



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

Commissioner of Education  
President of the University of the State of New York  
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December 5, 2012

Mark E. Doody, Superintendent  
Hudson Falls Central School District  
1153 Burgoyne Avenue  
Fort Edward, NY 12828

Dear Superintendent Doody:

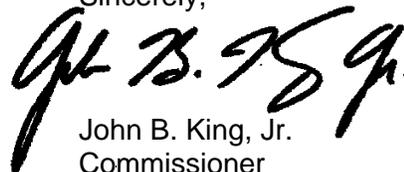
Congratulations. I am pleased to inform you that your multi-year (2012-2015) Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR. If any material changes are made to your approved APPR plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.  
Commissioner

Attachment

c: James P. Dexter

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 Thursday, September 06, 2012

Updated Monday, December 03, 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 : 641301060000

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

*641301060000*

#### 1.2) School District Name: HUDSON FALLS CSD

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

*HUDSON FALLS CSD*

#### 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.

*Not applicable*

#### 1.4) Award Classification

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

*(No response)*

## 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.*

2012-2015

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

Created Thursday, September 06, 2012

Updated Monday, December 03, 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	WSWHE Boces developed K ELA Assessment
1	District, regional, or BOCES-developed assessment	WSWHE Boces developed Gr. 1 ELA Assessment
2	District, regional, or BOCES-developed assessment	WSHWE Boces developed Gr. 2 ELA Assessment
	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

The process for assigning HEDI categories: For each SLO a baseline will be established using a pretest in the fall using the WSWHE BOCES developed K-3 ELA Assessments. Other data will also be considered as well in order to develop the SLO target such as running records, informal reading inventories and student work. Once the Baseline has been established, a growth target will be developed by the teacher in collaboration with administrators and 80% of all students are expected to meet that target. This target will be based on an expected benchmark of growth for the grade level. The WSWHE BOCES developed ELA Assessment will be given again in May to measure growth and determine if 80% of each teacher's students as a class average have met the target. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed. For the State assessment, which provides scores with a 1-4 range, the expectation is that 80% of the teachers' students as a class average will meet a target based on scale scores rather than the 1-4 rating. We will use the scale score because the State is holding districts accountable for students being on a trajectory of growth toward being proficient by 8th grade. We would be looking for growth in the score from the WSWHE BOCES developed ELA assessment as a pretest to the State assessment as the summative test.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	93% - 100%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	51% - 92%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17% - 50%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0% - 16%

### 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	WSWHE BOCES developed K Math Assessment
1	District, regional, or BOCES-developed assessment	WSWHE BOCES developed Gr. 1 Math Assessment
2	District, regional, or BOCES-developed assessment	WSWHE BOCES developed Gr. 2 Math Assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.</p>	<p>The process for assigning HEDI categories: For each SLO a baseline will be established using a pretest in the fall using the WSWHE BOCES developed K-3 Math Assessments. Once the Baseline has been established, a growth target will be developed by the teacher in collaboration with administrators and 80% of all students are expected to meet that target. This target will be based on an expected benchmark of growth for the grade level. The WSWHE BOCES developed Math post assessment will be given in May to measure growth and determine if 80 % of each teachers' students as a class average have met the target. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed. For the State assessment, which provides scores with a 1-4 range, the expectation is that 80% of the teachers' students as a class average will meet a target based on scale scores rather than the 1-4 rating. We will use the scale score because the State is holding districts accountable for students being on a trajectory of growth toward being proficient by 8th grade. We would be looking for growth in the score from the WSWHE BOCES developed Math assessment as a pre-test to the State assessment as the summative test.</p>
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Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	93% - 100%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	51% - 92%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17% - 50%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0% - 16%

## 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
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6	District, regional or BOCES-developed assessment	Hudson Falls District developed Gr. 6 Science Assessment
7	District, regional or BOCES-developed assessment	Hudson Falls District developed Gr. 7 Science Assessment
	Science	Assessment
8	State assessment	8th Grade State Science Assessment

For Grades 6-8 Science: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	For all three grades, there will be a pre-assessment to establish a baseline. In addition, previous Math and ELA state assessments will be considered. With this information, a target will be set by the teacher in collaboration with administrators, so that 80% of all students will be expected to meet the target. A district developed assessment will be administered in May as a summative measure of growth for grades 6 and 7. The State science assessment will be used as a summative measure for the 8th grade science. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed. For the State assessment, which provides scores with a 1-4 range, the expectation is that 80% of the teachers' students as a class average will meet a target based on the scale scores rather than the 1-4 rating.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	93% - 100%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	51% - 92%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17% - 50%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0% - 16%

## 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
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6	District, regional or BOCES-developed assessment	Hudson Falls District developed Grade 6 Social Studies Assessment
7	District, regional or BOCES-developed assessment	Hudson Falls District developed Grade 7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	Hudson Falls District developed Grade 8 Social Studies Assessment

For Grades 6-8 Social Studies: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	For all three grades, there will be a pre-assessment to establish a baseline. In addition, previous ELA State assessments will be considered. With this information, a target will be set by the teacher in collaboration with administrators, so that 80% of all students will be expected to meet the target. A district developed assessment will be administered in May as a summative measure of growth. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93% - 100%
Effective (9 - 17 points) Results meet District goals for similar students.	51% - 92%
Developing (3 - 8 points) Results are below District goals for similar students.	17% - 50%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% - 16%

## 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	Hudson Falls District developed Social Studies 9 Assessment

Social Studies Regents Courses		Assessment
Global 2	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.

For the Global 1 course, a baseline will be established through a pre-assessment. In addition, State ELA scores from the 8th grade will be considered. With this information, a target will be set by the teacher in collaboration with administrators, so that 80% of all students will be expected to meet the target. A district developed assessment will be administered in May as a summative measure of growth. For the Global 2 Regents course, a pre-assessment will be administered in the fall and additional data will be reviewed in the area of student achievement in the 9th grade ELA and Global 1 in order to establish a baseline. The Global Studies Regents assessment will be used as the summative assessment for that course. For American History, a pre-assessment will be given and additional data will be reviewed such as the previous year's Global Studies results and ELA course achievement in order to establish a baseline. The summative assessment will be the US History and Government Regents assessment. Targets for all three social studies courses will be established to show growth from the baseline. The expectation is that 80% of the teachers' students as a class average will meet the target. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed.

