



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

Acting Commissioner of Education
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June 19, 2015

Revised

John Goetz, Interim Superintendent
Katonah-Lewisboro Union Free School District
P.O. Box 387
Katonah, NY 10536

Dear Superintendent Goetz:

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

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

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

Thank you again for your hard work.

Sincerely,

Elizabeth R. Berlin
Acting Commissioner

Attachment

c: James T. Langlois

NOTE:

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

Annual Professional Performance Reviews

Created Friday, August 29, 2014

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 660101030000

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

660101030000

1.2) School District Name: KATONAH-LEWISBORO UFSD

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

KATONAH-LEWISBORO UFSD

1.3) Assurances

Please check all of the boxes below:

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

1.4) Submission Status

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

Submission of material changes to an approved APPR plan

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

Created: 08/29/2014

Last updated: 06/18/2015

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

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3-5 ELA
1	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3-5 ELA
2	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3-5 ELA

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For K-2, HEDI points are awarded based on school-wide percentage of students who meet or exceed a building-wide target on the NYS Grade 3-5 tests listed above. For grade 3, HEDI points are awarded based on the percentage of students on a teacher's roster who meet or exceed their individual growth targets on the NYS Grade 3 tests listed above.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2: 55-59% 1: 50-54% 0: 0-49%

2.3) Grades K-3 Math

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

	Math	Assessment
K	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3-5 Math
1	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3-5 Math
2	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3-5 Math

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For K-2, HEDI points are awarded based on school-wide percentage of students who meet or exceed a building-wide target on the NYS Grade 3-5 tests listed above. For grade 3, HEDI points are awarded based on the percentage of students on a teacher's roster who meet or exceed their individual growth targets on the NYS Grade 3 tests listed above.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2: 55-59% 1: 50-54% 0: 0-49%

2.4) Grades 6-8 Science

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

	Science	Assessment
6	School- or BOCES-wide, group or team results based on State assessments	NYS 8th Grade State Science Assessment
7	School- or BOCES-wide, group or team results based on State assessments	NYS 8th Grade State Science Assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For 6-7, HEDI points are awarded based on school-wide percentage of students who meet or exceed a building-wide target on the NYS Grade 8 science test listed above. For grade 8, HEDI points are awarded based on the percentage of students on a teacher's roster who meet or exceed their individual growth targets on the NYS Grade Science tests listed above.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2: 55-59% 1: 50-54% 0: 0-49%

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	School- or BOCES-wide, group or team results based on State assessments	NYS ELA 6
7	School- or BOCES-wide, group or team results based on State assessments	NYS ELA 7
8	School- or BOCES-wide, group or team results based on State assessments	NYS ELA 8

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For 6-8, HEDI points are awarded based on grade-wide percentage of students who meet or exceed a grade-wide target on the NYS Grade 6-8 tests listed above.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%
Effective (9 - 17 points) Results meet District goals for similar students.	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%

Developing (3 - 8 points) Results are below District goals for similar students.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2: 55-59% 1: 50-54% 0:0-49%

2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	School-/BOCES-wide group/team results based on State assessments	NYS Global Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For Global I, HEDI points are awarded based on building-wide percentage of students who meet or exceed a building-wide target on the Regents listed above. For Global II and US History, HEDI points are awarded based on the percentage of students on a teacher's roster who meet or exceed their individual growth targets on the Regents listed above.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%
Effective (9 - 17 points) Results meet District goals for similar students.	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%
Developing (3 - 8 points) Results are below District goals for similar students.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61

Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2: 55-59% 1: 50-54% 0:0-49%
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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	Not applicable	Not applicable
Earth Science	Regents Assessment	Regents assessment
Chemistry	Not applicable	Not applicable
Physics	Not applicable	Not applicable

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For Earth Science, HEDI points are awarded based on the percentage of students on a teacher's roster who meet or exceed their individual growth targets on the Regents listed above.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%
Effective (9 - 17 points) Results meet District goals for similar students.	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%
Developing (3 - 8 points) Results are below District goals for similar students.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2: 55-59% 1: 50-54% 0:0-49%

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	Not applicable	Not applicable
Algebra 2	Not applicable	Not applicable

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For Algebra I, HEDI points are awarded based on the percentage of students on a teacher's roster who meet or exceed their individual growth targets on the Regents listed above. Only the Common Core Algebra I Regents will be administered.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%
Effective (9 - 17 points) Results meet District goals for similar students.	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%
Developing (3 - 8 points) Results are below District goals for similar students.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2: 55-59% 1: 50-54% 0: 0-49%

2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	School-/BOCES-wide group/team results based on State assessments	English Regents
Grade 10 ELA	School-/BOCES-wide group/team results based on State assessments	English Regents

Grade 11 ELA	Regents assessment	English Regents
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For High School English Language Arts: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for measuring student growth on the assessments listed for this Task.

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

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 District, using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. In English 9 and 10, HEDI points are awarded based on building-wide percentage of students who meet or exceed a building-wide target on the Regents listed above. For English 11, HEDI points are awarded based on the percentage of students on a teacher's roster who meet or exceed their individual growth targets on the Regents listed above. The Common Core English Regents will be taken by students in Common Core English classes. The Comprehensive English Regents may be taken by students in courses following the 2005 standards or as permitted by the state.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20: 95-100% of students meet or exceed target 19: 90-94% 18: 85-89%
Effective (9 - 17 points) Results meet District goals for similar students.	17: 83-84% 16: 82% 15: 81% 14: 80% 13: 79% 12: 78% 11: 77% 10: 76% 9: 75%
Developing (3 - 8 points) Results are below District goals for similar students.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2: 55-59% 1: 50-54% 0: 0-49%

2.10) All Other Courses

Fill in, as applicable, for all other teachers in additional grades/subjects that have Student Learning Objectives. If you need additional space, duplicate this form and upload (below) as an attachment to your APPR plan. You may combine into one line any groups of teachers for whom the answers in the boxes are the same including, for example, "all other teachers not named above". Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: <http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing>).

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

	Course(s) or Subject(s)	Option	Assessment
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Developing (3 - 8 points) Results are below District goals for similar students.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2: 55-59% 1: 50-54% 0:0-49%

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

(No response)

2.11) HEDI Tables or Graphics

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

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12186/1550984-TXEttx9bQW/Language%20for%20211%20as%20of%20June%2018%202015.docx

2.12) Locally Developed Controls

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

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

(No response)

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.	Checked
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Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
Assure that district will develop SLOs according to the rules established by SED (see: http://www.engageny.org/resource/student-learning-objectives-guidance-document).	Checked
Assure that past academic performance and/or baseline academic data of students will be taken into account when developing an SLO.	Checked
Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators in ways that improve student learning and instruction.	Checked
Assure that it is possible for an educator to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Checked
Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked

3. Local Measures (Teachers)

Created Friday, August 29, 2014

Updated Tuesday, December 30, 2014

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

Locally selected measures for common branch teachers: This form calls for locally selected measures in both ELA and math in grades typically served by common branch teachers. Districts may select local measures for common branch teachers that involve subjects other than ELA and math. Whatever local measure is selected for common branch teachers, please enter it under ELA and/or math and describe the assessment used, including the subject. Use N/A for other lines in that grade level that are served by common branch teachers. Describe the HEDI criteria for the measure in the same section where you identified the locally selected measure and assessment. Additionally, please provide a brief explanation in the HEDI general description box of why you have listed the grade/course as "Not Applicable" (e.g., district/BOCES does not offer this grade/subject; common branch teacher).

