal will be rated Effective if the average of the overall Math percentage of Target RIT met or exceeded and overall Reading percentage of Target RIT met or exceeded is 75.3-131.6. This meets District expectations for growth with the target of 100 being in the middle of the Effective HEDI range at 13 points.

A 9-12 principal will be rated Effective if there is a graduation rate of 74.5-88.9% of students. This meets the District expectations.

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

A K-5 or 6-8 principal will be rated Developing if the average of the overall Math percentage of Target RIT met or exceeded and overall Reading percentage of Target RIT met or exceeded is 28.3-75.2. This is below District expectations for growth.

A 9-12 principal will be rated Developing if there is a graduation rate of 50.3-74.4% of students. This is below District expectations.

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

A K-5 or 6-8 principal will be rated Ineffective if the average of the Overall Math percentage of Target RIT met or exceeded and overall Reading percentage of Target RIT met or exceeded is 0-28.2. This is well below District expectations for growth.

A 9-12 principal will be rated Ineffective if there is a graduation rate of 0-50.2% of students. This is well below District expectations.

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

*(No response)*

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

<assets/survey-uploads/5366/129959-qBFVOWF7fC/8.1 Principal Value Adeded HEDI Map and Grad Rate 15 points.pdf>

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

**In the table below, list all of the grade configurations used in your district or BOCES (e.g., K-5, 6-8, 9-12). Then for each grade configuration, select a local measure from the menu.**

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-5	(a) achievement on State assessments	Grades 3-5 ELA/Math State Assessments

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	(No response)
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	All targets are met or exceeded and/or evidence indicates student learning gain well above district expectations for growth. 20 points 98-100% 19 points 94-97% 18 points 88-93%
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Most targets are met and/or evidence indicates significant student learning gain that meets district expectations for growth. 17 points 82-87% 16 points 76-81% 15 points 70-75% 14 points 64-69% 13 points 58-63% 12 points 52-57% 11 points 46-51% 10 points 40-45% 9 points 34-39%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Some targets are met and/or evidence indicates an impact on student learning that is below district expectations for growth; overall has not met the expectations for growth. 8 points 30-33% 7 points 26-29% 6 points 23-25% 5 points 19-22% 4 points 15-18% 3 points 11-14%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Targets are generally not met and/or evidence indicates little to no student learning gain and results that are well below district expectations for growth. 2 points 8-10% 1 point 4-7% 0 points 0-3%

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

(No response)

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

[assets/survey-uploads/5366/129959-T8MlGWUVm1/8.2 HEDI Scores for Principal SLOs.pdf](#)

### 8.3) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in setting targets for local measures, the rationale for including such factors, and the processes that will be used to mitigate potentially problematic incentives associated with the controls or adjustments.

*Adjustments for principals who have Students with Disabilities, English Language Learners or students in poverty in their schools will be made if the students in those categories reach the following thresholds. Principals with 20% or more of their school enrollment consisting of students with disabilities or 20% or more English Language Learners or 20% or more students in poverty will receive an additional two (2) points on the HEDI scale. The maximum number of points for any principal is two (2) points, even if the principal has more than one of the adjustment factors. The adjustments for principals who have students with disabilities, English language learners and/or students in poverty according to the thresholds will be made because the academic history of students in these categories show that they perform lower than their peers who do not fall into these categories. All enrolled students, in accordance with teacher of record policies, will be included and no students will be excluded when calculating principal HEDI ratings. The application of locally developed controls will be rigorous, fair, and transparent and the procedures for ensuring data accuracy and integrity are being used.*

#### 8.4) Principals with More Than One Locally Selected Measure

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

*The process for combining multiple selected measures into a single component HEDI category and score for K-5 and 6-8 principals includes taking the results of the Measures of Academic Progress Math Overall Percentage of Target RIT Met or Exceeded score for all classroom teachers that teach Math in the principal's school to obtain an average for a Math score. Next, the results of the Measures of Academic Progress Reading Overall Percentage of Target RIT Met or Exceeded score for all classroom teachers that teach ELA in the principal's school to obtain an average for an ELA score. The math and the ELA scores will be averaged to create a single subcomponent HEDI category and score.*