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

93% - 100%

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

51% - 92%

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

17% - 50%

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

0% - 16%

## 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.	For each of the four High School science courses that end in a Regents exam, a pre-assessment will be given to establish a baseline. Additional data will be reviewed as well, such as previous achievement in ELA and Math. The summative assessment will be the Regents exam for each course. Targets will be set by the teacher in collaboration with administrators, to show growth over the course of the year and it is expected that 80% of the students will meet the target. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93% - 100%
Effective (9 - 17 points) Results meet District goals for similar students.	51% - 92%
Developing (3 - 8 points) Results are below District goals for similar students.	17% - 50%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% - 16%

## 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.	For each of the three High School math courses that end in a Regents exam, a pre-assessment will be given to establish a baseline. Additional data will be reviewed as well such as previous achievement in math. The summative assessment will be the Regents exam for each course. Targets will be set by the teacher in collaboration with administrators, to show growth over the course of the year and it is expected that 80% of the students will meet that target. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93% - 100%
Effective (9 - 17 points) Results meet District goals for similar students.	51% - 92%
Developing (3 - 8 points) Results are below District goals for similar students.	17% - 50%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% - 16%

## 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	WSWHE BOCES developed Gr. 9 ELA Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	WSWHE BOCES developed Gr. 10 ELA Assessment
Grade 11 ELA	Regents assessment	Regents Assessment - Comprehensive English

For High School English Language Arts: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	For grades 9, 10, and 11 in ELA, a pre-assessment will be given to establish a baseline. Additional data will also be reviewed such as previous achievement in ELA and for grade 9, achievement on the 8th grade State assessment. A district developed summative assessment will be given
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in May in order to measure growth. For the 11th grade target, the Regents exam will be used as the summative assessment. Targets will be set by the teacher in collaboration with administrators, to show growth over the course of the year and it is expected that 80% of the students will meet that target. If 80% of all the teachers' students meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided equally in increments so that a teacher who has 100% of students reaching the target will receive a score of 20. And a teacher who has 0-5% reaching the target will score 0 points. See the uploaded file for how the scores are distributed.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	93% - 100%
Effective (9 - 17 points) Results meet District goals for similar students.	51% - 92%
Developing (3 - 8 points) Results are below District goals for similar students.	17% - 50%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% - 16%

## 2.10) All Other Courses

Fill in, as applicable, for all other teachers in additional grades/subjects that have Student Learning Objectives. If you need additional space, duplicate this form and upload (below) as an attachment to your APPR plan. You may combine into one line any groups of teachers for whom the answers in the boxes are the same including, for example, "all other teachers not named above" .

Course(s) or Subject(s)	Option	Assessment
Grades K - 8 Art Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades K-8 Art Assessment
Studio in Art Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades 9 - 12 Studio in Art Assessment
Grades K - 12 Music Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades K-12 Music Assessment
Grades K - 12 Physical Education Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades K-12 PE Assessment
Grades K-12 Librarians	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades K-12 Library Assessment
Grades 1-3 Academic Intervention Services Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades 1-3 ELA/Math Assessments
Grades 4 - 5 Academic Intervention Services Teachers	School/BOCES-wide/group/team results based on State	New York State 4-5 ELA/Math Assessments
Grades 1-2 Resource Room Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades 1 -2 ELA/Math Assessments
Grades 4-5 Resource Room Teachers	School/BOCES-wide/group/team results based on State	New York State 4-5 ELA/Math Assessments
Grade 11 Resource Room Teachers	State Assessment	New York State Regents - Comprehensive English

K-2 Self Contained Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades K-2 ELA/Math Assessments
Grade 3 Self Contained Teachers	State Assessment	New York State Grade 3 ELA/Math and Alternate Assessments
All other teachers not named	District, Regional or BOCES-developed	Hudson Falls district developed - course specific and grade specific assessments
9, 10,12 Resource Room Teachers	District, Regional or BOCES-developed	WSWHE BOCES Developed Grades 9, 10 and 12 ELA/Math Assessments
Grades 6 - 8 Academic Intervention	School/BOCES-wide/group/team results based on State	New York State 6 - 8 ELA/Math Assessments
Grade 3 Resource Room Teachers	School/BOCES-wide/group/team results based on State	New York State Grade 3 ELA/Math Assessments
Grades 6-8 Resource Room Teachers	School/BOCES-wide/group/team results based on State	New York State 6-8 ELA/Math Assessments
Grades 4-5 Self Contained Teachers	State Assessment	New York State Grades 4-5 ELA/Math and Alternate Assessments
Grades 6-8 Self Contained Teachers	State Assessment	New York State Grades 6-8 ELA/Math and Alternate Assessments
Grade 12 ELA	District, Regional or BOCES-developed	WSWHE BOCES Developed Grade 12 ELA Assessment

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

The K-8 Art Teachers, Studio in Art Teachers, K-12 Music Teachers, K-12 Physical Education Teachers, K-12 Librarians, Grades 1-3 Academic Intervention Services Teachers, K-3 Resource Room Teachers, K-2 Self Contained Teachers and 9,10,12 Resource Room Teachers will use the growth results from the WSWHE BOCES Developed Assessments. A baseline will be established at the beginning of the year. A target will be established by the teacher in collaboration with administrators, using the baseline. A WSWHE BOCES developed post-assessment will be administered as a summative assessment. The expectation is that 80% of the students will meet the target. The Grades 4-8 Academic Intervention Services and Grades 4-8 Resource Room Teachers will take the school-wide score provided by the State. Grade 3-8 Self contained teachers will use pre-assessments to establish a baseline and will use the State Alternative Assessments as the summative assessment to show growth. If 80% of all the teachers' students as a class average meet the target, the teacher will receive a score of 14. The scoring ranges will then be divided in increments so that a teacher who has 100% of students as a class average reaching the target will receive a score of 20. And a teacher who has 0-5% as a class average reaching the target will score 0 points. See the uploaded file for how the scores are distributed.