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in

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

- 2) Teacher specific growth score computed by the Department based on the percent of the teacher’s students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally

- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in subclause 1) or 2) of this clause

- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment

- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms.

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	AIMSWeb K-5
5	6(ii) School wide measure computed locally	AIMSWeb K-5
6	6(ii) School wide measure computed locally	NYS ELA 6-8
7	6(ii) School wide measure computed locally	NYS ELA 6-8
8	6(ii) School wide measure computed locally	NYS ELA 6-8

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.</p>	<p>The District, in collaboration with or using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For 6-8, HEDI points are awarded based on school-wide percentage of students who meet or exceed a building-wide achievement target on the NYS Grade 6-8 tests listed above. For measures using AIMSWeb, HEDI points are awarded based upon the percentage of students school-wide who meet or exceed the benchmark achievement target established by AIMSWeb. Additionally, points are awarded for students who do not meet the benchmark but whose rate of improvement exceeds the rate of improvement</p>
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line established by AIMSWeb. In all cases, the points are allocated proportionately based upon enrollment. Standard rounding rules apply. In the absence of an approved value-added measure, the 20 point scale attached in 3.3 will be utilized.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	15: 92-100% of students meet or exceed target 14: 85-91%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	13: 82-84% 12: 80-81% 11: 79% 10: 77-78% 9: 75-76% 8: 73-74
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	AIMSWeb K-5
5	6(ii) School wide measure computed locally	AIMSWeb K-5
6	6(ii) School wide measure computed locally	NYS Math 6-8
7	6(ii) School wide measure computed locally	NYS Math 6-8
8	6(ii) School wide measure computed locally	NYS Math 6-8

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.	The District, in collaboration with or using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For 6-8, HEDI points are awarded based on school-wide achievement percentage of students who meet or exceed a building-wide target on the NYS Grade 6-8 tests listed above. For measures using AIMSWeb, HEDI points are awarded based upon the percentage of students school-wide who meet or exceed the benchmark achievement target established by AIMSWeb. Additionally, points are awarded for students who do not meet the benchmark but whose rate of improvement exceeds the rate
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of improvement line established by AIMSWeb. In all cases, the points are allocated proportionately based upon enrollment. Standard rounding rules apply. In the absence of an approved value-added measure, the 20 point scale attached in 3.3 will be utilized.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	15: 92-100% of students meet or exceed target 14: 85-91%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	13: 82-84% 12: 80-81% 11: 79% 10: 77-78% 9: 75-76% 8: 73-74
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.3) HEDI Tables or Graphics

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

assets/survey-uploads/12149/1551041-rhJdBgDruP/15 and 20 point teacher scales.docx

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

1) The change in percentage of a teacher’s students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students’ level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students’ performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher’s students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students’ performance levels on the 3rd grade ELA or math State assessments)

2) Teacher specific growth score computed by the Department based on the percent of the teacher’s students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally

- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in 1) or 2), above
- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms
- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms
- 7) Student Learning Objectives (only allowable for teachers in grades/subjects without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	AIMSWeb K-5
1	6(ii) School-wide measure computed locally	AIMSWeb K-5
2	6(ii) School-wide measure computed locally	AIMSWeb K-5
3	6(ii) School-wide measure computed locally	AIMSWeb K-5

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.	HEDI points are awarded based upon the school-wide percentage of students who meet or exceed the benchmark achievement target established by AIMSWeb. Additionally, points are awarded for students who do not meet the benchmark but whose rate of improvement exceeds the rate of improvement line established by AIMSWeb. In all cases, the points are allocated proportionately based upon enrollment. Standard rounding rules apply.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89

Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17: 83-84 16: 82 15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	AIMSWeb K-5
1	6(ii) School-wide measure computed locally	AIMSWeb K-5
2	6(ii) School-wide measure computed locally	AIMSWeb K-5
3	6(ii) School-wide measure computed locally	AIMSWeb K-5

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.	HEDI points are awarded based upon the school-wide percentage of students who meet or exceed the achievement benchmark target established by AIMSWeb. Additionally, points are awarded for students who do not meet the benchmark but whose rate of improvement exceeds the rate of improvement line established by AIMSWeb. In all cases, the points are allocated proportionately based upon enrollment. Standard rounding rules apply.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for	17: 83-84 16: 82

grade/subject.	15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	NYS Math 6
7	6(ii) School wide measure computed locally	NYS Math 7
8	6(ii) School wide measure computed locally	NYS Math 8

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 District, in collaboration with or using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. For 6-8, HEDI points are awarded based on grade-wide percentage of students who meet or exceed a grade-wide achievement target on the NYS Grade 6-8 tests listed above.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17: 83-84 16: 82 15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66

4: 62-63

3: 60-61

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

2: 55-59

1: 50-54

0: 0-49

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	NYS ELA 6-8
7	6(ii) School wide measure computed locally	NYS ELA 7
8	6(ii) School wide measure computed locally	NYS ELA 8

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 District, in collaboration with or using input from committee of teachers, sets targets using baseline data as well as available state, county, and local comparisons. HEDI points are awarded based on grade-wide percentage of students who meet or exceed a grade-wide achievement target on the NYS Grade 6-8 tests listed above. Building wide results are used in grade 6 and grade level results in grades 7 and 8.