#### 8.5) Assurances

Please check all of the boxes below:

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

# 9. Other Measures of Effectiveness (Principals)

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

## Page 1

### 9.1) Principal Practice Rubric

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

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

*Marshall's Principal Evaluation Rubric*

*(No response)*

### 9.2) Points Within Other Measures

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

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

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

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

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

9.4) Sources of Evidence (if applicable)   Structured feedback from teachers using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable)   Structured feedback from students using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable)   Structured feedback from families using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable)   School visits by other trained evaluators	(No response)
9.4) Sources of Evidence (if applicable)   Review of school documents, records, and/or State accountability processes (all count as one source)	(No response)

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

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

(No response)

Note: When the State-approved survey list is posted, this form will be updated with dropdown menus of approved survey tools.

(No response)

(No response)

(No response)

### 9.6) Assurances

Please check all of the boxes below:

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

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

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

*Principals will be rated in the six domains of the Principal Evaluation Rubric by Kim Marshall. Each of the six domains has ten sections that will be rated on a scale of 1-4. The principal will receive a score between 60 and 240. The score will then be converted to a HEDI category and rating in accordance with the uploaded chart.*

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

[assets/survey-uploads/5143/129961-pMADJ4gk6R/9.7 Marshall Points Breakdown.pdf](#)

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

Highly Effective: Overall performance and results exceed standards.	The Highly Effective level is for truly outstanding leadership as described by very demanding criteria in the rubric and exceeds the ISLLC leadership standards.
Effective: Overall performance and results meet standards.	The Effective level is for solid, expected professional performance as described by the criteria in the rubric and meets the ISLLC leadership standards.
Developing: Overall performance and results need improvement in order to meet standards.	The Developing level is for principals whose performance has real deficiencies and must improve in order to meet ISLLC leadership standards.
Ineffective: Overall performance and results do not meet standards.	The Ineffective level is for principals whose performance is clearly unacceptable and does not meet ISLLC leadership standards

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	56-60
Effective	32-55
Developing	7-31
Ineffective	0-6

## 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	2
By trained independent evaluator	0
Enter Total	4

### **Tenured Principals**

By supervisor	1
By trained administrator	0
By trained independent evaluator	1
Enter Total	2

# 10. Composite Scoring (Principals)

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

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## Page 1

### **Standards for Rating Categories**

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

#### **Locally-selected Measures of**

#### **growth or achievement**

#### **Other Measures of Effectiveness**

#### **(Teacher and Leader standards)**

#### **Highly**

#### **Effective**

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

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

Overall performance and results exceed ISLLC leadership standards.

#### **Effective**

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

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

Overall performance and results meet ISLLC leadership standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet ISLLC leadership standards.

For the 2013-2014 school year and beyond, 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 2012-13 scoring ranges for principals for whom there is no approved Value-Added measure of student growth will be:

**2012-13 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**

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	56-60
Effective	32-55
Developing	7-31
Ineffective	0-6

10.2) The 2012-13 scoring ranges for principals for whom there is an approved Value-Added measure for student growth will be:

**2012-13 where Value-Added growth measure applies**

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

22-25

14-15

Ranges determined locally--see above

91-100

**Effective**

10-21

8-13

75-90

**Developing**

3-9

3-7

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 11. Additional Requirements - Principals

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in your school district or BOCES. For a list of supported file types, go to the Resources folder (above) and click Technical Tips.

<assets/survey-uploads/5276/129965-Df0w3Xx5v6/11.2 PIP.pdf>

### 11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*1. A principal may challenge their annual professional performance review pursuant to section 3012-c of the Education Law.*

*a. Appeals shall be limited to those evaluations which have resulted in a rating of Ineffective or Developing.*

*b. Within ten school days of the receipt of an annual evaluation providing a rating as set forth in Subparagraphs (a) above, a principal may appeal the annual evaluation to the Superintendent of Schools or his/her designee. The appeal shall be in writing and shall articulate in detail the basis of the appeal. Appeals shall be limited to:*