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

93% - 100%

Effective (9 - 17 points) Results meet District goals for similar students.	51% - 92%
Developing (3 - 8 points) Results are below District goals for similar students.	17% - 50%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% - 16%

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.

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## 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.

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

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

2.14) Assurances | Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures. Checked

2.14) Assurances   Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
2.14) Assurances   Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
2.14) Assurances   Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
2.14) Assurances   Assure that district will develop SLOs according to the rules established by SED (see: <a href="http://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)

Created Tuesday, September 11, 2012

Updated Tuesday, December 04, 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	3) Teacher specific achievement or growth score computed locally	Grade 4 State ELA Assessment
5	3) Teacher specific achievement or growth score computed locally	Grade 5 State ELA Assessment
6	3) Teacher specific achievement or growth score computed locally	Grade 6 State ELA Assessment

7	3) Teacher specific achievement or growth score computed locally	Grade 7 State ELA Assessment
8	3) Teacher specific achievement or growth score computed locally	Grade 8 State ELA Assessment

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.	For the HEDI rating for grades 4 through 8, we will use the same measures as for growth, but will set a target using a proficiency benchmark. The teachers will examine baseline data and work collaboratively with their principal to set an achievement target. The process for assigning HEDI categories is for all targets to be set at 80% meeting that achievement target. This would result in a score of 11 points. All other percentages are distributed within the scoring range of 0-15 as outlined in the scoring bands below. This will be used for all teachers who have VAM for growth regardless of course or grade so that it is fair across all grades and courses. See the upload for a table that shows how the scores are divided.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	95%-100%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	58%-94%
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	22%-57%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-21%

### 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	3) Teacher specific achievement or growth score computed locally	Grade 4 State Math Assessment
5	3) Teacher specific achievement or growth score computed locally	Grade 5 State Math Assessment
6	3) Teacher specific achievement or growth score computed locally	Grade 6 State Math Assessment

7	3) Teacher specific achievement or growth score computed locally	Grade 7 State Math Assessment
8	3) Teacher specific achievement or growth score computed locally	Grade 8 State Math Assessment

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.	For the HEDI rating for grades 4 through 8, we will use the same measures as for growth, but will set a target using a proficiency benchmark. The teachers will examine baseline data and work collaboratively with their principal to set an achievement target. The process for assigning HEDI categories is for all targets to be set at 80% meeting that achievement target. This would result in a score of 11 points. All other percentages are distributed within the scoring range of 0-15 as outlined in the scoring bands below. This will be used for all teachers who have VAM for growth regardless of course or grade so that it is fair across all grades and courses. See the upload for a table that shows how the scores are divided.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	95%-100%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	58%-94%
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	22%-57%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-21%

### 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.

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## 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	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade K ELA Assessment
1	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 1 ELA Assessment
2	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 2 ELA Assessment
3	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 3 ELA Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This will be measured based on students reaching a proficiency benchmark, defined as attaining a score of 65% on the WSWHE BOCES Developed Grades K-3 ELA Assessments. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges. Grades K-2 achievement targets are based on the same measure as the growth subcomponent, but are using the results in a different way. Grade 3 is using a different assessment than the State ELA assessment which was used for growth.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-16%

### 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	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade K Math Assessment
1	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 1 Math Assessment
2	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 2 Math Assessment
3	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 3 Math Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This will be measured based on students reaching a proficiency benchmark, defined as attaining a 65% on the WSWHE BOCES Developed Grades K - 3 Math Assessments. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges. Grades K-2 achievement targets are based on the same measure as the growth subcomponent but are using the results in a different way. Grade 3 is using a different assessment than the State Math assessment which was used for growth.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. 0%-16%

### 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	5) District, regional, or BOCES–developed assessments	Hudson Falls District Developed Grade 6 Science Assessment
7	5) District, regional, or BOCES–developed assessments	Hudson Falls District Developed Grade 7 Science Assessment
8	3) Teacher specific achievement or growth score computed locally	Grade 8 Science State Assessment

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

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

The process for assigning HEDI categories is for all targets to be set at 80% achievement. This will be measured based on students reaching a proficiency benchmark, defined as attaining a 65% on the Hudson Falls District Developed Grades 6 - 7 Science Assessments and the Grade 8 State Science Assessment. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. The 8th grade target will be based on a proficiency scale score and not the 1-4 ratings provided to the students. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges. All achievement targets are based on the same measure as the growth subcomponent but are using the results in a different way.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. 93%-100%

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. 51%-92%

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. 17%-50%

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement 0%-16%

for grade/subject.

### 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	5) District, regional, or BOCES–developed assessments	Hudson Falls District Developed Grade 6 Social Studies Assessment
7	5) District, regional, or BOCES–developed assessments	Hudson Falls District Developed Grade 7 Social Studies Assessment
8	5) District, regional, or BOCES–developed assessments	Hudson Falls District Developed Grade 8 Social Studies 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.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This will be measured based on students reaching a proficiency benchmark, defined as attaining a 65% on the Hudson Falls District Developed Grades 6 - 8 Social Studies Assessments. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges. All achievement targets are based on the same measure as the growth subcomponent but are using the results in a different way.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement	0%-16%

for grade/subject.