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

20: 95-100% of students meet or exceed target

19: 90-94

18: 85-89

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

17: 83-84

16: 82

15: 81

14: 80

13: 79

12: 78

11: 77

10: 76

9: 75

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

8: 73-74

7: 70-72

6: 67-69

5: 64-66

4: 62-63

3: 60-61

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

2: 55-59

1: 50-54

0: 0-49

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	NYS US History Regents
Global 2	6(ii) School wide measure computed locally	NYS US History Regents
American History	6(ii) School wide measure computed locally	NYS Global Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The District, in collaboration with or using input from committee of teachers, sets targets using student academic history as baseline data as well as available state, county, and local comparisons. HEDI points are awarded based upon the school-wide percentage of students who meet or exceed building wide achievement target. Standard rounding rules apply.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17: 83-84 16: 82 15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	Not applicable	n/a
Earth Science	6(ii) School wide measure computed locally	NYS Common Core Algebra Regents
Chemistry	Not applicable	n/a
Physics	Not applicable	n/a

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 District, in collaboration with or using input from committee of teachers, sets targets using student academic history as baseline data as well as available state, county, and local comparisons. HEDI points are awarded based upon the school-wide percentage of students who meet or exceed building wide achievement target. Standard rounding rules apply.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17: 83-84 16: 82 15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	NYS Earth Science Regents

Geometry	Not applicable	n/a
Algebra 2	Not applicable	n/a

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The District, in collaboration with or using input from committee of teachers, sets targets using student academic history as baseline data as well as available state, county, and local comparisons. HEDI points are awarded based upon the school-wide percentage of students who meet or exceed building wide achievement target. Standard rounding rules apply.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17: 83-84 16: 82 15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	NYS American History Regents
Grade 10 ELA	6(ii) School wide measure computed locally	NYS American History Regents

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The District, in collaboration with or using input from committee of teachers, sets targets using student academic history as baseline data as well as available state, county, and local comparisons. HEDI points are awarded based upon the school-wide percentage of students who meet or exceed building wide achievement target. Standard rounding rules apply.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17: 83-84 16: 82 15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

3.12) All Other Courses

Fill in for additional grades/subjects, as applicable. If you need additional space, complete additional copies of this form and upload (below) as attachments. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see:

<http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing>).

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
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All other elementary	6(ii) School wide measure computed locally	NYS 3-5 Math
All other middle school	6(ii) School wide measure computed locally	NYS 6-8 Math
All other high school	6(ii) School wide measure computed locally	NYS US History

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 District, in collaboration with or using input from committee of teachers, sets targets using student academic history as baseline data as well as available state, county, and local comparisons. HEDI points are awarded based upon the school-wide percentage of students who meet or exceed building wide achievement target. Standard rounding rules apply.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94 18: 85-89
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17: 83-84 16: 82 15: 81 14: 80 13: 79 12: 78 11: 77 10: 76 9: 75
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8: 73-74 7: 70-72 6: 67-69 5: 64-66 4: 62-63 3: 60-61
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2: 55-59 1: 50-54 0: 0-49

If you need additional space, upload a copy of "Form 3.12: All Other Courses" as an attachment for review. Click here for a downloadable copy of Form 3.12. (MS Word)

(No response)

3.13) HEDI Tables or Graphics

For questions 3.4 through 3.12 above, if you are using tables or other graphics to explain your general process for assigning HEDI categories, please combine all such tables or graphics into a single file, labeling each so it is clear which grades/subjects it applies to, and upload that file here.

assets/survey-uploads/12149/1551041-y92vNseFa4/15 and 20 point teacher scales.docx

3.14) Locally Developed Controls

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

(No response)

3.15) Teachers with More Than One Locally Selected Measure

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

HEDI scores from each measure will be weighted proportionately by student population and averaged to determine score. Standard rounding rules will apply when determining a teacher's HEDI 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
3.16) Assurances	Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for the grade.	Checked
3.16) Assurances	Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked

4. Other Measures of Effectiveness (Teachers)

Created: 08/29/2014

Last updated: 06/01/2015

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

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4.1) Teacher Practice Rubric

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

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

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

Rubric	Danielson's Framework for Teaching (2011 Revised Edition)
Second Rubric, if applicable	(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	32
One or more observation(s) by trained independent evaluators	(No response)
Observations by trained in-school peer teachers	(No response)
Feedback from students using State-approved survey tool	(No response)
Feedback from parents/caregivers using State-approved survey tool	(No response)

Structured reviews of lesson plans, student portfolios and other teacher artifacts	28
--	----

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

(No response)

4.3) Survey Tools (if applicable)

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

Assure that district/BOCES will use survey tool(s) from the State-approved list or approved through the NYSED survey variance process	(No response)
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If the district plans to use one or more of the following surveys of P-12 students from the menu of State-approved surveys, please check all that apply. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu. Note: As the State-approved survey lists are updated, this form will be updated with additional approved survey tools.

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

The District APPR committee assigned 42 of the 60 points to the instructional domains (I-III) and the remaining 18 points to Domain IV. The points are earned as follows: 32 from direct observation and 28 from a review of teacher artifacts correlated to the rubric. Trained administrators observe teachers and provide feedback using an approved rubric during the year. The multiple observations are

considered holistically when scoring each component on the summative evaluation document at the end of the year. The final score for each component will be totaled to a 0-60 HEDI point. Standard rounding rules will apply but in no case will a teacher move between HEDI bands.

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

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12179/1551116-eka9yMJ855/APPR%204.5%20SCORING%20METHODOLOGY_2.docx

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	See upload
Effective: Overall performance and results meet NYS Teaching Standards.	See upload
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	See upload
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	See upload

Provide the ranges for the 60-point scoring bands.

Highly Effective	55-60
Effective	45-54
Developing	30-44
Ineffective	0-29

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

Formal/Long	3
Informal/Short	0
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?

Responses Selected:

In Person

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

Responses Selected:

Not Applicable

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

Formal/Long	2
Informal/Short	0
Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

Responses Selected:

In Person

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

Responses Selected:

Not Applicable

5. Composite Scoring (Teachers)

Created Friday, August 29, 2014

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

Where there is no Value-Added measure

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

Overall
Composite Score

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

Effective
9-17
9-17
75-90

Developing
3-8
3-8
65-74

Ineffective
0-2
0-2
0-64

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

Highly Effective	55-60
Effective	45-54
Developing	30-44
Ineffective	0-29

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

Where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

Created: 08/29/2014

Last updated: 06/01/2015

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

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12193/1551132-Df0w3Xx5v6/TEACHER%20IMPROVEMENT%20PLAN%20as%20of%20100714.pdf>

6.3) Appeals Process

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

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

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

APPEAL PROCEDURE: All steps and resolutions will be timely, expeditious, and in accordance with 3012-C regulations.

Tenured teachers may appeal evaluation decisions in accordance with the following:

1. Within two (2) business days of the receipt of a tenured teacher's annual evaluation, the teacher may request in writing an additional meeting with his/her immediate supervisor (the person who completed the evaluation) to have a collegial conversation with their supervisor regarding his/her evaluation. The purpose of such meeting is to explore whether the supervisor wishes to consider any changes in the evaluation based upon new information provided by the teacher.

The immediate supervisor shall provide his/her decision regarding whether he/she has agreed to make any changes in the evaluation within two (2) business days of the meeting noted above.