1. the substance of the annual professional performance review;
  2. the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012(c) of the Education law;
  3. the school district's adherence to the Regulations of the Commissioner and compliance with any applicable locally negotiated procedures; and
  4. the school district's issuance and/or implementation of the terms of the principal's improvement plan
- c. Any issue not raised in the written appeal shall be deemed waived.
- d. Within ten school days of receipt of the appeal, the Superintendent of Schools or his/her designee shall render a written determination with respect thereto.
- e. The determination of the Superintendent of Schools or his/her designee as to the substance of the annual professional performance review shall not be grievable, arbitrable, nor reviewable in any other forum. However, nothing shall prevent a principal from challenging the substance of an evaluation within the context of a proceeding pursuant to Education Law 3020-a Procedural issues that will be set forth in this Article shall be subject to the grievance machinery of the contract.
- f. The time frames referred to herein may be extended by mutual agreement of the parties. In no event shall it exceed 30 days.

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

Describe the process by which evaluators will be trained and the process for how the district will certify and re-certify lead evaluators. Describe the process for ensuring inter-rater reliability. Describe the duration and nature of such training.

*During the 2011-2012 school year lead evaluators and evaluators participated in Network Team Institutes provided by the State Education Department. In addition, evaluators participated in "Training for Lead Evaluators of Principals" provided by the Leadership for Education Achievement Foundation, Inc. and Nassau BOCES, "Principal Leader Training: SLO/HEDI Scores & Submission of APPR Plan Modules" provided by Nassau BOCES, and "Productive Evaluation Practices" provided by the Leadership for Educational Achievement Foundation, Inc.*

*The training included leadership theories, the ISLLC Leadership Standards, models of organizational effectiveness, Data Driven Instruction, Common Core Standards and the instructional shifts, Student Learning Objectives for teachers and principals (if needed), and the alignment of the State approved rubrics with ISLLC Leadership Standards and evidence based evaluation of principals using the selected rubric.*

*For the 2012-2013 school year, to ensure interrater reliability, lead evaluators and evaluators will continue to participate in training provided by the State Education Department, BOCES, and/or other Leadership organizations providing principal evaluation training for a duration of the equivalent of a minimum of two days of training.*

*The Board of Education will certify and re-certify lead evaluators as outlined in Section 30-2.9 of Education Law and the Commissioner's Regulations based upon participation in training of the NYS Learning Standards and Leadership Standards, evidence-based observations, application and use of the student growth percentile model, application and use of the State -approved principal rubric selected by the district, application and use of assessment tools the district utilizes to evaluate classroom teachers or principals, application and use of State-approved locally selected measures of student achievement used by the district, use of the Statewide Instructional Reporting System, scoring methodology utilized by the district to evaluate a principal including how scores are generated for each under the Commissioner's prescribed four designated rating categories (HEDI) and specific considerations in evaluating principals of English language learners and students with disabilities.*

#### 11.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

---

• Checked

---

## 11.6) Assurances -- Principals

Please check all of the boxes below:

11.6) Assurances -- Principals   Assure the entire APPR plan will be completed for each principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the building principal's performance is being measured.	Checked
11.6) Assurances -- Principals   Assure that the district will provide the principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of principal effectiveness subcomponent for a principal's annual professional performance review, in writing, no later than the last	Checked

school day of the school year for which the principal is being measured.	
11.6) Assurances -- Principals   Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later.	Checked
11.6) Assurances -- Principals   Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
11.6) Assurances -- Principals   Assure that principals will receive timely and constructive feedback as part of the evaluation process.	Checked
11.6) Assurances -- Principals   Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked

## 11.7) Assurances -- Data

Please check all of the boxes below:

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

## 12. Joint Certification of APPR Plan

Created Tuesday, May 15, 2012

Updated Friday, October 19, 2012

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### Page 1

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

Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using this form: APPR District Certification Form

[assets/survey-uploads/5581/129966-3Uqgn5g9Iu/Hicksville Certification Form\\_1.pdf](assets/survey-uploads/5581/129966-3Uqgn5g9Iu/Hicksville Certification Form_1.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.