### 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	Hudson Falls District Developed Social Studies 9 Assessment
Global 2	3) Teacher specific achievement or growth score computed locally	Global History and Geography Regents Exam
American History	3) Teacher specific achievement or growth score computed locally	US History and Government Regents Exam

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This will be measured based on students reaching a proficiency benchmark, defined as attaining a 65% on the Hudson Falls District Developed Social Studies 9 Assessment, the Global History and Geography Regents and the US History and Government Regents. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges. All achievement targets are based on the same measure as the growth subcomponent but are using the results in a different way.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-16%

### 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	Living Environment Regents Exam
Earth Science	3) Teacher specific achievement or growth score computed locally	Earth Science Regents Exam
Chemistry	3) Teacher specific achievement or growth score computed locally	Chemistry Regents Exam
Physics	3) Teacher specific achievement or growth score computed locally	Physics Regents Exam

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This means that 80% of all students will need to meet a targeted benchmark for proficiency. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges. All achievement targets are based on the same measure as the growth subcomponent but are using the results in a different way.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or	93%-100%

achievement for grade/subject.	
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-16%

### 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	Integrated Algebra Regents Exam
Geometry	3) Teacher specific achievement or growth score computed locally	Geometry Regents Exam
Algebra 2	3) Teacher specific achievement or growth score computed locally	Algebra 2 Trigonometry Regents Exam

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.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This means that 80% of all students will need to meet a targeted benchmark for proficiency. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges. All achievement targets are based on the same measure as the growth subcomponent but are using the results in a different way.
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Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-16%

### 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	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 9 ELA Assessment
Grade 10 ELA	5) District, regional, or BOCES–developed assessments	WSWHE BOCES Developed Grade 10 ELA Assessment
Grade 11 ELA	3) Teacher specific achievement or growth score computed locally	Comprehensive English Regents Exam

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This will be measured based on students reaching a proficiency benchmark, defined as attaining a 65% on the WSWHE BOCES Developed Grades 9 - 10 ELA Assessments and the Comprehensive English Regents Assessment. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair
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across all grades and courses. See the uploaded file for the scoring ranges. All achievement targets are based on the same measure as the growth subcomponent but are using the results in a different way.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-16%

### 3.12) All Other Courses

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
Grades K - 8 Art Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades K - 8 Art Assessments
Studio in Art Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Studio in Art Assessments
Grades K - 12 Music Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades K - 12 Music Assessments
Grades K - 12 Physical Education Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades K - 12 PE Assessments
Grades K - 12 Librarians	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades K - 12 Library Assessments
Grades 1 - 3 Academic Intervention Services Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades 1 - 3 ELA/Math Assessments
Grades 4 - 5 Academic Intervention Services Teachers	6(ii) School wide measure computed locally	New York State 4 - 5 ELA/Math Assessments
1 - 3 Resources Room Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades 1 - 3 ELA/Math Assessments
4 - 5 Resource Room Teachers	6(ii) School wide measure computed locally	New York State 4 - 5 ELA/Math Assessments
Grade 11 Resource Room Teachers	3) Teacher specific achievement/growth score	New York State Comprehensive English Regents

	computed locally	
Grade K - 2 Self Contained Special Education Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades K - 2 ELA/Math Assessments
Grade 3 - 8 Self Contained Special Education Teachers	3) Teacher specific achievement/growth score computed locally	New York State Grades 3 - 8 ELA/Math and Alternate Assessments
Grades 9,10,12 Resources Room Teachers	5) District/regional/BOCES–developed	WSWHE BOCES Developed Grades 9, 10 and 12 ELA Assessments
All other teachers not named	5) District/regional/BOCES–developed	Hudson Falls District Developed Course Specific and Grade Specific Assessments
6 - 8 Resource Room Teachers	6(ii) School wide measure computed locally	New York State 6 - 8 ELA/Math Assessments
Grades 6 - 8 Academic Intervention Services Teachers	6(ii) School wide measure computed locally	New York State 6 - 8 ELA/Math Assessments

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The process for assigning HEDI categories is for all targets to be set at 80% achievement. This will be measured based on students reaching a proficiency benchmark, defined as attaining a 65% on WSWHE BOCES Developed Assessments. If 80% of the students as a class average meet this benchmark, it would result in a teacher score of 14. All increments are then distributed in the 0-20 point scale. For example, if a teacher's class average is 0%-5%, the score is 0. If the teacher's class average is 80%-82%, the teacher scores 14 points. If the teacher has 100% as a class average, that teacher scores 20 points. This will be used for all teachers regardless of course or grade so that it is fair across all grades and courses. See the uploaded file for the scoring ranges.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. 0%-16%

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/5139/175075-y92vNseFa4/20 Pt Scoring Dashboard.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.

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

### 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.

*In any event where a teachers will have multiple locally selected measures, each SLO score will be proportionate to the overall score based on class size. The scores would be combined for one overall score.*

### 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, September 11, 2012

Updated Thursday, November 08, 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]	60
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0
Structured reviews of lesson plans, student portfolios and other teacher artifacts	0

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

*(No response)*

### 4.3) Survey Tools (if applicable)

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

*(No response)*

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

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

### 4.4) Assurances

Please check all of the boxes below:

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

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

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

*All 60 points will be based on the 2007 Danielson Rubric. Domains 2 and 3 will count for 40 of the 60 points. Domains 1 and 4 will count for 20 of the 60 points. Each element will be scored as follows:*

*Ineffective Developing Effective Highly Effective  
0 Points 2.25 Points 3.5 Points 4.0 Points*

*Domains 1 and 4 will equal 10 points each or a total of 20 points.  
Domains 2 and 3 will equal 20 points each or a total of 40 points.*

*Example:*

*If a teacher receives all "Effective", the scoring would be calculated this way:*

*Domain 1 (which contains 6 elements):  $6 \times 3.5 = 21$  out of a possible 24 points =  $.875 \times 10$  pts (because this domain is only 10 out of the 60 points) equals 8.75 points for this domain.*

*The same would be true for Domain 4 (another 8.75 points).*

*Domains 2 and 3 would be similar with a heavier weighting. Domains 2 and 3 (contain 5 elements each):  $5 \times 3.5 = 17.5$  out of a possible 20 points =  $.875 \times 20$  (because each domain is 20 out of the 60 points) equals 17.5 points for each of Domains 2 and 3. The total for these two domains would be 35 points.*

*Summary: If a teacher received all "Effective":*

*Domain 1 (Planning and Preparation) = 8.75 points*

*Domain 2 (The Classroom Environment) = 17.5 points*

*Domain 3 (Instruction) = 17.5 points*

*Domain 4 (Professional Responsibilities) = 8.75 points*

*-----  
Total = 52.5 points*

*We would round any part of a whole number to the next whole number. For example, the score 52.5 would round up to a score of 53.*

*The agreed upon scoring range for the 60 points is as follows:*

*Highly Effective 57-60*

*Effective 47-56*

*Developing 17-46*

*Ineffective 0-16*

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

*(No response)*

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	A teacher who receives a overall score of 57-60 points, as determined by the 2007 Danielson Rubric, will be considered "Highly Effective".
Effective: Overall performance and results meet NYS Teaching Standards.	A teacher who receives a overall score of 47-56 points, as determined by the 2007 Danielson Rubric, will be considered "Effective".
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	A teacher who receives a overall score of 17-46 points, as determined by the 2007 Danielson Rubric, will be considered "Developing".
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	A teacher who receives a overall score of 0-16 points, as determined by the 2007 Danielson Rubric, will be considered "Ineffective".