2. Within two (2) business days of the receipt of the immediate supervisor's decision regarding changes to the evaluation, the teacher may request in writing, an appeal of the evaluation to the Assistant Superintendent of Instruction. In the event that the Assistant Superintendent for Instruction had previously been involved in the evaluation of the teacher, the appeal will be directed to the Assistant Superintendent for Human Resources.

3. The appeal to the Assistant Superintendent must articulate the specific basis for the appeal. Failure to articulate a particular basis for the appeal shall be deemed a waiver of that claim. The appeal may only raise those issues set forth in Section 3012-c of Education Law. As such, the appeal may only challenge the following:

- the substance of the annual professional performance review;
- the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of the Education Law;
- the school district's adherence to the regulations of the commissioner and compliance with any applicable locally negotiated procedures; and
- the school district's issuance and/or implementation of the terms of the teacher improvement plan.

4. Performance ratings of "ineffective" and "developing" are the only ratings subject to appeal. Teachers who receive a rating of "highly effective" or "effective" shall not be permitted to appeal their rating.

5. Upon receipt of the appeal, the Assistant Superintendent shall consult with two members of the bargaining unit annually designated by the Association President concerning the appeals. The teachers shall review all pertinent documents and shall provide the Assistant Superintendent with their professional view of the substance of the appeal at appropriate occasions but within the time frames for appeals set forth. The final determination of the appeals shall be vested in the Assistant Superintendent for Instruction. The teachers shall keep all information obtained through their participation in review of the appeal in strict confidence.

6. Within ten business days of the receipt of the appeal, the Assistant Superintendent for Instruction shall provide the teacher with a written determination of the appeal.

7. Within two (2) business days of the receipt of the appeal determination provided by the Assistant Superintendent as noted in #5 above, the teacher may request in writing, an appeal of the Assistant Superintendent's determination to the Superintendent of Schools.

The appeal to the Superintendent must articulate the specific basis for the appeal. Failure to articulate a particular basis for the appeal shall be deemed a waiver of that claim. The appeal may only raise those issues set forth in Section 3012-c of Education Law. As such, the appeal may only challenge the following:

- the substance of the annual professional performance review;
- the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of the

Education Law;

- the school district's adherence to the regulations of the commissioner and compliance with any applicable locally negotiated procedures; and
- the school district's issuance and/or implementation of the terms of the teacher improvement plan.

8. Performance ratings of "ineffective" and "developing" are the only ratings subject to appeal. Teachers who receive a rating of "highly effective" or "effective" shall not be permitted to appeal their rating.

9. Within ten (10) business days of receipt of the appeal, the Superintendent of Schools shall render a final and binding written determination of the appeal.

10. The determination of the appeal by the Superintendent of Schools shall not be grievable, arbitrable, nor reviewable in any other forum.

11. Non-tenured teachers shall not be permitted to appeal any aspect of their annual evaluation or the school district's implementation of a teacher improvement plan.

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

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

Each administrator will receive appropriate training regarding the observation and evaluation process. All administrators have access to The Framework for Teaching Proficiency System. "Developed in partnership with ETS and Charlotte Danielson, the Framework for Teaching Proficiency System enables districts and states to promote high-quality observations by implementing rigorous training for all observers." The tools used by the District included observer training and scoring practice.

The Board of Education will certify and recertify lead evaluators after each administrator documents that s/he has completed training in all of the required areas. Components of the training may be accomplished through participation in professional development at Administrative Council or other in-district meetings, attendance at courses and workshops offered by Putnam-Northern Westchester BOCES or other entities, or completion of online courses or webinars.

The District will make efforts to include regular professional development focusing on the observation process and/or tools throughout the school year. This professional development will be designed, at least in part, to address inter-rater reliability over time. Minimally, an annual calibration session will be held for all administrators who conduct classroom observations or who have responsibility for completing year end evaluations for professional staff members.

Training for evaluators will include a focus on:

- New York State Teaching standards
- Evidence-based observation
- Application and use of student achievement data
- Application and use of approved rubrics, specifically Framework for Teaching, Charlotte Danielson, (2011 Revised Edition)
- Scoring methodology
- Considerations when evaluating teachers serving special populations

Evaluators will receive updated training annually on any changes to the law, regulations, or applicable collective bargaining agreements.

Evaluators will receive a minimum of three (3) four hour sessions annually. Training will include all elements as required by Regents rule 30-2.9

6.5) Assurances -- Evaluators

Please check the boxes below:

Assure that all evaluators are properly trained and that lead evaluators, who complete an individual's performance review, will be "certified" to conduct evaluations in the following nine elements:	Checked
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- (1) the New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable
- (2) evidence-based observation techniques that are grounded in research
- (3) application and use of the student growth percentile model and the value-added growth model as defined in section 30-2.2 of this Subpart
- (4) application and use of the State-approved teacher or principal rubric(s) selected by the district or BOCES for use in evaluations, including training on the effective application of such rubrics to observe a teacher or principal's practice
- (5) application and use of any assessment tools that the school district or BOCES utilizes to evaluate its classroom teachers or building principals, including but not limited to, structured portfolio reviews; student, parent, teacher and/or community surveys; professional growth goals and school improvement goals, etc.
- (6) application and use of any State-approved locally selected measures of student achievement used by the school district or BOCES to evaluate its teachers or principals
- (7) use of the Statewide Instructional Reporting System
- (8) the scoring methodology utilized by the Department and/or the district or BOCES to evaluate a teacher or principal under this Subpart, including how scores are generated for each subcomponent and the composite effectiveness score and application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the teacher's or principal's overall rating and their subcomponent ratings
- (9) specific considerations in evaluating teachers and principals of English language learners and students with disabilities

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

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later.	Checked
Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
Assure that teachers will receive timely and constructive feedback as part of the evaluation process.	Checked
Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created: 08/29/2014

Last updated: 06/09/2015

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

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

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

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

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

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

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

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

Please check the boxes below:

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

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

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

	School or Program Type	SLO with Assessment Option	Name of the Assessment
	K-5	State assessment	NYS ELA and NYS Math 3-5
	6-8	State assessment	NYS ELA and NYS Math 6-8
	9-12	State assessment	All applicable Regents exams

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

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

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

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12156/1551200-lha0DogRNw/APPR%2073%20060115.docx

7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

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

8. Local Measures (Principals)

Created: 08/29/2014

Last updated: 06/01/2015

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

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

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

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

	Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
	K-5	(d) measures used by district for teacher evaluation	AIMSWeb
	6-8	(d) measures used by district for teacher evaluation	NYS Grade 8 Science Exam
	9-12	(e) 4, 5, and/or 6-year high school grad and/or dropout rates	4 year graduation rate of current cohorts