## HEDI Scores for Student Learning Objectives

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
98-100%	94-97%	88-93%	82-87%	76-81%	70-75%	64-69%	58-63%	52-57%	46-51%	40-45%	34-39%	30-33%	26-29%	23-25%	19-22%	15-18%	11-14%	8-10%	4-7%	0-3%

This SLO HEDI Score scale is for the following grades and subjects:

Grades K-3 ELA  
 Grades K-3 Math  
 Grades 6-8 Science  
 Grades 6-8 Social Studies  
 Global 1  
 Global 2  
 American History  
 Living Environment  
 Earth Science  
 Chemistry  
 Physics  
 Algebra 1  
 Geometry  
 Algebra 2  
 Grade 9 ELA  
 Grade 10 ELA  
 Grade 11 ELA  
 All other courses not named

**HEDI Scores Local Measures for Teachers in Grades for Which there is an Approved Value-Added Measure**

Highly Effective		Effective				Developing							Ineffective		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
94.76-100%	89.50-94.75%	79.00-89.49%	68.50-78.99%	58.00-68.49%	47.50-57.99%	37.00-47.49%	26.50-36.99%	23.19-26.49%	19.88-23.18%	16.56-19.87%	13.25-16.55%	9.94-13.24%	6.63-9.93%	3.31-6.62%	0-3.30%

**HEDI Scale for MAP Student Learning Objectives for Teachers in Grades for which there is an Approved Value-Added Measure**

Achievement Target Score

Highly Effective	15	141.1-150.4+
	14	131.7-141.0
Effective	13	122.3-131.6
	12	112.9-122.2
	11	103.5-112.8
	10	94.1-103.4
	9	84.7-94.0
	8	75.3-84.6
Developing	7	65.9-75.2
	6	56.5-65.8
	5	47.1-56.4
	4	37.7-47.0
	3	28.3-37.6
Ineffective	2	18.9-28.2
	1	9.5-18.8
	0	0-9.4

### HEDI Scores for Student Learning Objectives

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
98-100%	94-97%	88-93%	82-87%	76-81%	70-75%	64-69%	58-63%	52-57%	46-51%	40-45%	34-39%	30-33%	26-29%	23-25%	19-22%	15-18%	11-14%	8-10%	4-7%	0-3%

This SLO HEDI Score scale is for the following grades and subjects:

- Grades 6-8 Science
- Grades 6-8 Social Studies
- Global 1
- Global 2
- American History
- Living Environment
- Earth Science
- Chemistry
- Physics
- Algebra 1
- Geometry
- Algebra 2
- Grade 9 ELA
- Grade 10 ELA
- Grade 11 ELA
- All other courses not named

HEDI Scale –Teachers Measures of Academic Progress (MAP) Math & ELA Grade K-3

Highly Effective	20	144.0-151+
	19	136.8-143.9
	18	129.6-136.7
Effective	17	122.4-129.5
	16	115.2-122.3
	15	108.0-115.1
	14	100.8-107.9
	13	93.6-100.7
	12	86.4-93.5
	11	79.2-86.3
	10	72.0-79.1
	9	64.8-71.9
Developing	8	57.6-64.7
	7	50.4-57.5
	6	43.2-50.3
	5	36.0-43.1

	4	28.8-35.9
	3	21.6-28.7
Ineffective	2	14.4-21.5
	1	7.3-14.3
	0	0-7.2

**Hicksville Public Schools**  
**Teacher Points within Other Measures**

HEDI Rating	Danielson Rubric	Structured Review of Lesson Plans	Professional Plan	Total Points
Highly Effective	35-40	9-10	9-10	53-60
Effective	17-34	5-8	5-8	27-52
Developing	5-16	2-4	2-4	7-26
Ineffective	0-4	0-2	0-2	0-6

# **TEACHER IMPROVEMENT PLAN**

(To be completed jointly by teacher and administrator)

Name \_\_\_\_\_ School \_\_\_\_\_

School year plan is based on \_\_\_\_\_ Assignment Grade/Subject \_\_\_\_\_

Ensuing School Year \_\_\_\_\_ Grade/Subject \_\_\_\_\_

Date of related APPR \_\_\_\_\_ Date of TIP Conference \_\_\_\_\_

AREA(S) NEEDING IMPROVEMENT	ACTION PLAN (Detail Steps to be taken)	TIMELINE FOR COMPLETION	EVIDENCE