Provide the ranges for the 60-point scoring bands.

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

#### 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers   Formal/Long	2
4.6) Observations of Probationary Teachers   Informal/Short	1
4.6) Observations of Probationary Teachers   Enter Total	3

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

- 
- In Person
- 

#### 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
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 Wednesday, September 12, 2012

Updated Thursday, November 08, 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	57-60
Effective	47-56
Developing	17-46
Ineffective	0-16

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 Wednesday, September 12, 2012

Updated Monday, December 03, 2012

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### Page 1

#### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

#### 6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/175648-Df0w3Xx5v6/HFCSD TIP Form.doc](#)

#### 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:

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

*(1) Appeals concerning a teacher's performance review must be filed no later than twenty-one (21) days of the date when the teacher receives it.*

*(2) Appeals concerning the issuance of an improvement plan must be filed within twenty-one (21) days of the School District's alleged failure to comply with any of the requirements prescribed in applicable law and regulations for the issuance of improvement plans.*

(3) Appeals concerning implementation of the terms of an improvement plan must be filed within twenty-one (21) days from the date of the School District's alleged failure to implement any of the terms of the plan.

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

#### *Filing of an Appeal*

(1) An appeal must be submitted to the Superintendent or his/her designee, in writing, on a form as mutually developed by the parties containing a detailed description of the precise point(s) of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan. In addition, the teacher must submit any and all additional documents or written materials specific to the point(s) of disagreement that support the teacher's appeal and are relevant to the resolution of the appeal including the particular performance review and/or improvement plan, as appropriate. Any such additional information not submitted at the time the appeal is filed will not be considered in the Superintendent's Appeal Panel deliberations related to the resolution of the appeal. Tenured teachers may have oral argument of the appeal to the Superintendent's Appeal Panel, but will be limited to a maximum of 30 minutes. This oral argument will be scheduled within 5 school days of the Panel's receiving the written appeal.

(2) The Superintendent's Panel shall consist of two teachers chosen by the Association and two administrators chosen by the Superintendent. Neither of the two administrators on the Superintendent's Panel can be the evaluator of the teacher.

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

#### *Resolution of an Appeal*

(1) Upon a majority decision, the Superintendent's Appeal Panel shall issue a written decision on the merits of the teacher's appeal no later than fifteen (15) days from the date the teacher filed his/her appeal or fifteen (15) days from the date of the oral argument, if any.

(2) In the event there is not a majority decision, the Superintendent or his or her designee shall issue a written decision on the merits of the teacher's appeal no later than fifteen (15) days from the date when the Superintendent's Panel was unable to reach a unanimous decision (fifteen (15) days from the filing of the appeal or date of oral argument).

(3) A decision sustaining an appeal regarding the substance of a teacher's particular performance review and/or the issuance of an improvement plan for the teacher shall require that the School District revise the performance review and/or improvement plan as appropriate, in accordance with the decision. A revised version of the performance review and/or improvement plan shall be placed in the teacher's personnel file, and the original successfully appealed performance review and/or improvement plan shall be redacted accordingly.

(a) The decision of the Superintendent or the Superintendent's designee shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the appeal.

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

(5) The decision of the Superintendent or the Superintendent's designee shall be final and binding. An appeal shall be deemed completed upon the issuance of that decision. The decision of the Superintendent or the Superintendent's designee shall not be subject to any further appeal or review.

## 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.

*The District will work to ensure that lead evaluators will be properly trained for certification and will maintain inter-rater reliability over time and that they are re-certified on a regular basis and receive updated training on any changes in the law, regulations or applicable collective bargaining agreements. All trainings will be conducted by the Washington-Saratoga-Warren-Hamilton-Essex BOCES Network Team, New York State Council of School Superintendents or another entity that has expertise on the State's APPR law and regulation. The training will be on a schedule, as recommended the same. The trainings will include a process to maintain inter-rater reliability over time in accordance with NYSED guidance and protocols recommended in training for lead evaluators. The District anticipates that these protocols will include measures such as: data analysis; periodic comparisons of assessments; and/or annual calibration sessions across evaluators. Trainings will be ongoing, and will be consistent with or surpass the requirements of the Network Teams trained by the State Education Department. All lead evaluators will be recertified yearly and all new lead evaluators will receive the full training as required by law. The full lead evaluator training is equal to six and one-half days.*

## 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	Checked
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school year for which 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 Thursday, September 13, 2012

Updated Tuesday, November 20, 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):

4-5
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	District, regional, or BOCES-developed	WSWHE BOCES Developed Grade K ELA Assessment and WSWHE BOCES Developed Grade K Math Assessment
1-3	State assessment	Grade 3 ELA and Math State Assessments
1-3	District, regional, or BOCES-developed	WSWHE BOCES Developed Grades 1 - 3 ELA Assessments, WSWHE BOCES Developed Grades 1 - 3 Math Assessments

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 process for assigning HEDI categories: For each SLO a baseline will be established using a pretest in the fall using the WSWHE BOCES Developed Assessments. Other data will also be considered in order to develop the SLO target such as running records, informal reading inventories and student work. Once the baseline is established, a growth target will be developed and 80% of all students are expected to meet the target. This target will be based on an expected benchmark of proficiency for growth for the grade level. The WSWHE BOCES Developed assessments will be given in May to measure growth and determine if 80% of the grade level students have met the target. If 80% of all the students meet the target, the principal will receive a score of 14. the scoring ranges will then be divided in increments so that a principal who has 100% of students reaching the target will receive a score of 20. And a principal who has 0-5% reaching the target will score 0 points. See the uploaded file for how the scores are distributed. For the State assessment, which provides scores with a range of 1-4, the expectation is that 80% of students will meet a target based on scale scores rather than the 1-4 rating. We will

use the scale score because the State is holding districts accountable for students being on a trajectory of growth toward being proficient by 8th grade. We would be looking for student growth from the WSWHE BOCES Developed assessment as a pretest and to the State assessment as the summative test.

Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	93%-100%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	51%92%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	17%-50%
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	0%-16%

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/5365/176480-lha0DogRNw/Principal HEDI Score Distribution.doc*

### 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.

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

### 7.5) Principals with More Than One Growth Measure

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

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

### 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

7.6) Assurances -- Comparable Growth Measures   Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that district will develop SLOs according to the rules established by NYSED for principal SLOs: <a href="http://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 Thursday, September 13, 2012

Updated Monday, December 03, 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
4-5	(a) achievement on State assessments	Grade 4 and 5 ELA and Math State Assessments
6-8	(a) achievement on State assessments	Grades 6, 7, and 8 ELA and Math State Assessments
9-12	(g) % achieving specific level on Regents or alternatives	Grade 9-11 Math, Science, and Social Studies Regents Exams

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

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

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>The HEDI rating for the locally selected measures for grades 4-8 will come from the State ELA and Math assessments. We will measure based on the percentage of students reaching a proficiency benchmark. This will use an average for all classes within the principal's grade configuration. For example, the principal of the Intermediate School with grades 4 and 5 will take a class average for his proficiency benchmark. For grades 6-8, the same process will be used as a school-wide average for the State assessments in ELA and Math. For grades 9-12, the same Regents exams are being used as with the growth subcomponent but the target will be set using a proficiency benchmark as an average across all classrooms that administer the Regents exam. The process for assigning HEDI categories is for all targets to be set at 80% achievement. This would result in a score of 11. For example, if 80% of all scores meets the target, the</p>
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principal would receive 11 points. If 0-6% of all scores meets the target the principal would receive 0 points. All increments are then distributed within the 0-15 scores. This will be used for all principals who have VAM for growth regardless of course or grade, so that it is fair across all grades and courses. See the upload for a table that shows how the scores are divided. Since the State scores the assessments on a scale of 1-4, we will use a scale score in the target.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	95%-100%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	58%-94%
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	22%-57%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-21%

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/5366/176485-qBFVOWF7fC/Principal 15 Point HEDI Score Distribution.doc](#)

## 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	(d) measures used by district for teacher evaluation	WSWHE BOCES Developed Grade K ELA and Math Assessments
1-3	(d) measures used by district for teacher evaluation	WSWHE BOCES Developed Grades 1 - 3 ELA and Math 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.

The process for assigning HEDI categories is for all targets to be set at 80% achievement. This means that an average of 80% of all students within the principal's majority of students in the building will need to meet a targeted benchmark for proficiency, defined as attaining a score of 65% on the WSWHE BOCES ELA and Math Assessments. If 80% of the students as an average meet this benchmark, it would result in a principal score of 14. All increments are distributed within the 0-20 point range. See the uploaded file for the scoring ranges. Grades K-2 achievement targets are based on the same measure as the growth subcomponent, but are using the results in a different way. Grade 3 is using a different achievement measure than the State assessment used for growth.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	93%-100%
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51%-92%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17%-50%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0%-16%

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/5366/176485-T8MIGWUVm1/Principal HEDI Score Distribution.doc*

### 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.

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

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

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

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

## 8.5) Assurances

Please check all of the boxes below:

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

# 9. Other Measures of Effectiveness (Principals)

Created Wednesday, September 19, 2012

Updated Thursday, November 08, 2012

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## Page 1

### 9.1) Principal Practice Rubric

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

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

*Multidimensional Principal Performance Rubric*

*(No response)*

### 9.2) Points Within Other Measures

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

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

Principal Evaluation Tripod School Perception Survey for Teachers	(No response)
K12 Insight Student Survey (Grades 3-5) for Principal Evaluation in New York	(No response)
K12 Insight Student Survey (Grades 6-12) for Principal Evaluation in New York	(No response)
K12 Insight Parent Survey for Principal Evaluation in New York	(No response)
K12 Insight Teacher/Staff Survey for Principal Evaluation in New York	(No response)
District variance	(No response)

### 9.6) Assurances

Please check all of the boxes below:

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

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

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

*The scoring of the Multidimensional Principal Performance Rubric allows principals to earn from 0 to 60 points. Any ratings of "ineffective" on the rubric receive no points. Ratings of "developing" receive 2.25 points. Ratings of "effective" receive 3.5 points and ratings of "highly effective" receive 4 points. The points within each domain will be divided equally for each component. The uploaded document provides further clarification of the process for scoring the rubric and assigning the HEDI ratings.*

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/5143/179245-pMADJ4gk6R/HF Multidimensional Principal Practice Rubric Scoring Guide.doc](#)

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.	57-60: Points for highly effective are determined by the overall scores indicated on the Multidimensional Principal Performance Rubric - Rounding rules apply
Effective: Overall performance and results meet standards.	47-56: Points for effective are determined by the overall scores indicated on the Multidimensional Principal Performance Rubric - Rounding rules apply
Developing: Overall performance and results need improvement in order to meet standards.	17-46: Points for developing are determined by the overall scores indicated on the Multidimensional Principal Performance Rubric - Rounding rules apply
Ineffective: Overall performance and results do not meet standards.	0-16: Points for ineffective are determined by the overall scores indicated on the Multidimensional Principal Performance Rubric - Rounding rules apply

Please provide the locally-negotiated 60 point scoring bands.