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	<p>In the absence of a value-added measure, a 20 point scale is attached.</p> <p>k-5: Student results will be analyzed in each school to determine percent of students either meeting or exceeding national achievement benchmark set by AIMSWeb or, for those students who are not yet meeting the achievement benchmark, those students whose rate of improvement exceeds the expected rate of improvement as determined by AIMSWeb</p> <p>6-8: District will set targets for students based upon prior achievement data; score based upon % of students meeting or exceeding achievement target on the NYS grade 8 science assessment</p> <p>9-12: 4 year graduation rate for current year seniors based upon district historical data of 4 year graduation rates</p>
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Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload

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

(No response)

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12190/1551211-qBFVOWF7fC/Final%20HEDI%20Bands%20for%20principals%202015.docx>

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

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

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

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

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

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

(h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades

(i) student learning objectives (only allowable for principals in programs/buildings without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a District, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms

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

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	N/A- all principals covered by 8.1
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A- all principals covered by 8.1
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A- all principals covered by 8.1
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A- all principals covered by 8.1
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	N/A- all principals covered by 8.1

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

(No response)

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

(No response)

8.3) Locally Developed Controls

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

(No response)

8.4) Principals with More Than One Locally Selected Measure

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

(No response)

8.5) Assurances

Please check all of the boxes below:

Assure that the application of locally developed controls will be rigorous, fair, and transparent	Check
Assure that use of locally developed controls will not have a disparate impact on underrepresented students, in accordance with any applicable civil rights laws.	Check
Assure that enrolled students are included in accordance with policies for student assignment to schools and may not be excluded.	Check
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Check
Assure that the process for assigning points for locally selected measures will use the narrative HEDI descriptions described in the regulations to effectively differentiate principals' performance in ways that improve student learning and instruction.	Check
Assure that it is possible for a principal to earn each point, including 0, for the locally selected measures subcomponent.	Check
Assure that locally-selected measures are rigorous and comparable across all principals in the same or similar programs or grade configurations across the district.	Check
If more than one type of locally-selected measure is used for different groups of principals in the same or similar grade configuration or program, certify that the measures are comparable based on the Standards of Educational and Psychological Testing.	Check
Assure that all locally-selected measures for a principal are different than any measures used for the State assessment or other comparable measures subcomponent.	Check
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Check
Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Check

9. Other Measures of Effectiveness (Principals)

Created: 08/29/2014

Last updated: 06/01/2015

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

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9.1) Principal Practice Rubric

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

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

Rubric	Multidimensional Principal Performance Rubric
Second rubric (if applicable)	(No response)

9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

9.3) Assurances -- Goals

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

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

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

Assure that district/BOCES will use survey tool(s) from the State-approved list or approved through the NYSED survey variance process	(No response)
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Note: When the State-approved survey list is updated, this list will be updated within the drop-down menu of approved survey tools.

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

K12 Insight Parent Survey for Principal Evaluation in New York	(No response)
K12 Insight Teacher/Staff Survey for Principal Evaluation in New York	(No response)
District variance	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Parent Survey)	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Student Surveys)	(No response)
NYC School Survey-2012 Parent Survey	(No response)
NYC School Survey-2012 Student Survey	(No response)
NYC School Survey-2012 Teacher Survey	(No response)

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

HEDI points are awarded based upon holistic scoring informed by multiple observations and review of principal artifacts. HEDI points are awarded based upon holistic scoring at each component. Each of the 6 domains of the rubric are weighted differently. Each domain consists of points awarded based upon school visits and supervisor evaluation, points awarded for the submission of artifacts and school documents, and points for principal reflection. These three categories are integral parts of a principals' broad leadership and management assessment. The breakdown of the points for each domain and each category of evaluation are attached. The final 0-60 HEDI score will be determined by totaling scores for each component. Standard rounding rules apply but in no case will rounding result in movement between HEDI categories.

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

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12205/1551240-pMADJ4gk6R/revise%20Multidimensional%20Principal%20Performance%20Rubric%20Points_1.docx

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

Highly Effective: Overall performance and results exceed standards.	see upload
Effective: Overall performance and results meet standards.	see upload
Developing: Overall performance and results need improvement in order to meet standards.	see upload
Ineffective: Overall performance and results do not meet standards.	see upload

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	58-60
Effective	50-57
Developing	7-49
Ineffective	0-6

9.8) School Visits

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

Probationary Principals

By supervisor	3
By trained administrator	0
By trained independent evaluator	0
Enter Total	3

Tenured Principals

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

10. Composite Scoring (Principals)

Created Friday, August 29, 2014

Updated Tuesday, October 07, 2014

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

Highly Effective	58-60
Effective	50-57
Developing	7-49
Ineffective	0-6

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

11. Additional Requirements - Principals

Created: 08/29/2014

Last updated: 06/01/2015

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

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12168/1551263-Df0w3Xx5v6/Principal%20Improvement%20Plan%20Form.docx>

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:

All steps in appeal process will be timely and expeditious, consistent with 3012-c

Appeals Process

A. Who Can File an Appeal

All tenured principals receiving a rating of “ineffective” shall have the right to appeal their APPR or improvement plan as described below. Probationers, principals with ratings other than “ineffective,” shall have no right to appeal an APPR rating or improvement plan.

B. When an Appeal Can Be Filed

All appeals must be submitted in writing no later than 15 calendar days from the date when the principal received his/her “ineffective” 100-point rating or PIP. Failure to file an appeal within this time frame shall be deemed a waiver of the right to appeal. This period shall be tolled for any days during said 15 day period that the principal is on vacation or out sick. The challenge should be submitted to the evaluator, with a simultaneous copy to the District Clerk. For the purposes of this Procedure, the date of submission will be considered to be the date of receipt.

Before filing a written appeal, a principal may first request an informal meeting with the evaluator to discuss the matters of concern, but this does not extend the 15-day time limit.

C. What an Appeal Should Contain

The notice of appeal must include a detailed written description of the specific area(s) of disagreement and the reason(s) why the rating or PIP is thought to be erroneous or unfair. The performance review, rating, or improvement plan being challenged must be submitted with the notice of appeal. Any information not submitted at the time the notice of appeal is filed need not be considered.

A principal may not file more than one appeal regarding the same rating or improvement plan. All grounds for appeal must be raised with specificity within one appeal. Any grounds not raised at the time of the first stage in the appeal process shall be deemed waived.

D. What May Be Appealed

- District adherence to agreed-upon standards and methodologies for reviews, evaluations, and ratings
- District adherence to the Commissioner’s regulations, as applicable to such reviews, evaluations and ratings
- Lack of compliance with, or arbitrary, capricious or disparate application of locally-negotiated procedures related to APPR or PIP’s

E. Appeal Process

JOINT REVIEW BOARD STEP: Appeals will be heard by a Joint Review Board consisting of two representatives appointed by the KLAAS and one representative appointed by the Superintendent. The Joint Review Board shall have 30 calendar days from the date the principal files the appeal to issue a written decision. The Joint Review Board shall have the power to discuss an appeal with the evaluator, the appealing principal, or with both at the same time, if it believes such a discussion will be helpful.