Teacher's Comments:

Administrator's Comments:

Date outcome plan is to be evaluated by: \_\_\_\_\_

Teacher's Signature \_\_\_\_\_ Date \_\_\_\_\_

Administrator's Name \_\_\_\_\_ Title \_\_\_\_\_

Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

## TEACHER IMPROVEMENT PLAN EVALUATION

(To be attached to TIP)

Name \_\_\_\_\_ School \_\_\_\_\_

School Year Plan is based on \_\_\_\_\_ School year evaluation is based on \_\_\_\_\_

Date of TIP Evaluation conference \_\_\_\_\_

AREA(S) NEEDING IMPROVEMENT	ACTION PLAN (Detail steps to be taken )	SATISFACTORY PROGRESS		ACTION STEPS COMPLETED	
		YES	NO	YES	NO
<b>TIP Satisfied?</b>	____ YES      ____ NO  (If no recommendations must be specified in the Administrator's comments below)				

**Teacher's Comments:**

**Administrator's Comments:**

Teacher's Signature \_\_\_\_\_ Date \_\_\_\_\_

Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

### HEDI Scores for Principal SLO

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
98-100%	94-97%	88-93%	82-87%	76-81%	70-75%	64-69%	58-63%	52-57%	46-51%	40-45%	34-39%	30-33%	26-29%	23-25%	19-22%	15-18%	11-14%	8-10%	4-7%	0-3%

HEDI Scale for MAP Principals K-5 and 6-8

Highly Effective	15	141.1-150.4+
	14	131.7-141.0
Effective	13	122.3-131.6
	12	112.9-122.2
	11	103.5-112.8
	10	94.1-103.4
	9	84.7-94.0
	8	75.3-84.6
Developing	7	65.9-75.2
	6	56.5-65.8
	5	47.1-56.4
	4	37.7-47.0
	3	28.3-37.6
Ineffective	2	18.9-28.2
	1	9.5-18.8
	0	0-9.4

HEDI Scale Principal 9-12 Graduation Rate

Highly Effective	15	94.6-100%
	14	89.0-94.5%
Effective	13	86.6-88.9%
	12	84.2-86.5%
	11	81.8-84.1%
	10	79.4-81.7%
	9	77.0-79.3%
	8	74.5-76.9%
Developing	7	69.7-74.4%
	6	64.9-69.6%
	5	60.0-64.8%
	4	55.1-59.9%
	3	50.3-55.0%
Ineffective	2	33.5-50.2%
	1	16.8-33.4%
	0	0-16.7%

### HEDI Scores for Principal SLO

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
98-100%	94-97%	88-93%	82-87%	76-81%	70-75%	64-69%	58-63%	52-57%	46-51%	40-45%	34-39%	30-33%	26-29%	23-25%	19-22%	15-18%	11-14%	8-10%	4-7%	0-3%

**HICKSVILLE PUBLIC SCHOOLS**  
**APPR – Other Measures for Principals (60 Points)**

	<b>Marshall Score</b>	<b>Points</b>
Highly Effective	231-240	60
	221-230	59
	211-220	58
	201-210	57
	191-200	56
Effective	189-190	55
	186-188	54
	183-185	53
	181-182	52
	179-180	51
	176-178	50
	173-175	49
	171-172	48
	169-170	47
	166-168	46
	163-165	45
	161-162	44
	159-160	43
	156-158	42
	153-155	41
	151-152	40
	149-150	39
	146-148	38
	143-145	37
	Developing	141-142
139-140		35
136-138		34
133-135		33
131-132		32
129-130		31
127-128		30
125-126		29
123-124		28
121-122		27
119-120		26
117-118		25
115-116		24
113-114		23
111-112		22
109-110		21
107-108		20
105-106		19
103-104		18
101-102		17
Ineffective	99-100	16
	97-98	15
	95-96	14
	93-94	13
	91-92	12
	89-90	11
	87-88	10
	85-86	9
	83-84	8
	81-82	7
Ineffective	77-80	6
	74-76	5
	71-73	4
	67-70	3
	64-66	2
Ineffective	61-63	1
	60	0