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

## 9.8) School Visits

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

### **Probationary Principals**

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

### **Tenured Principals**

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

# 10. Composite Scoring (Principals)

Created Wednesday, September 19, 2012

Updated Thursday, November 08, 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	57-60
Effective	47-56
Developing	17-46
Ineffective	0-16

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 Wednesday, September 19, 2012

Updated Thursday, November 08, 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/5276/179231-Df0w3Xx5v6/HFCSD PIP Form.doc>

### 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:

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

- (1) Appeals concerning a principal's performance review must be filed no later than fourteen (14) days of the date when the principal receives it.*
- (2) Appeals concerning the issuance of an improvement plan must be filed within twenty-one (21) days of the School District's alleged failure to comply with any of the requirements prescribed in applicable law and regulations for the issuance of improvement plans.*
- (3) Appeals concerning implementation of the terms of an improvement plan must be filed within twenty-one (21) days from the date of the School District's alleged failure to implement any of the terms of the plan.*

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

#### *Filing of an Appeal*

(1) An appeal must be submitted to the Superintendent or his/her designee, in writing, on a form as prescribed by the Superintendent containing a detailed description of the precise point(s) of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan. In addition, the principal must submit any and all additional documents or written materials specific to the point(s) of disagreement that support the principal's appeal and are relevant to the resolution of the appeal including the particular performance review and/or improvement plan, as appropriate. Any such additional information not submitted at the time the appeal is filed will not be considered in the Superintendent's deliberations related to the resolution of the appeal. There may be oral argument of the appeal to the Superintendent or his/her designee, which will have a maximum time limit of thirty (30) minutes.

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

#### *Resolution of an Appeal*

(1) The Superintendent or his or her designee shall issue a written decision on the merits of the principal's appeal no later than twenty-one (21) days from the date when the principal filed his or her appeal.

(2) The decision of the Superintendent or the Superintendent's designee shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the appeal.

(3) The decision of the Superintendent or the Superintendent's designee shall be final and binding. An appeal shall be deemed completed upon the issuance of that decision. The decision of the Superintendent or the Superintendent's designee shall not be subject to any further appeal or review.

(4) A decision sustaining an appeal regarding the substance of a principal's particular performance review and/or the issuance of an improvement plan for the principal shall require that the School District revise the performance review and/or improvement plan as appropriate, in accordance with the decision. A revised version of the performance review and/or improvement plan shall be placed in the principal's personnel file, and the original successfully appealed performance review and/or improvement plan shall be redacted accordingly.

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

## 11.4) Training 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.

*The District will work to ensure that lead evaluators will be properly trained for certification and will maintain inter-rater reliability over time and that they are re-certified on a regular basis and receive updated training on any changes in the law, regulations or applicable collective bargaining agreements. All training will be conducted by the Washington-Saratoga-Warren-Hamilton-Essex BOCES Network Team, New York State Council of School Superintendents or another entity that has expertise on the State's APPR law and regulation. The training will be on a schedule, as recommended by the same. The trainings will include a process to maintain inter-rater reliability over time in accordance with NYSED guidance and protocols recommended in training for lead evaluators. The District anticipates that these protocols will include measures such as: data analysis; periodic comparisons of assessments; and/or annual calibration sessions across evaluators. The duration of any and all trainings will be consistent or surpass the requirements of the Network Teams trained by the State Education Department. All lead evaluators will be recertified yearly and all new lead evaluators will receive the full training as required by law. The full lead evaluator training is equal to six and one-half days.*

## 11.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

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• Checked

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## 11.6) Assurances -- Principals

Please check all of the boxes below:

11.6) Assurances -- Principals   Assure the entire APPR plan will be completed for each principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the building principal's performance is being measured.	Checked
11.6) Assurances -- Principals   Assure that the district will provide the principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of principal effectiveness subcomponent for a principal's annual professional performance review, in writing, no later than the last school day of the school year for which the principal is being measured.	Checked
11.6) Assurances -- Principals   Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later.	Checked

11.6) Assurances -- Principals   Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
11.6) Assurances -- Principals   Assure that principals will receive timely and constructive feedback as part of the evaluation process.	Checked
11.6) Assurances -- Principals   Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked

## 11.7) Assurances -- Data

Please check all of the boxes below:

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

## 12. Joint Certification of APPR Plan

Created Wednesday, September 19, 2012

Updated Tuesday, December 04, 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/5581/179226-3Uqgn5g9Iu/doc01718820121204143133.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.

Teacher Name

Total # of Students:

Course:

# of Students:

0	1	2	3	4	5	6	7	8	9	10	
0	6	11	17	23	29	34	40	46	51	57	
5	10	16	22	28	33	39	45	50	56	62	
11	12	13	14	15	16	17	18	19	20		Actual Score =
63	69	74	80	83	87	90	93	97	100		
68	73	79	82	86	89	92	96	99			Weighted Score =

Course:

# of Students:

0	1	2	3	4	5	6	7	8	9	10	
0	6	11	17	23	29	34	40	46	51	57	
5	10	16	22	28	33	39	45	50	56	62	
11	12	13	14	15	16	17	18	19	20		Actual Score =
63	69	74	80	83	87	90	93	97	100		
68	73	79	82	86	89	92	96	99			Weighted Score =

Teacher Name

Total # of Students:

Course:

# of Students:

0	1	2	3	4	5	6	7	8
0	7	15	22	29	36	44	51	58
6	14	21	28	35	43	50	57	64
9	10	11	12	13	14	15		
65	73	80	85	90	95	100		
72	79	84	89	94	99			

Actual Score =

Weighted Score =

Course:

# of Students:

0	1	2	3	4	5	6	7	8
0	7	15	22	29	36	44	51	58
6	14	21	28	35	43	50	57	64
9	10	11	12	13	14	15		
65	73	80	85	90	95	100		
72	79	84	89	94	99			

Actual Score =

Weighted Score =

Teacher Name

Total # of Students:

Course:

# of Students:

0	1	2	3	4	5	6	7	8	9	10	
0	6	11	17	23	29	34	40	46	51	57	
5	10	16	22	28	33	39	45	50	56	62	
11	12	13	14	15	16	17	18	19	20		Actual Score =
63	69	74	80	83	87	90	93	97	100		
68	73	79	82	86	89	92	96	99			Weighted Score =