The Joint Review Board cannot act except when all of its members are present. The Joint Review Board’s decisions will be explained in a writing that sets forth the reasoning of each panel member. If the Joint Review Board’s decision is 3-0 in favor of the unit member, then the decision will be final, binding, and unreviewable. If the decision is 3-0 or 2-1 against the unit member, then the unit member may appeal the decision to the Superintendent. If the decision is 2-1 in favor of the unit member, and there is substantial evidence to support the minority vote, then the Superintendent may choose to review it within 7 school days (or, in the summer, 14 calendar days) of his/her receipt of the decision; if the Superintendent does not so choose, then the decision of the Joint Review Board will be final, binding, and unreviewable.

SUPERINTENDENT STEP: Within 7 calendar days of receipt of an appealable decision of the Joint Review Board (or, if earlier, the date 7 days after the appeal was submitted to the Joint Review Board), the unit member may submit a written appeal to the Superintendent, specifically stating the points of disagreement and all the reasons for the unit member’s position. All documentation from the prior step will be included. The Superintendent shall issue a written decision within 21 calendar days after receiving such written appeal. The Superintendent’s decision shall be final, binding, and unreviewable. If the Superintendent misses the 21-day deadline, then the unit member may remind the Superintendent in writing of the missed deadline. After receipt of such a reminder, the Superintendent shall have an additional 9 calendar days after the 21 day period to issue his/her decision. If that deadline is missed, then the appeal shall be deemed granted.

Principals shall be entitled to union representation at each stage of the appeal process.

F. Exclusivity of Procedure

This appeal procedure shall be the exclusive means for initiating, reviewing, and resolving any and all challenges and appeals related to a principal's performance review, improvement plan, evaluation, or rating. No contractual grievance procedure or administrative or judicial process may be used for this purpose. Notwithstanding the aforementioned language, nothing herein shall be construed as limiting the right of the employee to challenge any evaluation including the second consecutive ineffective annual composite APPR evaluation in any proceeding brought pursuant to Education Law Section 3020-a or an alternative disciplinary arbitration to the extent allowed by law.

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

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

The District will ensure that all lead evaluators are properly trained and certified as necessary to complete a performance review. Lead evaluator training has and will continue to be conducted in accordance with the certification requirements per the Commissioner's regulations.

The Board of Education will certify and recertify lead evaluators after each administrator documents that s/he has completed training in all of the required areas. Components of the training may be accomplished through participation in professional development at courses and workshops offered by Putnam-Northern Westchester BOCES or other entities or completion of online courses or webinars.

Training for evaluators will include a focus on:

- New York State Teaching and ISLLC standards
- Evidence-based observation
- Application and use of student achievement data
- Application and use of approved principal rubric
- Scoring methodology
- Considerations when evaluating principals serving special populations

Evaluators will receive updated training annually on any changes to the law, regulations, or applicable collective bargaining agreements. At a minimum, the training will include all nine required elements as required by Regents rule 30-2.9 as well as inter-rater reliability and be not less than one day.

11.5) Assurances -- Evaluators

Please check the boxes below:

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

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

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

11.6) Assurances -- Principals

Please check all of the boxes below:

Assure the entire APPR plan will be completed for each principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the building principal's performance is being measured.	Checked
Assure that the district will provide the principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of principal effectiveness subcomponent for a principal's annual professional performance review, in writing, no later than the last school day of the school year for which the principal is being measured.	Checked
Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later.	Checked
Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
Assure that principals will receive timely and constructive feedback as part of the evaluation process.	Checked

Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked
--	---------

11.7) Assurances -- Data

Please check all of the boxes below:

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

12. Joint Certification of APPR Plan

Created: 08/21/2014

Last updated: 06/19/2015

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12.1) Upload the Joint Certification of the APPR Plan

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

```
<a href="https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12158/1537891-3Uqgn5g9lu/District%20Certification%206.19.15.pdf">https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12158/1537891-3Uqgn5g9lu/District%20Certification%206.19.15.pdf</a>
```

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.

The District will review all targets and require additional changes so long as required by SED. The District is also responsible for ensuring that the targets represent one year grade level growth as defined locally.

18 points: 85% - 89% 19 points: 90% - 94% 20 points: 95% - 100%	9 points: 75% 10 points: 76% 11 points: 77% 12 points: 78% 13 points: 79% 14 points: 80% 15 points: 81% 16 points: 82% 17 points: 83% - 84%	3 points: 60% - 61% 4 points: 62% - 63% 5 points: 64% - 66% 6 points: 67% - 69% 7 points: 70% - 72% 8 points: 73% - 74%	0 points: 0% - 49% 1 point: 50% - 54% 2 points: 55% - 59%
15 points: 92%-100% 14 points: 85%-91%	13 points : 82%-84% 12 points: 80% -81% 11 points : 79% 10 points: 77%-78% 9 points: 75%-76% 8 points: 73%-74%	7 points : 70%-72% 6 points: 67%-69% 5 points: 64%-66% 4 points: 62%-63% 3 points : 60%-61%	2 points: 55%-59% 1 points: 50%-54% 0 points: 0%-49%

18 points: 85% - 89% 19 points: 90% - 94% 20 points: 95% - 100%	9 points: 75% 10 points: 76% 11 points: 77% 12 points: 78% 13 points: 79% 14 points: 80% 15 points: 81% 16 points: 82% 17 points: 83% - 84%	3 points: 60% - 61% 4 points: 62% - 63% 5 points: 64% - 66% 6 points: 67% - 69% 7 points: 70% - 72% 8 points: 73% - 74%	0 points: 0% - 49% 1 point: 50% - 54% 2 points: 55% - 59%
15 points: 92%-100% 14 points: 85%-91%	13 points : 82%-84% 12 points: 80% -81% 11 points : 79% 10 points: 77%-78% 9 points: 75%-76% 8 points: 73%-74%	7 points : 70%-72% 6 points: 67%-69% 5 points: 64%-66% 4 points: 62%-63% 3 points : 60%-61%	2 points: 55%-59% 1 points: 50%-54% 0 points: 0%-49%

SCORING METHODOLOGY

The Commissioner's regulations require that each teacher be evaluated annually on the NYS Teaching Standards using an approved rubric as part of the Multiple Measures of Teacher Effectiveness. The Katonah-Lewisboro School District has selected the Framework for Teaching, Charlotte Danielson, (2011 Revised Edition) for all classroom teachers. This portion of the teacher's evaluation is worth 60 points of the composite score. Points in each domain will be allocated as follows:

Classroom Performance:

DOMAIN 1: Planning and Preparation16 points
DOMAIN 2: The Classroom Environment11 points
DOMAIN 3: Instruction15 points

Subtotal: 42 points

DOMAIN 4: Professional Responsibilities18 points

Total: 60 points

When writing a final evaluation, the evaluator will consider the ratings of highly effective, effective, developing, and ineffective to determine a final rating for each component on the rubric.