# **PRINCIPAL IMPROVEMENT PLAN**

(To be completed jointly by Principal and Superintendent)

Name \_\_\_\_\_ School \_\_\_\_\_

School year plan is based on \_\_\_\_\_ Ensuing School Year \_\_\_\_\_

Date of related APPR \_\_\_\_\_ Date of PIP Conference \_\_\_\_\_

<b>AREA(S) NEEDING IMPROVEMENT</b>	<b>ACTION PLAN</b> (Detail Steps to be taken)	<b>TIMELINE FOR COMPLETION</b>	<b>EVIDENCE</b>

Principal's Comments:

Superintendent's Comments:

Date outcome plan is to be evaluated by: \_\_\_\_\_

Principal's Signature \_\_\_\_\_ Date \_\_\_\_\_

Superintendent's Name \_\_\_\_\_ Title \_\_\_\_\_

Superintendent's Signature \_\_\_\_\_ Date \_\_\_\_\_

# PRINCIPAL IMPROVEMENT PLAN EVALUATION

(To be attached to PIP)

Name \_\_\_\_\_ School \_\_\_\_\_

School Year Plan is based on \_\_\_\_\_ School year evaluation is based on \_\_\_\_\_

Date of PIP Evaluation conference \_\_\_\_\_

AREA(S) NEEDING IMPROVEMENT	ACTION PLAN (Detail steps to be taken )	SATISFACTORY PROGRESS		ACTION STEPS COMPLETED	
		YES	NO	YES	NO
<b>PIP Satisfied?</b>	___ YES     ___ NO  (If no, recommendations must be specified in the Superintendent's comments below)				

**Principal's Comments:**

**Superintendent's Comments:**

Principal's Signature \_\_\_\_\_ Date \_\_\_\_\_

Superintendent'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 make the following specific certifications with respect to their APPR Plan:**

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR plan will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES will provide the teacher's or principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's or principal's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured
- Assure that the APPR plan will be posted on the district's or BOCES' website by September 10 or within 10 days after it is approved by the Commissioner, whichever is later
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English Language Learners and students with disabilities
- Assure that educators who receive a Developing or Ineffective rating will receive a TIP or PIP plan, in accordance with the regulations, as soon as practicable but in no case later than 10 school days from the opening of classes in the school year following the performance year
- Assure that all evaluators and lead evaluators will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with the regulations
- Assure that the district or BOCES has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal
- Assure that, for teachers, all NYS Teaching Standards are assessed at least once per year, and, for principals, all Leadership Standards are assessed at least once per year
- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0 for each subcomponent and that the APPR Plan describes the process for assigning points for each subcomponent
- Assure that locally-selected measures are rigorous and comparable across all classrooms (for teachers, the same locally-selected measure is used across a subject and/or grade level; for principals, the same locally-selected measure must be used for all principals in the same or similar program or grade configuration)

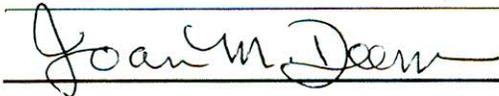
- Assure that, if more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that, if more than one type of locally-selected measure is used for principals in the same or similar grade configuration or program, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that the process for assigning points for all subcomponents and the composite scores will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction
- Assure that district or BOCES will develop SLOs according to the rules and/or guidance established by SED and that past academic performance and / or baseline academic data of students is taken into account when developing an SLO
- Assure that Student Growth/Value Added Measure will be used where applicable
- Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval as soon as practicable and/or in a timeframe prescribed by the Commissioner
- Assure that this APPR Plan applies to all classroom teachers and building principals as defined in the regulation and SED guidance
- Assure that the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to the regulations
- If this APPR Plan is being submitted subsequent to July 1, 2012, assure that this was the result of unresolved collective bargaining negotiations

**Signatures, dates**

Superintendent Signature: Date: 10/12/12



Teachers Union President Signature: Date: 10/12/12



Administrative Union President Signature: Date: 10/12/12



Board of Education President Signature: Date: 10/12/12