Course:

# of Students:

0	1	2	3	4	5	6	7	8	9	10	
0	6	11	17	23	29	34	40	46	51	57	
5	10	16	22	28	33	39	45	50	56	62	
11	12	13	14	15	16	17	18	19	20		Actual Score =
63	69	74	80	83	87	90	93	97	100		
68	73	79	82	86	89	92	96	99			Weighted Score =

# Principal

## HEDI Score Distribution

Score	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
From	0	6	11	17	23	29	34	40	46	51	57
To	5	10	16	22	28	33	39	45	50	56	62

Score	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	
From	63	69	74	80	83	87	90	93	97	100	
To	68	73	79	82	86	89	92	96	99		

# Principal

## 15 Point HEDI Score Distribution

Score	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
From	0	7	15	22	29	36	44	51	58
To	6	14	21	28	35	43	50	57	64

Score	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
From	65	73	80	85	90	95	100
To	72	79	84	89	94	99	

# Principal

## HEDI Score Distribution

Score	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
From	0	6	11	17	23	29	34	40	46	51	57
To	5	10	16	22	28	33	39	45	50	56	62

Score	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	
From	63	69	74	80	83	87	90	93	97	100	
To	68	73	79	82	86	89	92	96	99		

Hudson Falls Central School District

Teacher Improvement Plan (TIP)

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

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

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

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

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

Optional: Teacher Comments:

---

---

---

---

Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Optional: Administrator Comments:

---

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---

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Administrator Signature: \_\_\_\_\_ Date: \_\_\_\_\_

QFA Representative Signature: \_\_\_\_\_ Date: \_\_\_\_\_

---

Final Determination of TIP completion:

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

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---

---

Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Administrator Signature: \_\_\_\_\_ Date: \_\_\_\_\_

QFA Representative Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Hudson Falls Central School District- Teacher Improvement Plan (TIP) - Progress Form

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

Progress Report: To be completed by the building principal/ director and reviewed with the teacher and QFA representative during regular TIP meetings to monitor and assess progress towards targets.

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

C: Assistant Superintendent for Curriculum and Instruction  
Personnel File

Hudson Falls Central School District

Teacher Improvement Plan (TIP) – Expedited

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

Teacher Name: \_\_\_\_\_ Position: \_\_\_\_\_  
 Issuing Administrator: \_\_\_\_\_ Date Issued: \_\_\_\_\_

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

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

Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Administrator Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Optional: QFA Representative Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Written Comments may be attached by the teacher.

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At the end of the school year or upon completion of the TIP:

Final Determination of TIP completion:

Date of completion: \_\_\_\_\_ Optional Comments: \_\_\_\_\_  
 Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_ Administrator Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Optional: QFA Representative Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Hudson Falls Central School District- Teacher Improvement Plan (TIP) – Progress Form

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

Progress Report: To be completed by the building principal/ director and reviewed with the teacher at TIP meetings to monitor and assess progress towards targets.

Date of Progress Meeting	Area of Improvement	Status of Action Plan	Name of Meeting Attendees	Satisfactory Progress		Plan adjustment needed
				YES	NO	

Comments:

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C: Assistant Superintendent for Curriculum and Instruction  
Personnel File

Hudson Falls Central School District

Principal Improvement Plan (PIP)

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

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

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

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

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

Optional: Principal Comments:

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

Optional: Supervisor Comments:

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

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

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Final Determination of PIP completion:

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

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

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

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

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

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

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

Hudson Falls Central School District- Principal Improvement Plan (PIP) - Progress Form

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

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

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

C: Assistant Superintendent for Curriculum and Instruction  
Personnel File

Hudson Falls Central School District

Principal Improvement Plan (PIP) - Expedited

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

Principal Name: \_\_\_\_\_ Position: \_\_\_\_\_  
 Issuing Supervisor: \_\_\_\_\_ Date Issued: \_\_\_\_\_

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

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

Principal Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Optional: Association Representative Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Written Comments may be attached by the Principal.

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At the end of the school year or upon completion of the PIP:

Final Determination of PIP completion:

Date of completion: \_\_\_\_\_ Optional Comments: \_\_\_\_\_  
 Principal Signature: \_\_\_\_\_ Date: \_\_\_\_\_ Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Optional: Association Representative Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Hudson Falls Central School District- Principal Improvement Plan (PIP) – Progress Form

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

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

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

Comments:

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C: Assistant Superintendent for Curriculum and Instruction  
Personnel File

## Multidimensional Principal Practice Rubric Scoring Guide

The Multidimensional Principal Practice Rubric (MPPR) will be used, which rubric contains domains, components, and elements as follows:

Domain 1 Shared Vision		Domain 2 Culture & Inst. Program		Domain 3 Safe, effective Learning Environ.		Domain 4 Community		Domain 5 Integrity, Fairness, Ethics		Domain 6 Political, Social, Economic	
Culture	3	Culture	2.4	Capacity	3	Planning	4	Sustain.	6	Sustain.	3
Sustain.	3	Program	2.4	Culture	3	Culture	4	Culture	6	Culture	3
		Capacity	2.4	Sustain.	3	Sustain.	4				
		Sustain.	2.4	Program	3						
		Planning	2.4								
Totals	6		12		12		12		12		6

Two observations will be done annually for all principals with the understanding that observations must account for a minimum of 31 of 60 points as per SED.

There are six domains in the Multidimensional Principal Practice Rubric. All 60 points be based from the Multidimensional Practice Rubric.

- Domain 1 will count for 6 of the 60 points.
- Domain 2 will count for 12 of the 60 points.
- Domain 3 will count for 12 of the 60 points.
- Domain 4 will count for 12 of the 60 points.
- Domain 5 will count for 12 of the 60 points.
- Domain 6 will count for 6 of the 60 points.

**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: 12.4.12

*Maree Dooey*

Teachers Union President Signature: Date: 12.3.12

*Del Fumato*

Administrative Union President Signature: Date:

*no administrative unit*

Board of Education President Signature: Date: 12.3.12

*Robert A. Dingman*