Component	H-Obs	E-Obs	D-Obs	I-Obs	Accepted Artifact (HE or E)	Artifact not accepted (D or I)	Max
1a	2	1.7	1.4	0	1	0	3
1b	2	1.7	1.4	0	1	0	3
1c	2	1.7	1.4	0	1	0	3
1d	1	.85	.7	0	1	0	2
1e	2	1.7	1.4	0	1	0	3
1f	1	.85	.7	0	1	0	2
2a	2	1.7	1.4	0	1	0	3
2b	1	.85	.7	0	1	0	2
2c	1	.85	.7	0	1	0	2
2d	1	.85	.7	0	1	0	2
2e	1	.85	.7	0	1	0	2
3a	2	1.7	1.4	0	1	0	3
3b	2	1.7	1.4	0	1	0	3
3c	2	1.7	1.4	0	1	0	3
3d	2	1.7	1.4	0	1	0	3
3e	2	1.7	1.4	0	1	0	3
4a	1	.85	.7	0			3
4a artifact 1					1	0	
4a artifact 2					1	0	
4b	1	.85	.7	0			3
4b artifact 1					1	0	
4b artifact 2					1	0	
4c	1	.85	.7	0			3
4c artifact 1					1	0	
4c artifact 2					1	0	
4d	1	.85	.7	0			3
4d artifact 1					1	0	
4d artifact 2					1	0	
4e	1	.85	.7	0			3
4e artifact 1					1	0	
4e artifact 2					1	0	
4f	1	.85	.7	0			3
4f artifact 1					1	0	
4f artifact 2					1	0	

TEACHER IMPROVEMENT PLAN

A Teacher Improvement Plan (TIP) is intended to help teachers improve professionally. It is to be developed in collaboration with the teacher and the supervisor. A District Office administrator and/or counsel may be present at the initial meeting or at any other meetings during the process. At the request of the teacher, an Association representative may participate at the initial meeting or any other meetings during the process. The development of the TIP should be a professional, constructive conversation identifying a plan to resolve issues and identify resources to help the teacher.

Any teacher who receives a Developing or Ineffective overall rating through the Annual Professional Performance Review (APPR) will be placed on an improvement plan to address performance concerns. The attached forms will be used in designing the plan.

The supervisor will convene a conference with the teacher at a mutually agreeable time but no later than five school days from the first student day in September following the school year in which the Developing or Ineffective rating was assigned. The supervisor will bring a first draft of a plan designed to improve the targeted areas. At the conference, the teacher will have an opportunity to suggest revisions to the plan and/or to ask for additional support to assist the teacher in meeting the expectations of the plan. The plan put in place shall reflect the collaboration of the teacher and administrator.

Implementation of an initial plan must begin no later than ten school days from the first student day in September following the school year in which the Developing or Ineffective rating was assigned. Any adjustments to the written plan must be finalized by the supervisor and provided to the teacher within thirty school days following the initial conference. The signatures of the teacher and the supervisor are required on the plan.

Most plans will be for the duration of a school year and all plans must involve a minimum period of one trimester at the elementary and middle school levels and one semester at the high school level. At the end of the time period indicated on the plan, the plan must be reviewed for extension, modification, or termination. The APPR and TIP plan criteria will be used to assess the successful completion of the plan.

The plan will provide specific goals based upon the New York State Teaching Standards which the teacher must make progress toward attaining within the school year the plan is being implemented. The plan must identify the areas that need improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed including, if applicable, the artifacts the teacher must produce as evidence of improvement, and professional learning activities and other assistance the teacher will receive to support the improvement.

The teacher will meet with the direct supervisor to review the plan. As the year progresses, appropriate artifacts and evidence from evaluations will be reviewed in order to determine if adequate improvement has been made in the required areas. Meetings will occur monthly at a minimum but may occur more frequently as established in the plan.

Katonah-Lewisboro School District
Teacher Improvement Plan

Teacher:

School:

Date of Documentation of Concern:

Date of Collaborative Conference:

Time Period of Plan:

A. Description of Need: Not all areas may need to be addressed in the plan

1. Knowledge of Students and Student Learning –

2. Knowledge of Content and Instructional Planning –

3. Instructional Practice –

4. Learning Environment –

5. Assessment for Student Learning –

6. Professional Responsibilities and Collaboration –

7. Professional Growth –

B. Description of Desired State: Not all areas may need to be addressed in the plan

1. Knowledge of Students and Student Learning –

2. Knowledge of Content and Instructional Planning –

3. Instructional Practice –

4. Learning Environment –

5. Assessment for Student Learning –

6. Professional Responsibilities and Collaboration –

7. Professional Growth –

C. Description of observational evidence and artifacts which will document improvement:
Not all areas may need to be addressed in the plan

1. Knowledge of Students and Student Learning –

2. Knowledge of Content and Instructional Planning –

3. Instructional Practice –

4. Learning Environment –

5. Assessment for Student Learning –

6. Professional Responsibilities and Collaboration –

7. Professional Growth –

D. Specific Interventions and Time Frame for Implementation: (modify as appropriate)

1. By (date), the supervisor will have assigned a mentor to the teacher.
2. By (date), the teacher will have signed up for (workshop/conference/course) to attend on (date).
3. By (date), the teacher will have scheduled a peer observation with (name) to occur on a date prior to (date).
4. By (date), the teacher will submit plans electronically for the week of (date) to the supervisor.
5. By (date), the teacher will submit electronically informal assessment data to the supervisor.
6. By (date), the teacher will submit electronically parent communication to the supervisor.
7. By (date), the teacher will submit electronically formal assessment data to the supervisor.

E. Conferring with the supervisor to monitor plan:

Meeting time and day (monthly)

Name	Signature as Agreement to Plan	Date
Teacher	_____	_____
Supervisor	_____	_____

Cc: Superintendent
Assistant Superintendent for Instruction
Assistant Superintendent for Human Resources
Personnel File
Association President

7.3

If the State provides growth scores for the grades K-5, 6-8, and 9-12 principal(s), and such scores represent less than 30% of the students supervised by that principal, the district will set SLOs for the largest courses in the building until at least 30% of students are covered. Where such courses end in a State assessment, that assessment will be used with the SLO. The State-provided scores will then be weighted proportionately with the SLO result(s) for the final HEDI score for the principal(s).

For SLOs, based on historical data, the principal in collaboration with the superintendent will set individual growth targets for each student. The Superintendent will have final approval of growth targets. A principal will receive a HEDI score based upon the percent of students reaching their targets. The Common Core English Regents will be taken by students in Common Core English classes. The Comprehensive English Regents may be taken by students in courses following the 2005 standards so long as permitted by SED. Only the Common Core Algebra Regents will be administered.

The points within each category will be distributed as follows:

18 points: 85% -89%	9 points: 75%	3 points: 60% – 61%	0 points: 0% - 49%
19 points: 90% - 94%	10 points: 76%	4 points: 62% - 63%	1 point: 50% - 54%
20 points: 95% -100%	11points: 77%	5 points: 64% - 66%	2 points: 55% - 59%
	12 points: 78%	6 points: 67% - 69%	
	13 points 79%	7 points: 70% - 72%	
	14 points: 80%	8 points: 73% - 74%	
	15 points: 81%		
	16 points: 82%		
	17 points: 83% – 84%		

HEDI Bands for Principals

For the annual performance review, the DISTRICT shall use the following HEDI bands for the assignment of points to the achievement measures as follows. The DISTRICT and the Association also agree to use these bands for the State subcomponent, as needed, if the State does not provide the scores for the subcomponent, as currently anticipated.

20 point chart for all principals will be as follows:

18 points: 85% -89%	9 points: 75%	3 points: 60% – 61%	0 points: 0% - 49%
19 points: 90% - 94%	10 points: 76%	4 points: 62% - 63%	1 point: 50% - 54%
20 points: 95% - 100%	11points: 77%	5 points: 64% - 66%	2 points: 55% - 59%
	12 points: 78%	6 points: 67% - 69%	
	13 points 79%	7 points: 70% - 72%	
	14 points: 80%	8 points: 73% - 74%	
	15 points: 81%		
	16 points: 82%		
	17 points: 83% – 84%		

15 point charts if needed follow:

HEDI For K-5 Principals

Highly Effective 14-15 points	Effective 8-13 points	Developing 3-7 points	Ineffective 0-2 points
85% of the students achieve or exceed the national AIMSWEB Reading Curriculum Based Measurement Targets and Mathematics Computation Measurement Target	75%-84% of the students achieve or exceed the national AIMSWEB Reading Curriculum Based Measurement Targets and Mathematics Computation Measurement Target	60% - 74% of the students achieve or exceed the national AIMSWEB Reading Curriculum Based Measurement Targets and Mathematics Computation Measurement Target	Below 60% of the students achieve or exceed the national AIMSWEB Reading Curriculum Based Measurement Targets and Mathematics Computation Measurement Target

The points within each category will be distributed as follows:

14 points: 85% -91%	8 points: 75%	3 points: 60-63%	0 points: 0% - 49%
15 points: 92% - 100%	9 points: 76%	4 points: 64 - 66%	1 point: 50% - 54%
	10 points: 77-78%	5 points: 67-69%	2 points: 55% - 59%
	11 points: 79%	6 points: 70-72%	
	12 points: 80-81%	7 points: 73-74%	
	13 points 82-84%		

HEDI For 6-8 Principals (Achievement on 8th grade state science assessment)

14 points: 85%-91%	8 points: 75%	3 points: 60-63%	0 points: 0-49%
15 points: 92%-100%	9 points: 76%	4 points: 64-66%	1 point: 50-54%
	10 points: 77-78%	5 points: 67-69%	2 points: 55-59%
	11 points: 79%	6 points: 70-72%	
	12 points: 80-81%	7 points: 73-74%	
	13 points: 82-84%		

Graduation Rates-HEDI breakdown for 9-12 principals

Points Generated	Graduation Rate
15	99.45-100
14	99-99.44
13	98.67-98.99
12	98.34-98.66
11	98-98.33
10	97-97.99
9	96-96.99
8	95-95.99
7	93.45-94.99
6	91.45-93.44
5	89.45-91.44
4	87.45-89.44
3	85.45-87.44
2	84.45-85.44
1	42.45-84.44
0	0-42.44

Multidimensional Principal Performance Rubric							
Domain	HE 100%	E 96%	D 83%	I 0%	Point Value	Points for HE or E Artifact*	Points for HE or E Reflection*
Domain 1: Shared Vision of Learning					6	2	1
a. Culture	3	2.9	2.5	0	3	1	
b. Sustainability	3	2.9	2.5	0	3	1	
Domain 2: School Culture & Instructional Program					10	5	1
a. Culture	2	1.9	1.6	0	2	1	
b. Instructional Program	2	1.9	1.6	0	2	1	
c. Capacity Building	2	1.9	1.6	0	2	1	
d. Sustainability	2	1.9	1.6	0	2	1	
e. Strategic Planning Process: monitor/inquiry	2	1.9	1.6	0	2	1	
Domain 3: Safe, Efficient, Effective Learning Environment					8	4	1
a. Capacity Building	2	1.9	1.6	0	2	1	
b. Culture	2	1.9	1.6	0	2	1	
c. Sustainability	2	1.9	1.6	0	2	1	
d. Instructional Program	2	1.9	1.6	0	2	1	
Domain 4: Community					6	3	1
a. Strategic Planning Process	2	1.9	1.6	0	2	1	
b. Culture	2	1.9	1.6	0	2	1	
c. Sustainability	2	1.9	1.6	0	2	1	
Domain 5: Integrity and Fairness					4	2	1
a. Sustainability	2	1.9	1.6	0	2	1	
b. Culture	2	1.9	1.6	0	2	1	
Domain 6: Political, Social, Economic, Legal and Cultural Context					2	2	1
a. Sustainability	1	.9	.8	0	1	1	
b. Culture	1	.9	.8	0	1	1	
Total Points					36 points	18 points	6 points
Grand Total of Points = 60							

* Ineffective or developing artifacts or reflections will receive zero points.

Principal Improvement Plan Form

[To be completed by principal in consultation with evaluator]

School Year 20__-20__

Name: _____ Position: _____

Signature: _____ Date: _____

Mid-Year Conference Date: _____

End-of-Year Conference Date: _____

Building(s): _____

Evaluator : _____ Title: _____

Signature: _____ Date: _____

Unit Representative _____ Date: _____

Signature: _____

1. Areas for Improvement:
2. Recommendations for Improvement

3. Resources Available

4. Monitoring System

5. Evidence of Achievement

6. Timeline

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

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

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

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

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

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

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

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

Signatures, dates

Superintendent Signature: Date:

John A. Sant 6/19/15

Teachers Union President Signature: Date:

Andrea Prehinar 6/19/15

Administrative Union President Signature: Date:

J. W. Carr 6/19/15

Board of Education President Signature: Date:

Margaret A. Schmitt 6/19/15

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

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

Superintendent / District Superintendent / Chancellor Signature: Date:

A rectangular box containing a handwritten signature in blue ink that reads "John A. Boats" and a date "6/19/15" written to the right of the signature.